

# **PROGRESS Annual Performance Monitoring Report 2010**

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

**Social Europe**



European Commission

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

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

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**European Commission**

Directorate-General for Employment, Social Affairs and Inclusion  
Unit 01

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# Foreword

Following the difficulties of the financial crisis, the decade 2010-2020 must be productive, revitalising and positive for EU citizens. Our energies are focused on implementing *Europe 2020*, the European Union's strategy to achieve smart, sustainable and inclusive growth. With this in mind, the 2010 Annual Performance Monitoring Report demonstrates how PROGRESS has been contributing to this common EU cause, helping to set the ball rolling for the rest of the decade.



Specifically, it is the Europe 2020 objective of "Inclusive Growth" on which PROGRESS is ultimately focused – towards a high-employment economy, delivering social and territorial cohesion. The programme produced a wide range of deliverables in 2010 which all fed into the formulation of the "Inclusive Growth" objective, its related headline targets and flagship initiatives.

I am pleased to see that this third performance monitoring report confirms the added value of PROGRESS for the EU and its Member States. It shows that PROGRESS has acted as a Europe-wide platform for Member States to exchange ideas on policy, in order to trigger developments and reforms at national level; indeed, mutual learning activities financed by PROGRESS have been particularly appreciated by the programme's interested parties. Furthermore, it has allowed for Europe-wide comparison when gathering evidence, developing statistical tools, methods and common indicators to ensure that EU policies and legislation are relevant to the needs of Member States.

The report itself is an example of the importance of performance measurement, and of PROGRESS's *results-based approach* to monitoring. At a time when it is paramount to ensure that money is spent correctly and for worthwhile purposes, this approach is invaluable. It also creates a clearer picture of the programme's achievements, as well as creating greater motivation for its improvement. In short, by focusing on the outcomes of the programme, instead of merely its inputs, we can be more assured of the fact that PROGRESS is making a difference.

We hope that this report gives you a useful insight into the work and achievements of PROGRESS. We are always keen to hear any feedback you may have. Please send comments and questions to [empl-progress@ec.europa.eu](mailto:empl-progress@ec.europa.eu)

A handwritten signature in black ink, which appears to read "Koos Richelle".

**Koos Richelle**

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

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# Overview

In 2010, PROGRESS was operating in the context of ongoing challenges, posed by globalisation, new technologies, climate change, and an ageing population, and also new challenges, posed by the financial crisis and the subsequent economic and social ones. These crises have been a test to the European social model and forced the EU and individual Member States to take measures necessary to restore economic growth and social progress. In response to these challenges, PROGRESS continued to support the efforts of the EU and Member States in strengthening the European social dimension, creating more quality jobs for everyone, applying the principle of equality in all its activities and bringing new innovative initiatives to the European debate.

The year 2010 marked the start of a new political cycle and a new model of social cohesion, which acknowledges the need to encompass greater protection, inclusion and social integration. The Treaty of Lisbon entered into force and the new Commission started its work. The Europe 2020 strategy was adopted (replacing the Lisbon strategy and the renewed social agenda). The core of analytical, mutual learning, awareness and dissemination activities delivered by the PROGRESS programme in 2010 focused on the contribution to Europe 2020 strategy. A range of studies and reports, conferences and seminars, statistics and other similar deliverables fed directly into the formulation of the inclusive growth objective of the strategy and related headline targets, and also the flagship initiatives on youth, new skills and jobs and the platform against poverty and social exclusion.

In 2010, PROGRESS supported both Spanish and Belgian Presidencies and the Commission in steering towards common goals, in making coordinated efforts by all Member States and the European institutions, and in involving all interested parties in an 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 flexicurity, green jobs, corporate social responsibility, combating

in-work poverty, self-employment, quality of jobs and Roma integration.

PROGRESS activities targeted policy- and decision-makers, both at EU and national levels, social partners, EU-level networks and NGOs, experts and broad public. The programme covered the 27 EU Member States, the EFTA/EEA countries, the candidate and potential candidate countries.

## In 2010, PROGRESS contributed to the achievement of EU goals in the following ways

It contributed to **improving the quality of Commission's policy initiatives** by:

- » ensuring that they are built on strong evidence (over four-fifths of the annual survey respondents were of the opinion that they are grounded in thorough analysis of situation); and
- » making its decision-making processes more accessible and involving a broad range of stakeholders in policy development (94 % of respondents in the field of non-discrimination and 88 % in the field of gender equality agreed 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).

It helped to **ensure correct and effective application of EU law in the Member States** by:

- » monitoring the implementation of the EU law in the Member States (EU and national stakeholders and decision-makers especially appreciated some of the outputs produced by networks of legal experts); and
- » providing assistance to the Member States in transposing and applying EU law effectively through guidance and training (even though in the area of legislation, the evidence produced under PROGRESS is primarily used internally by the Commission, it was also reported by a quarter of the annual survey respondents to be

used for developing national legal acts implementing EU law).

It strengthened a **shared understanding of common EU issues and EU policy objectives** (89 % of the annual survey respondents claim to have gained better understanding of EU policy objectives by participating in PROGRESS-funded events) and **their ownership** (almost three-quarters of the respondents noted that PROGRESS-funded mutual learning events gave the opportunity to national policy- and decision-makers to align their policy activity with EU objectives) by:

- » enhancing cooperation among national authorities through the exchange of good practices (almost two-thirds of the respondents said that they have already used the knowledge acquired during the events for policymaking or policy advocacy); and
- » improving their knowledge on the most pressing issues through facts finding and evidence gathering (studies and reports but also available statistical data were seen as mostly contributing to the triggering of national debates);

It also strengthened **partnership among policymakers and stakeholders** (over four-fifths of the respondents participating in PROGRESS-funded events in 2010 agreed that they contributed to strengthening their relationships with relevant stakeholders/organisations), especially by

- » contributing to the capacity building of key non-governmental actors through the support to EU-level networks and NGOs, so they were in a position to exert influence or change at

EU and national levels (more than four-fifths of the respondents agreed that the influence of key EU-level networks and NGOs was visible in increasing awareness and exerting pressure on policymakers in the relevant policy area, and in providing useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups).

#### The areas for further improvement include the following

The results of evidence generated through studies, reports and mutual learning events should be better disseminated beyond the circles of those actively involved in EU-level policymaking, in order to further enhance the impact and the sustainability of this evidence.

Partnership and sense of collaboration among the key stakeholders is strong, but there seems to be a tendency for authorities (EU, national, regional and local) to have closer ties with each other than with social partners and NGOs; there is still room for strengthening the collaboration and partnership between relevant actors at EU level and national level.

The EU effort to integrate cross-cutting issues into PROGRESS policy areas is acknowledged; however, the most visible is the integration of non-discrimination and gender equality aspects, while the integration of disability matters and combating poverty remains moderate. Given that combating the poverty is one of the Europe 2020 headline targets, additional efforts might be needed to better integrate this cross-cutting issue.

# Introduction

PROGRESS is committed to results-based management, which means a stronger focus on results and achievements rather than resources and activities. The results of the programme are monitored annually in order to assess progress towards the achievement of its aims and objectives.

The aims and objectives that PROGRESS must attain both in the near future and over the longer term are expressed in the terms of immediate and intermediate outcomes. They have been defined in the strategic framework for the implementation of the programme <sup>(1)</sup>. Each of the outcomes has a set of performance measures (monitoring indicators) against which the performance of PROGRESS is monitored and which are also reported here.

The *PROGRESS annual performance report 2010* summarises the efforts and progress of the programme against each of the intermediate and immediate outcomes. The report builds on the experience of the annual performance monitoring reports for 2008 and 2009 and takes into

account comments expressed by the programme committee members.

In line with the monitoring of outcomes, the report also presents detailed information on outputs delivered under the programme, which is necessary in order to understand how the outcomes were achieved. Therefore, summary tables and a separate annex on activities and outputs delivered in 2010 in different PROGRESS policy areas are presented.

Finally, the report gives more prominence to the programme's relevance for participating countries, both in terms of their involvement in the programme activities, and the relevance of outcomes to their needs and conditions.

The report is structured around the intermediate and immediate outcomes of PROGRESS and their predefined performance measures. The latter are used as gauges to determine the extent to which PROGRESS has delivered on its expected outcomes.

1 'Ensuring PROGRESS delivers results: Strategic framework for the implementation of PROGRESS, the EU programme for employment and social solidarity (2007–13)'. Available online at [http://bookshop.europa.eu/is-bin/INTERSHOP.enfinity/WFS/EU-Bookshop-Site/en\\_GB/-/GBP/ViewPublication-Start?PublicationKey=KE8008253](http://bookshop.europa.eu/is-bin/INTERSHOP.enfinity/WFS/EU-Bookshop-Site/en_GB/-/GBP/ViewPublication-Start?PublicationKey=KE8008253)

# 1. Progress in 2010 against intermediate outcomes

This section reports on **the contribution of PROGRESS** towards intermediate outcomes, which are, however, also influenced by a number of external factors beyond the remit of the programme. PROGRESS contributed to the achievement of expected outcomes through three main types of actions:

- » analytical activities;
- » mutual learning, awareness and dissemination activities;
- » support for main actors.

These types of actions were commissioned directly by the Commission or produced under grant agreements. The *PROGRESS annual performance report 2009* emphasised the need for better communicating the outputs produced by action grant beneficiaries. Therefore, this report provides a more in-depth account of the key outputs produced under the action grant agreements in 2010.

## 1.1. Compliance in Member States with EU law

The effective application of EU law is a precondition for creating a level playing field and guaranteeing a common level of EU legal protection for all. PROGRESS is the main financial instrument which helps the European Commission fulfil its role as a guardian of the treaties and initiator of EU action and strengthen EU support for the Member States' efforts towards the implementation of the objectives of the European Union in the fields of employment and social affairs. The programme's action contributes to the achievement of these goals by monitoring compliance in the Member States with EU law and promoting shared understanding and ownership of EU objectives in the employment and social fields, as well as strong partnerships.

Much of European law in the field of employment, social affairs and equal opportunities

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

### Performance measure:

Effectiveness of application of EU law on matters related to PROGRESS areas in the Member States

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

PROGRESS assisted the Commission in its commitment to regularly monitor the implementation of EU law in Member States. It supported external studies aimed at analysing the implementation and application of EU law in Member States, for example, the studies on the implementation of the EU labour law directive in Bulgaria and Romania, finished in 2010. Three PROGRESS-supported networks of legal experts (see Table 1) provided the Commission with independent information on the transposition of EU directives into national law and their implementation, as well as advice on relevant developments in Member States. The networks also served as official advisory boards for the Commission in the development of new EU legislative instruments and assisted it in organising training seminars for practitioners.

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

Tasks of the Commission	Aims of the networks	PROGRESS-supported networks of legal experts
<ul style="list-style-type: none"> <li>• Safeguarding the Treaties</li> <li>• Reporting on the transposition of directives</li> <li>• Initiating legislative proposals</li> </ul>	<ul style="list-style-type: none"> <li>• Regular monitoring and development of Community legislative instruments</li> </ul>	<ul style="list-style-type: none"> <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> <li>• European Labour Law Network</li> </ul>

In 2010, the European networks of legal experts produced two issues of the European Antidiscrimination Law Review, an annual issue of the European Gender Equality Law Review, flash reports on legal developments in the EU Member States and synthesis and thematic reports on legal issues (for more details see Annex 1). The network of legal experts on labour law contributed to the debate on the modernisation of labour law, with a thematic report on the issue of restructuring and the quality of European labour legislation, a conference and several newsletters.

**'The gender pay gap in Europe from a legal perspective'**, a report by the Commission's European Network of Legal Experts in the Field of Gender Equality, clearly showed that in many countries the gender pay gap is not very high on the agenda of national governments and social partners. Still, the national legal experts pointed out some interesting instruments (legislative provisions and other soft-law and non-enforceable measures) targeted at social partners or employers, which definitely contain good possibilities for combating the gender pay gap.

Outputs produced by the European networks of legal experts were largely helpful for EU and national stakeholders and decision-makers, i.e. responsive to their needs and useful for policymaking or policy advocacy. For example, the European Anti-discrimination Law Review, the European Gender Equality Law Review and flash reports on legal developments in the EU Member States were helpful for more than two-thirds of the respondents to the annual survey, while the report on 'The gender pay gap in Europe from a legal perspective' was useful to three-quarters of the respondents.

In the area of legislation, the evidence produced under PROGRESS is primarily used internally by the Commission to adopt, amend and monitor EU legislation. Interestingly, this evidence is also reported to be used for developing national legal acts implementing EU law: a quarter of the respondents to the annual survey indicated that studies, analyses, thematic assessments and monitoring reports produced under the programme have mostly contributed to adopting or amending national legal acts implementing EU law.

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

PROGRESS helped the Commission in providing practical assistance to Member States in transposing and applying EU law effectively. It funded the development of non-binding good practice guides, handbooks and other material for information sharing and learning. In 2010, most good practice guides on the transposition of directives (and reports on them) were produced in the field of working conditions.

Analytical activities supported by PROGRESS in the field of **safety at work and the quality of jobs** in 2010 included the production of a scoreboard aimed at visualising the Member States occupational health and safety efforts in specific areas, the study 'Health and safety at work in the European union - policy responses in relation to changes in work organisation and employment patterns in the context of globalisation', the development of data in collaboration with international organisations, and the production of a non-binding modular guide to best practice with a view to improving the application of directives on protecting the health and safety of workers in agriculture, livestock farming, horticulture and forestry, especially on small and medium-sized holdings.

Moreover, PROGRESS supported information sharing and learning among legal and policy practitioners in the Member States through legal seminars and the exchange of good practices. In 2010, two legal seminars and two good practice exchange seminars were held in the area of non-discrimination and diversity, two legal seminars on gender equality and two mutual learning meetings of the network of women in decision-making.

The **legal seminar on making equality rights work in practice** in Brussels on 9 November 2010 attracted 137 participants representing the European Commission, Member States, equality bodies and European NGOs. The participants discussed the transposition and implementation of EU equality and anti-discrimination directives and particular issues of discrimination. These included access to justice, the gender pay gap, positive obligations, disability discrimination, indirect discrimination and the role of equality bodies. Participants in the seminar who responded to the annual survey were very positive about the relevance of issues to their needs, the involvement of relevant stakeholders and the contribution of the seminar to the shared understanding of common EU challenges and objectives.

In the field of health and safety at work, PROGRESS supported the work of the Senior Labour Inspectors Committee (SLIC), which organised thematic days on the improvement of occupational health and safety protection of workers in precarious employment, as well as the governmental expert groups on the implementation of the directives on labour law (for example the directive on temporary agency work).

Legal seminars and the exchange of good practices, especially those on gender equality issues, were more helpful to the users than evidence outputs. Seminars for legal and policy practitioners at the EU level in the field of gender equality were useful for the needs of almost three-quarters of the participants who responded to the annual survey, while good practice exchange seminars on gender equality were useful for up to 89 % of the responding participants.

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

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

In 2010, PROGRESS supported 11 EU networks and NGOs active in the field of non-discrimination and one in the gender equality field, which continued to serve as a useful source for information for EU and national decision-makers and other stakeholders alike. The annual survey shows that 94 % of respondents in the field of non-discrimination and 88 % in the field of gender equality 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.

PROGRESS provided a common EU-level platform for national and EU stakeholders to be engaged in policy debate through conferences and other high-level events. In 2010, PROGRESS supported five high-level policy debate events in the area of working conditions, seven in non-discrimination and three in gender equality. Cooperation with Presidencies in the policy area of gender equality resulted in the adoption of Council conclusions on violence against women, the gender pay gap and the strategy for equality between women and men, by the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO). In several conferences on the labour law, the Commission representatives had the opportunity to explain policy-related matters and clarify legal issues. Of special importance were the Spanish Presidency conference on posting of workers and the Belgian Presidency conference on working conditions, where the first results of the external study on working time patterns were also presented.

At the **Conference on Fundamental Freedoms and Workers' Rights** (Oviedo, Spain, 17 and 18 March 2010), views were exchanged on the necessary balance between the exercise of fundamental freedoms (the free movement of workers, and establishment and provision of services) and respect for workers' rights, and European jurisprudence on these questions was analysed. At the conference, Commissioner Andor announced his intention to translate the commitment made by President Barroso into a proposal, which he intends to submit in 2011, after taking into account the findings of a consultation of all the stakeholders, including the European social partners.

Table 2 presents the latest results on compliance in the Member States with EU law. It is expressed as a percentage of the provisions in directives linked to national rules (transposition rate) and a percentage of the outstanding directives that have not been transposed in at least one Member State (fragmentation factor). In 2010, there were no changes compared to the previous year.

**Table 2: Compliance in the Member States with EU law in PROGRESS policy areas in 2008–10**

Policy area	Transposition rate			Fragmentation factor		
	2008	2009	2010	2008	2009	2010
Labour law	99.4 %	98.3 %	98.3 %	14.3 % (3 directives)	5 % (1 directive)	5 % (1 directive)
Health and safety	99 %	100 %	100 %	11.1 % (3 directives)	0 %	0 %
Anti-discrimination	100 %	100 %	100 %	0 %	0 %	0 %
Gender equality	96 %	96 %	96 %	30.8 % (4 directives)	30.8 % (3 directives)	30.8 % (3 directives)
The overall rate	98.6 %	98.5 %	98.5 %	14 % (10 directives)	9 % (4 directives)	9 % (4 directives)

Source: European Commission, Directorate-General for Employment, Social Affairs and Inclusion.

## 1.2. Shared understanding and ownership of EU goals

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

In 2010, PROGRESS contributed to the development of a shared understanding of EU objectives and problems addressed by EU policies by funding Presidency conferences on priority issues, and by providing an EU platform for transnational exchange of good practices and mutual learning. It also collected evidence on new issues, like in-work poverty, through analysis and research and enabled weaker, disadvantaged stakeholders, such as ethnic minority groups and people experiencing poverty, to join the debate at EU level.

### Performance measure:

Extent to which national policy discourses or priorities reflect EU objectives

### PROGRESS facilitated debate on EU objectives and priority issues by funding Presidency conferences and other high-level events at EU level

PROGRESS provided a platform for discourse on ongoing and especially new priority issues in all policy areas covered by the programme. In total, 39 policy debate events were funded in 2010, most of them in the policy areas of employment and social protection and inclusion. The issues discussed during the events included self-employment, green jobs and greening the economy, safer and healthier work places, corporate social responsibility and others (see Annex 1 for a detailed list of activities).

The Belgian Presidency Ministerial Conference on '**Promoting green employment: a major and indispensable driver behind a successful transition towards a competitive and low carbon economy**' (Brussels, 28 and 29 September 2010) aimed to foster a further development of the 'New skills for new jobs' initiative of the European Commission. It surveyed work done by international institutions on this subject and focused on experiences from specific industries, employment policy instruments, the role of social partners and the work of the Employment Committee.

Over three-quarters of the respondents to the annual survey agreed that the EU had a positive influence on policy debate at the national, regional and local levels in 2010 in terms of the clarity of policy issues. More specifically, slightly less than three-quarters of the respondents were of the opinion that Presidency conferences and seminars were responsive to their needs and useful for policymaking or policy advocacy.

PROGRESS funded annual events on ongoing priority issues of Roma integration, including the **second European Roma Summit** on 'Promoting policies in favour of the Roma population' (Córdoba (Spain), 8 and 9 April 2010) and two meetings of the **Integrated Platform on Roma Inclusion** in Brussels. These events involved relevant stakeholders and policy- and decision-makers, addressed cross-cutting issues and provided participants with relevant and useful knowledge.

### PROGRESS provided a platform for the transnational exchange of good practices and mutual learning

PROGRESS funded mutual learning events in all policy areas covered by the programme. These events gave the opportunity to national policy- and decision-makers to align their policy activity with EU objectives. This was confirmed by almost three-quarters of the respondents to the annual survey.

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

In the framework of the mutual learning programme, six peer reviews were held on initiatives relating to selected employment policy practices in line with the priority themes of the EES. In total, 22 Member States plus Norway and Serbia were actively involved in the mutual learning programme in 2010 (see Table 3). Compared to the previous years, EU-12 countries were more actively involved in 2010, although four countries (Estonia, Lithuania, Latvia and Poland) did not participate in the programme in 2010. In contrast, only one EU-15 country (Luxembourg) did not take part in the activities.

**Table 3: Participation of Member States in the peer reviews under the mutual learning programme in 2010**

Number of participations in peer reviews					Hosting countries
1	2	3	4	5 or 6	1
Denmark, Finland, Hungary, Ireland, Malta, Portugal, Slovakia, Spain	Austria, France, Italy, Netherlands, Sweden	Romania, United Kingdom	Bulgaria, Germany, Greece	Belgium, Cyprus, Czech Republic, Slovenia	Czech Republic, Finland, France, Germany, Netherlands, United Kingdom

The main issues covered by the mutual learning programme in 2010 included self-employment, the labour market integration of the Roma community, support for jobseekers and the unemployed, short-time working arrangements, the ageing population and education choices, activation of the elderly and labour market integration of lone parents.

The thematic review seminar '**Promoting entrepreneurship and self-employment across Europe**' (Brussels, 8 and 9 November 2010) was a topical event in the context of overcoming the economic and labour market crises and in line with the Europe 2020 priorities. It addressed the role of self-employment in the labour market and examples of national policies taken to promote and increase self-employment. The event was extremely positively evaluated by its participants as being responsive to their needs and providing useful and applicable knowledge.

The peer review on '**Supporting the labour market integration of the Roma community**' (Prague, 25 and 26 November 2010) brought together ministry representatives and independent experts from nine peer countries (Cyprus, Hungary, Italy, Romania, Serbia, Slovakia, Slovenia, Spain and Sweden) as well as representatives of the European Commission. The participants agreed that the main steps towards labour market integration of Roma people are improved understanding of the needs and barriers facing Roma groups in different localities, the combination of targeted and mainstream approaches, community engagement and strengthening the capacity of NGOs, to name but a few.

PROGRESS supported nine peer reviews on social protection and social inclusion policies in the different EU Member States to facilitate mutual learning process, policy transfer and a shared understanding and ownership of EU policy objectives in these areas. All but one Member State (Slovakia) have either hosted or participated in at least one peer review. Overall, the combined attendance of the peer reviews substantially decreased in 2010, as compared to the previous years, despite the same number of participating countries. In particular, Lithuania, Luxembourg, the Netherlands, Portugal, Romania and the United Kingdom attended at least two peer reviews fewer in 2010 than in 2009.

The main issues covered by SPSI peer reviews in 2010 were long-term care, minimum income schemes, the integration of immigrants into the labour market, social service provision, development of social inclusion, homelessness, the inclusion of children from disadvantaged environments and active ageing.

**Table 4: Participation of Member States in the social protection and social inclusion peer reviews in 2010**

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

In 2010, PROGRESS supported two good practice exchange seminars in the field of anti-discrimination. The seminars focused on the issues of combating discrimination against lesbian, gay, bisexual and transgender (LGBT)

people and combating discrimination based on racial or ethnic origin, especially in employment. Both new and old EU Member States were equally involved in the seminars (see Table 5).

**Table 5: Participation of Member States in good practice exchange seminars on anti-discrimination in 2010**

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

The 'Good practice exchange seminar on public policies combating discrimination against and promoting equality for LGBT' (The Hague, 18 and 19 March 2010) attracted national experts and representatives of national authorities, the Commission and civil society to learn from the experience of public bodies in combating discrimination in Member States other than their own. The seminar focused on good practice in the areas of mainstreaming, employment, multiple discrimination, education, multi-level governance and statistics and data collection. The debates demonstrated different levels of commitment to and ambition for achieving equality for LGBT people across the Member States. The seminar served as a stimulus for some to identify possible starting points for action, while for others it served to enable a refinement and further development of already existing practice. The seminar received an extremely positive evaluation among respondents to the annual survey for its usefulness.

In 2010, PROGRESS supported national activities identifying good practices in combating discrimination and promoting equality through grant support to beneficiaries across the EU, in EFTA/EEA states and in candidate and potential candidate countries. The core objective of this activity involved better implementation of legislation on non-discrimination adopted following Directives 2000/43/EC and 2000/78/EC, development of national policies, fostering the dissemination of information on EU and national policy and legislation in the anti-discrimination field, and identifying best practices which could be transferable to other participating countries. In total, 21 EU Member States took part in the activities, with Austria, Cyprus, Luxembourg, Malta and the United Kingdom executing two projects each. On the other hand, Belgium, Germany, Latvia, the Netherlands, Poland and Romania did not participate in the activities.

'Progress to equality: effective and innovative practices to combat and prevent discrimination' concerned a range of activities implemented by the Ministry of Labour and Social Policy in Bulgaria. The main activities involved national workshops held for professionals in the legal profession, educators, media, law and enforcement bodies, and employers. A comprehensive picture of the national specifics and aspects of multiple discrimination was reflected in a national representative study. In addition, diversity and fair treatment toolkits and guidelines for media, businesses and legal practitioners were published.

Within the policy area of employment, PROGRESS funded a number of activities under grant agreements. One of them was the exchange of good practices within three different policy

domains of the Directorate-General for Employment, Social Affairs and Inclusion, including the mutual learning programme, 'New skills for new jobs' and 'Green jobs'. The main issues covered by the grant beneficiaries included flexicurity, combating undeclared work, development of new skills and sustainable employment, although due to the developments of the labour market over the past few years, the impact of the economic crisis was clearly reflected in the majority of projects funded under the grant.

The 'Flexicurity in the time of economic crisis' project aims at supporting a mutual learning process about flexicurity measures developed in the countries analysed to address the social and employment effects of the crisis. It expects to improve knowledge and understanding about flexicurity practices implemented during the recession, and to enhance the institutional capacity to design and develop EES-inspired policies capable of tackling the current social and employment challenges. During the course of the project, a catalogue of best practices will be set up, with the most valuable flexicurity practices and measures adopted to deal with the economic crisis.

Within the policy area of working conditions, PROGRESS funds were granted to a number of projects which aimed at increasing awareness of issues which were emphasised in the Commission communication on restructuring and employment <sup>(2)</sup>. As a result, particular attention was dedicated to better understanding of restructuring needs, the improvement of expertise about health and well-being at work during change, as well as the promotion of financial participation of workers. More specifically, issues such as corporate social responsibility, innovation and the anticipated impact of restructuring on the public sector and society as a whole were widely addressed in a large share of the projects.

#### PROGRESS supported learning through social experimentation

In the area of social protection and social inclusion, PROGRESS funded projects on social experimentation, which were implemented under grant agreements. The projects were designed to contribute to the development of

<sup>(2)</sup> COM(2005) 120 final.

innovative social policies in key areas of social protection and social inclusion. Among its top priorities, the grants targeted active inclusion of persons excluded from the labour market, the alleviation of child poverty as well as the promotion of their well-being and accessibility, and quality and viability of healthcare and long-term care. In total, 11 projects were awarded to beneficiaries in six EU Member States, with France, Italy, and the UK implementing seven of them altogether.

**The ‘Young offenders speech and language therapy’ project in the London Borough of Ealing** aims to provide a specialist speech and language service serving the needs of vulnerable young people and young offenders. The project is developing a screening process for speech, language and communication needs assessment, as well as providing support for children in the targeted groups. As a part of the project, a robust evaluation and longitudinal study of young offenders will be executed, and a film on the best practices on engaging with diverse groups of young offenders will be produced.

**PROGRESS provided guidance and recommendations to the Member States on the transposition of EU objectives through the networks of experts**

Guidance and recommendations to the Member States were provided by networks of experts and fed into policy implementation reports by the Commission in PROGRESS areas: the joint employment report and the joint report on SPSI. PROGRESS-supported networks of experts provided the Commission with the independent assessment of specific thematic issues in the implementation of national employment and social protection and inclusion policies, including as part of the analysis of the national reform programmes and national strategy reports on social protection and social inclusion, but also in support of other priority work. Another task of these networks 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.

**Table 6: PROGRESS-supported networks of experts in the policy areas of employment and SPSI**

Tasks of the Commission	Role of the networks of experts	PROGRESS-supported networks of experts
Fact finding and evidence gathering	Regular collection of quantitative and qualitative information	European Employment Observatory (EEO)
		Mutual Information System on Social Protection (MISSOC)
Reporting on the progress of Member States and specific policy aspects	Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty	Network of Local Authority Observatories on Active Inclusion (NLAO)
		Analytical support on the socioeconomic impact of social protection reforms (ASISP)
		Network of Independent Experts on Social Inclusion
Better regulation and cooperation between Member States	Developing a cooperative and cross-cutting work environment, exchange of information	Mutual learning support services

In 2010, PROGRESS-supported networks of experts produced 67 reports on the issues of employment and SPSI, and maintained and updated the MISSOC, which contains comparative tables on social protection. The evidence produced was instrumental in supporting the Commission’s coordinating and facilitating role in the policy coordination processes of the European employment strategy and the social OMC. The evidence was further appreciated by other stakeholders: Member States public officials, social partners at national and EU levels and stakeholders. For example, the outputs produced by the networks

of experts in SPSI area were helpful, i.e. responsive to the needs and useful for policymaking or policy advocacy, to over half of the respondent to the annual survey, while outputs produced by the networks of experts in the employment area were useful to more than 60 % of the respondents.

PROGRESS contributed to the achievement of EU goals in antidiscrimination and gender equality areas through regular monitoring, analyses and recommendations provided to the Commission and Member States by the networks of working expert (see Table 7).

**Table 7: PROGRESS-supported networks of experts on cross-cutting issues**

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)
		Network of socioeconomic experts in the anti-discrimination field
Monitoring and strengthening gender mainstreaming		Network of Experts on Employment and Gender Equality Issues (EGGE)
		Group of experts in gender quality, social inclusion, healthcare and long term care (EGGSI)

In 2010, the Academic Network of European Disability Experts produced national reports on equality of educational and training opportunities for young disabled people, and the network of socio-economic experts delivered country reports on discrimination in employment on the grounds of ethnic minority status and sexual orientation. In addition, the networks organised good practice exchange seminars (e.g. on ethnic minorities, migrants, LGBT).

**Performance measure:**

Attitudes of decision-makers, key stakeholders and the general public regarding EU objectives in PROGRESS policy areas

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

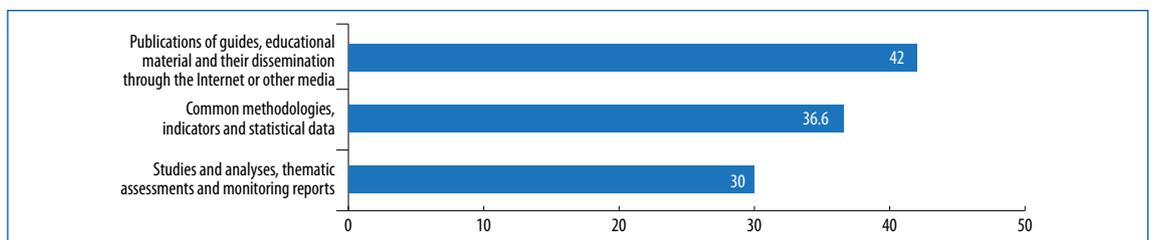
In 2010, PROGRESS supported the collection of detailed, comparable and regularly updated evidence about national labour market policies and social protection systems in the Member States, particularly through the European Employment Observatory (EEO), the Mutual Information System of Employment Policies (MISEP) and the Mutual Information System on Social Protection (MISSOC). PROGRESS also provided expert analysis and identification of data gaps, good practices and areas of difficulty through the networks of experts on social inclusion, disability, anti-discrimination, gender equality, health and long-term care. Finally, through PROGRESS, research and analysis was produced to inform the Commission’s internal decision-making (impact assessment, ex ante evaluation) and to inform and influence forthcoming policy debates.

The report by the Network of Independent Experts on Social Inclusion on ‘**In-work poverty and labour market segmentation in the EU**’ shows important variations in the scale of in-work poverty across the EU. However, the extent of Member States’ intervention through minimum wage, tax and social protection policies plays a very significant role. Based on the analysis of successful policies, the report concludes that progress needs to be made in four main areas: (1) raising public awareness and the political priority; (2) enhancing data and analysis; (3) improving monitoring and reporting; and (4) enhancing the mainstreaming of social inclusion goals in economic and employment policies. This report was helpful to almost three-quarters of the respondents to the annual survey.

In addition, the Commission granted significant funds through the PROGRESS programme for the development of appropriate statistical tools, methods and indicators, such as the Survey on Health, Ageing and Retirement in Europe (SHARE) and the development of administrative datasets and models for labour market and pension analysis. SHARE responds to a communication by the European Commission calling to ‘examine the possibility of establishing, in cooperation with Member States, a European longitudinal ageing survey’. It has become a major pillar of the European research area and in 2008 was selected as one of the projects to be implemented in the European Strategy Forum on Research Infrastructures (ESFRI). As of now, 13 EU Member States have contributed data to SHARE, of which two are EU-12 countries.

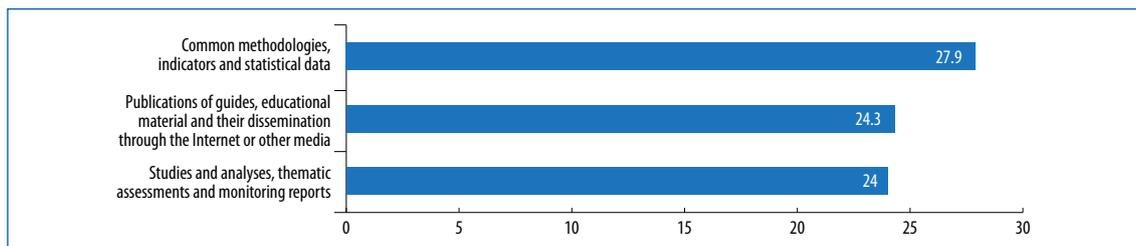
Different types of PROGRESS-funded evidence provided their users with tools to better explain EU policy objectives to the general public and the various target groups of social policies, as well as with tools to better advocate EU policy objectives with high level policymakers (see Charts 1 and 2).

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



Source: PROGRESS annual survey 2010.

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



Source: PROGRESS annual survey 2010.

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

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. In 2010, it funded 28 Presidency conferences and 11 other high-level policy events, most of them in the areas of employment and SPSI.

High-level policy debate events were instrumental in enhancing the understanding of EU policy objectives among participants. Almost 90 % of the respondents to the annual survey gained a better understanding of EU policy objectives by participating in PROGRESS-funded events. More than three-quarters of them gained tools to better explain EU policy objectives to the general public and various target groups, as well as tools to better advocate EU policy objectives among high-level policymakers.

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

In 2010, PROGRESS supported innovative projects for worker mobility in the EU through the grant agreement. The purpose of the worker mobility call for proposals was to facilitate worker mobility in the EU by developing, testing and disseminating innovative solutions in the area. As an example of a project financed by this activity, the Turkish community in Germany promotes the mobility of migrants who are third-country nationals and long-term residents in EU countries. The project aims to organise European job mobility days and campaigns for target group in Germany, the Netherlands, Austria and Sweden, and to give the target group a voice on the European stage and provide advocacy for their rights and demands.

### 1.3. Effective partnerships with national and pan-European stakeholders

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

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

**Performance measure:**

Existence of common ground/consensus among policy- and decision-makers and stakeholders on EU objectives and policies

### PROGRESS provided an enabling environment for information sharing, learning and debate

PROGRESS contributed to the development of a shared understanding of common EU objectives and policies by funding Presidency conferences, providing evidence on the priority issues and involving stakeholders who are usually excluded from policy debate, such as ethnic minority groups and people experiencing poverty. Up to 89 % 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.

The ninth **EU Meeting of People Experiencing Poverty** (Brussels, 25 and 26 June 2010) brought together delegates from all Europe to exchange views on the impact that social and economic policies have on their daily life. It tested the reactions and expectations of people experiencing poverty in relation to the latest developments at EU level, especially Europe 2020 commitments, and provided a platform for national delegations to debate the most pressing poverty issues in eight separate workshops. Family policies were named among the most urgent measures to be taken for fighting against poverty and social exclusion, together with employment, housing and health.

**Performance measure:**

identification and involvement by the EU of key actors in a position to exert influence or change at EU and national levels

### PROGRESS promoted capacity building and the involvement of all relevant stakeholders

PROGRESS involved a variety of stakeholders in the policymaking process by supporting EU-level networks and NGOs: people with disabilities, people experiencing poverty, homeless people, older people, Roma and minorities. Support was also provided for EU-level networks and organisations working in the fields of gender equality, non-discrimination, social service provision and microfinance.

PROGRESS-funded networks and NGOs responded to public consultations launched by the Commission on the preparation of a new **Disability Strategy 2010-2020**, including European Disability Forum, European Blind Union, COFACE, EASPD, AGE Platform Europe, European Social Network and others. The new strategy was welcomed by stakeholders and regarded as being more ambitious than the last Action Plan. It included the proposals made by stakeholders during the consultation.

The influence of key EU-level networks and NGOs was visible in increasing awareness and exerting pressure on policymakers in the relevant policy areas, and in providing useful and appropriate information on the implementation of EU law and/or on the conditions, needs and expectations of relevant target groups. This was generally approved by more than four-fifths of the respondents to the annual survey.

The Commission is funding a platform for EU-level exchange between organisations promoting and implementing national diversity charters. PROGRESS supported the development of diversity policies within companies through the annual EU high-level event on diversity management to explore the latest trends in diversity management at the European level and to share specific insights from companies' voluntary practices. In 2010, the event focused on charters, labels and partnerships.

Finally, PROGRESS provided a stimulus to the involvement of non-governmental and sub-national actors in the policy processes at both national and European levels, and in the empowerment of weaker actors, such as ethnic minority groups or people experiencing poverty. Examples of such involvement are the annual EU Meeting of People Experiencing Poverty, the European Roma Summit and the biannual meetings of the Integrated Platform on Roma Inclusion.

The study on stakeholders' involvement in the implementation of OMC in SPSI, funded by PROGRESS, showed that the strongest effects on broader stakeholder involvement are found in those areas where the social OMC has thematic priorities and where key EU networks are active, such as 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.

**Performance measure:**

Effectiveness of partnerships in relation to outcomes related to PROGRESS policy areas

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

PROGRESS contributed to the development and strengthening of partnership between the Member States and the Commission by providing comparative evidence and guidance for Member States through research, monitoring and reporting, and by providing a common platform for information sharing and learning.

The thematic meeting of the **Senior Labour Inspectors Committee (SLIC)** (Bilbao, 6 May 2010) dealt with one of the most pressing and challenging issues in labour inspection in the European Union, notably the role of the labour inspectorates in enforcing labour legislation, including cross-border cooperation amongst Member States. The meeting offered a platform for the exchange of experiences, views and good practices among the Member States.

There is a strong sense of collaboration and partnership between government institutions of the EU and Member States. Almost three-quarters of officials working in a national, regional or local government institution who responded to the annual survey confirmed this.

### PROGRESS contributed to enhancing the partnership among the Member States, the Commission, social partners and NGOs

The Commission made an effort to promote networking and partnership among different policy actors through support for the development of administrative datasets and models for labour market and pension analysis. It invited all national authorities of EU Member States to take part in the call for proposals, especially on actions for evaluating the need for data availability and modelling capacities. As a result, nine Member States (of which four were from the EU-12) were granted the funds.

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

The **Belgian Presidency conference on child poverty** (2 and 3 September 2010) aimed to commit each Member State to take into account the problems of children living in poverty and to find solutions to reduce the level of child poverty. This conference was organised in accordance with a concept of active participation. About 300 participants attended, and Eurochild, Unicef and the King Baudouin Foundation were actively involved. The conclusions drawn from this conference will contribute to the political process in preparation for the adoption of a recommendation by the European Commission.

The results of the annual survey show that actors working in EU-level organisations (EU institutions, NGOs and social partners) have a strong sense of collaboration and partnership between their respective organisations. This was confirmed by over three-quarters of relevant respondents to the annual survey.

However, the sense of collaboration between NGOs and national, regional and local governments concerning EU policies in the areas covered by PROGRESS appears to be weaker and requires further effort and insight. Only about one-third of the annual survey respondents agree that there is a sense of such partnership. Also, there is a tendency for the sense of collaboration between national governments and national-level NGOs to be slightly better than that between national governments and EU-level NGOs. The sense of partnership and collaboration between national, regional and local governments and social partners is stronger than that with NGOs. However, it is not as strong as with EU institutions.

### PROGRESS contributed to building the partnership among the Member States

PROGRESS contributed to the strengthening of partnership among the Member States by providing a framework for mutual learning and information sharing among national authorities and experts through annual meetings and other events. For example, it funded annual meetings of the public employment services and SLIC, occasional workshops of the EEO and MISSOC network meetings.

In addition, PROGRESS promoted partnership among the member States through the development of common statistical tools, methods and indicators. For example, the Commission's support for the development of administrative datasets and models for labour market and pension analysis was an effort to promote networking, in particular evaluating the needs for data availability and modelling capacities. As a consequence, all national authorities of EU Member States were invited to take part in the call. In total, nine Member States (of which four were EU-12 countries) have been granted funds.

**Restructuring and employment conditions: how to monitor the modernisation of public administrations**

This project promotes debate among the key stakeholders that are involved in the restructuring process: public administration, the public authority as employer, management and employees and HR specialists, as well as social partners in public administration. In addition, the project facilitates cooperation in research activities on flexicurity between research institutes in Tilburg and Vilnius. During the course of the project, comparable and transferable indicators for measuring flexicurity components in the public administration sector will be developed, and exchange of information, experiences and good practices will be fostered with regard to implementing the flexicurity approach in public administration.

The sense of collaboration and partnership among officials in a national, regional, or local government institution is strong (it was confirmed by three-quarters of respondents to the annual survey). The contribution of PROGRESS to partnership-building was also acknowledged. Over four-fifths of respondents who participated in PROGRESS-funded events in 2010 agreed that the event had contributed to strengthening their relationships with relevant stakeholders/organisations.

## 2. Progress in 2010 against immediate outcomes

This part of the report focuses on progress towards the five immediate outcomes defined in the strategic framework, achieved as a result of activities undertaken by PROGRESS in 2010.

### 2.1. Effective information sharing and learning

Effective information sharing and learning comprises both the effective dissemination of information (one-way communication) and mutual learning (two-way communication). In particular, the former type of communication enhances the Commission's contact with relevant stakeholders as well as with the wider public, creating better understanding and prompting awareness of EU employment and social issues within society. PROGRESS-supported conferences, working papers, media campaigns, audiovisual material, websites and other mechanisms were extensively

used as a means to achieve effective communication between the Commission and stakeholders. To facilitate this, PROGRESS funded numerous support, administrative and logistical services provided under communication contracts, although some stand-alone communication projects were also funded.

In 2010, Diversity Days during the 'For Diversity. Against Discrimination' campaign were held in Greece, France, Hungary and Poland. These events targeted the general public and media to publicise issues of equality and diversity, provide information on anti-discrimination law and show what Europe is doing in this field. Diversity Days were organised in collaboration with national ministries, NGOs, trade unions and equality bodies.

PROGRESS contributed to effective information sharing and learning at both EU and national levels by supporting various types of information sharing and learning activities (see Table 8).

**Table 8: The number of information sharing and learning outputs produced during 2010**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Antidiscrimination	Gender equality
<b>Performance indicators</b>						
<b>Information, communication and networking</b>						
Number of information and communication events, of which	252	16	56	35	145	0
– commissioned by the Commission	9	3	0	1	5	0
– produced under grant agreements (**)	243	13	56	34	140	—
Number of individuals (*), who participated in these events, of which - in the case of events...	30 486	457	667	2 082	27 280	0
– commissioned by the Commission	10 543	159	0	384	10 000 (*)	0
– produced under grant agreements (**)	19 943	298	667	1 698	17 280	—
– of which, percentage of women (***)	51 %	50 %	55 %	39 %	52 %	—
<b>Training/mutual learning/peer reviews</b>						
Number of trainings, peer reviews and other mutual learning events, of which	427	45	50	13	315	4
– commissioned by the Commission	52	17	24	3	4	4
– produced under grant agreements (**)	375	28	26	10	311	—
Number of individuals (*), who participated in these events, of which - in the case of events...	12 600	2 069	2 191	494	7 246	600
– commissioned by the Commission	4 284	1 533	1 780	192	179	600
– produced under grant agreements (**)	8 316	536	411	302	7 067	—
– of which, percentage of women (***)	61 %	47 %	68 %	36 %	63 %	—

Exchange of good practices						
Number of reports aimed at identifying good practices, of which	161	49	9	63	40	0
– commissioned by the Commission	7	1	0	5	2	0
– produced under grant agreements (**)	153	48	9	58	38	—
Monitoring/assessment reports						
Number of monitoring and assessment reports on the implementation of EU laws or policies, of which	78	14	8	17	33	6
– commissioned by the Commission	32	9	4	3	10	6
– produced under grant agreements (**)	46	5	4	14	23	—

(\*) The figure is based on the estimate of the combined attendance of five Diversity Days events held in 2010.

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

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

**Performance measure:**

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

**The awareness of actors involved in the policy process is increasing**

Awareness on rights and obligations is relevant to the areas of legal regulation. In general, awareness about rights and obligations of actors involved in PROGRESS activities is high, especially among those who are more involved in the policy process. Awareness about 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 the setting of minimum requirements to improve working and employment conditions and strengthen workers’ rights (labour law) and improving and simplifying existing legislation on working conditions and health and safety and enhancing its implementation in practice. Officials of national, regional or local government institutions and employees/volunteers at social partner organisations are more familiar with these issues than employees/volunteers at NGOs.

In the area of **non-discrimination**, half of the respondents are most familiar with legal protection against direct and indirect discrimination. Officials of a national, regional or local government institution and employees/volunteers at NGOs are more familiar with this issue than employees/volunteers at social partner organisations.

In the area of **gender equality**, two-thirds of the respondents are most familiar with the issue of equal participation of women and men in decision-making, but also with such issues as equal economic independence of women and

men, the gender pay gap and the reconciliation of work, private and family life. There are no significant differences in the awareness of different respondent groups with regard to these issues.

**Performance measure:**

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

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

The PROGRESS contribution to awareness-raising was widely acknowledged by participants in PROGRESS-funded events. Up to 90 % of participants who responded to the annual survey agreed that by participating in the event they gained a better understanding of EU policy objectives, and 90 % agreed that they gained new knowledge about policy developments.

As in the previous years, the awareness of actors involved in PROGRESS activities is high with regard to EU objectives and policies in their relevant areas, especially employment and SPSI. Awareness on some specific issues is summarised below.

In the area of **employment**, the most familiar issues are key challenges and problems facing the European labour market (almost two-thirds of the respondents are very familiar), the promotion of flexicurity and ‘New skills for new jobs’ (over half of the respondents are very familiar). Less familiar issues are the adoption and promotion of the life cycle approach to work, and the governance process. Officials of national, regional or local government institutions and employees/volunteers in social partner organisations and NGOs are equally familiar with the key challenges and problems facing the European labour market.

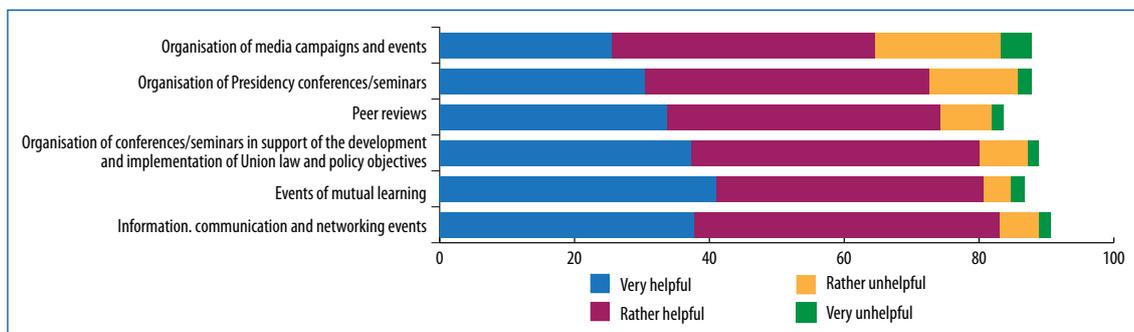
In the area of **SPSI**, the most familiar issues are the social OMC and the active inclusion strategy (over two-thirds of the respondents are very familiar). The least familiar issue is pensions (only 16 % of the respondents are very familiar), but homelessness and housing exclusion, and health and long-term care (just above 20 %) are also very familiar. Officials of national, regional or local government institutions and employees/volunteers at NGOs, especially those at the European level, are more familiar with the social OMC and the active inclusion strategy than employees/volunteers in social partner organisations.

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

**Mutual learning events remain the most useful, in contrast to media campaigns**

The strengthening of the systematic satisfaction measurement of participants in PROGRESS-funded events was one of the possible management improvements noted in the *PROGRESS annual performance report 2009*. In reaction to this, 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 2010. 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 3).

**Chart 3: Share of respondents stating that activities funded by PROGRESS were responsive to their needs and useful for policymaking or policy advocacy ( % )**



Source: PROGRESS annual survey 2010.

The attitude of the actors towards the usefulness of events depends on their involvement in the policy process. For example, actors who are less actively involved in the policy process consider media campaigns and events as being more useful for policymaking and policy advocacy, in comparison with those who are more actively involved. About one-third of the respondents to the annual survey who are not involved in the policy process see media campaigns and events as very helpful, while only 18 % of those who are regularly involved in the policy process are of the same opinion.

PROGRESS-funded events were useful to the participants in the following ways.

- » They addressed issues which were highly relevant to their needs (up to 93 % agreed with this).

- » They accurately identified the conditions, needs, concerns and expectations in the Member States (85 % agreed).
- » They proposed the best solutions and policy options and identified policy practices, which are innovative, transferable and/or demonstrate results (77 % agreed).

**2.2. Evidence-based EU policies and legislation**

In 2010, PROGRESS produced 145 reports aimed at the development of appropriate statistical tools, methods and indicators and 107 reports aimed at providing policy advice, research and analysis, most of them in the area of SPSI (see Table 9).

**Table 9: The number of evidence outputs produced during 2010**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Antidiscrimination	Gender equality
<b>Performance indicators</b>						
Development of statistical tools, methods and common indicators						
Number of reports or other products aimed at the development of appropriate statistical tools, methods and indicators, of which	145	17	81	15	30	2
– commissioned by the Commission	21	7	9	3	1	2
– produced under grant agreements (*)	124	10	72	12	30	—
Policy advice, research and analysis						
Number of reports aimed at providing policy advice, research and analysis, of which	107	25	54	8	14	6
– commissioned by the Commission	27	8	6	3	4	6
– produced under grant agreements (*)	80	17	48	5	10	—

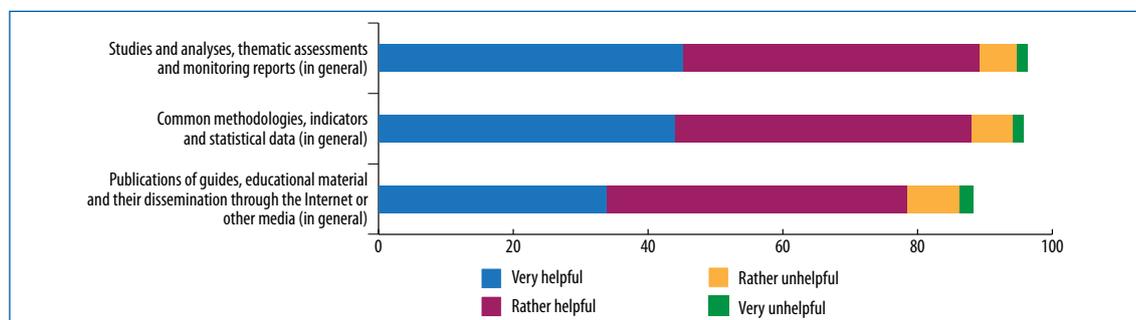
(\*) NB: the provided number of outputs produced under grant agreements is the best estimate available.

**The most helpful types of evidence were studies and analyses, thematic assessments and monitoring reports**

Studies, analyses, thematic assessments and monitoring reports were helpful for 89 % of the respondents), followed by common methodolo-

gies, indicators and statistical data (helpful for 88 % of the respondents) and, finally, publications of guides and educational material and their dissemination through the Internet or other media (helpful for 78 % of the respondents) (see Chart 4).

**Chart 4: Share of respondent stating that evidence funded by PROGRESS was helpful, i.e. responsive to their needs and useful for policymaking or policy advocacy (%)**

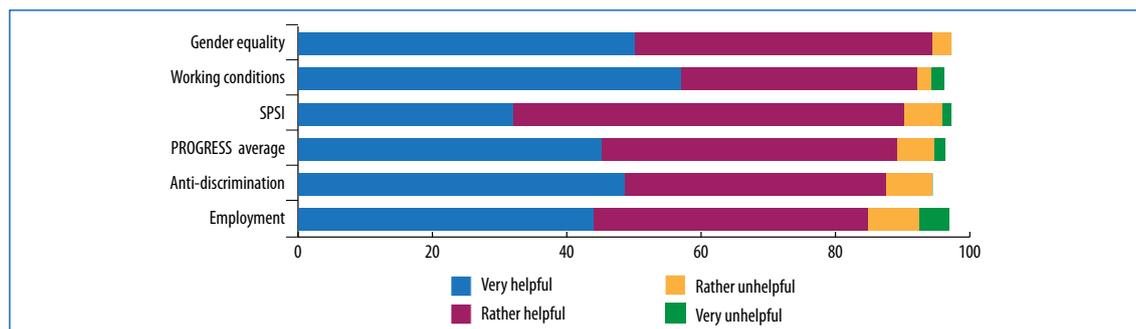


Source: PROGRESS annual survey 2010.

The comparison between different PROGRESS policy areas shows that evidence outputs were most helpful in the area of working conditions, followed by gender equality and

anti-discrimination. The perception of helpfulness of evidence in the areas of employment and SPSI was slightly less positive (see Chart 5).

**Chart 5: Share of respondents stating that policy evidence produced at EU level was responsive to their needs and useful for policymaking and advocacy (%)**



Source: PROGRESS annual survey 2010.

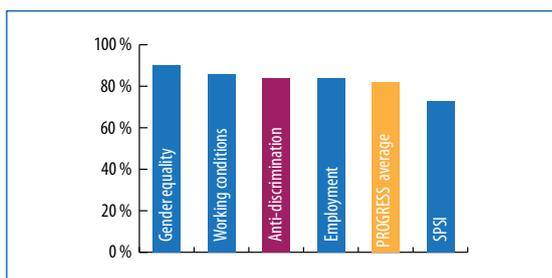
**Performance measure:**

EU policies and legislation are grounded in thorough analysis of situation and responsive to needs and expectations in Member States in PROGRESS areas, in accordance with 'better regulation' principles

The perception of the quality of EU policy and legislation in PROGRESS fields has increased, especially in the area of antidiscrimination

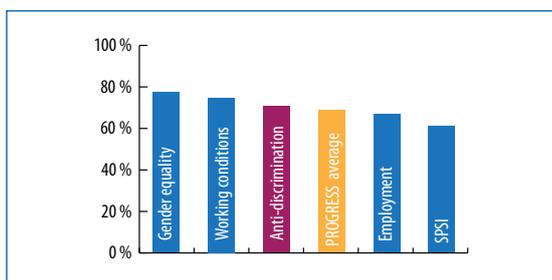
On average, over four-fifths of the respondents were of the opinion that EU policy is grounded in thorough analysis of situation. This is an increase in comparison with 2009. The perception of EU policies being responsive to the conditions, needs and expectations in the Member States is slightly less positive, although almost two-thirds of the respondents still agree with this (see Chart 6). Moreover, this represents an increase in comparison with the previous year, when just over half of the respondents were of the same opinion.

**Chart 6: Share of respondents stating that EU policy is grounded in thorough analysis of situation**



Source: PROGRESS annual survey 2010.

**Chart 7: Share of respondents stating that EU policy is responsive to conditions, needs and expectations in Member States**



Source: PROGRESS annual survey 2010.

**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 most contributed to triggering/strengthening national policy debate

Evidence produced by PROGRESS fed into all stages of the EU employment and social policy cycle, namely agenda setting, policy formulation, policy implementation and policy monitoring and evaluation. It was used by different groups of stakeholders: the Employment, Social Affairs and Inclusion DG, the Member States through the Employment Committee and the Social Protection Committee, social partners and the general public.

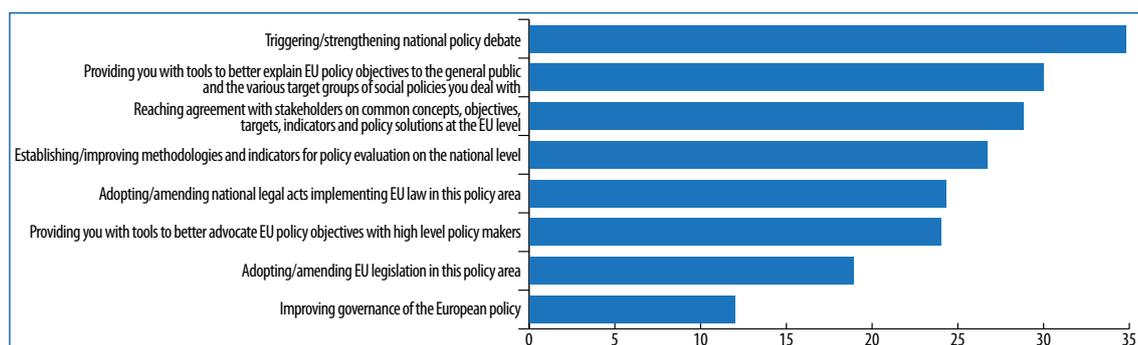
The 'Review of Methodologies applied for the assessment of employment and social impacts' was produced in recognition of difficulties faced by those responsible for impact assessment within EU institutions. The study analysed methods used in EU Member States, at EU level and worldwide to assess the effects of policy interventions on employment at regional level and on the employment, income and access to services of different social groups. This study was evaluated as being helpful by 85 % of the respondents to the annual survey.

Specific examples of policy evidence which was evaluated by the respondents to the annual survey as being most helpful in different PROGRESS policy areas include:

- » **Employment** — Monthly Labour Market Monitor and quarterly Labour Market Review;
- » **SPSI** — Collection of statistics on income and living conditions, reports of the group of independent experts on social inclusion and MIS-SOC database; comparative tables on social protection;
- » **Working conditions** — Non-binding guide to good practice for implementing Directive 2003/10/EC;
- » **Non-discrimination** — The European Anti-discrimination Law Review, flash reports on legal developments in the EU Member States and study on socioeconomic impact of European disability policy;
- » **Gender equality** — Annual report on gender equality and its statistical annex, database on participation of women in decision-making and Eurobarometer on 'Gender equality in the EU'.

PROGRESS-supported policy advice in 2010 mostly contributed to triggering/strengthening national policy debate and providing users with tools to better explain EU policy objectives to the general public and various target groups (see Chart 8). This corresponds to the results in 2009.

**Chart 8: Share of respondents stating that studies and analyses, thematic assessments and monitoring reports produced under PROGRESS have mostly contributed to various areas**



Source: PROGRESS annual survey 2010.

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

PROGRESS contributed to creating an enabling environment for building shared understanding and consensus among relevant stakeholders by funding a number of high-quality, inclusive and

participatory policy debate events (see Table 10). The key policy debate events included Presidency conferences, round tables, annual meetings of stakeholder groups and other EU-level events. PROGRESS also supported national policy debate events organised by beneficiaries of action grants.

**Table 10: The number of policy debate outputs produced during 2010**

Policy areas	Policy areas					
	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
<b>Performance indicators</b>						
Number of policy debate events, of which	39	12	12	5	7	3
– commissioned by the Commission	39	12	12	5	7	3
– produced under grant agreements (*)	—	—	—	—	—	—
Number of participants in the events, of which	8 872	2 192	3 113	1 250	1 828	489
– commissioned by the Commission	8 872	2 192	3 113	1 250	1 828	489
– produced under grant agreements (*)	—	—	—	—	—	—

(\*) NB: the provided number of outputs produced under grant agreements is the best estimate available.

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

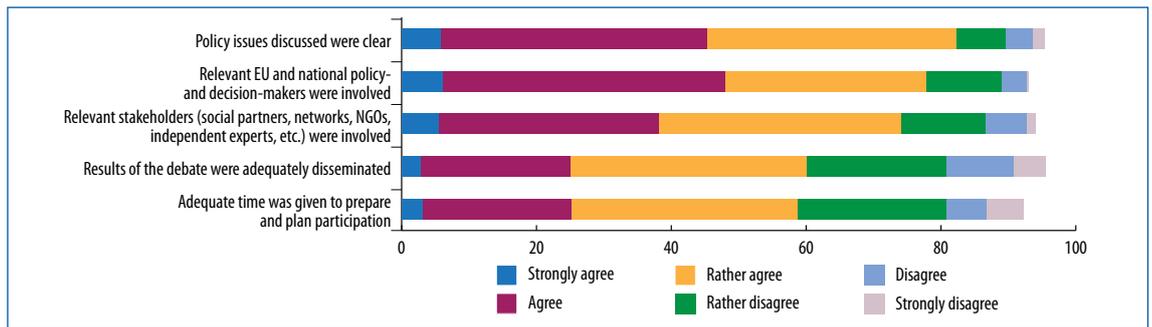
Clarity of issues and involvement of stakeholders remains high, while dissemination of results is less adequate

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; adequate time given to prepare and plan participation; and adequate dissemination of results of the debate.

The involvement of relevant actors and the clarity of issues presented for discussion received more positive evaluation than the adequacy of time given to prepare and plan participation, and dissemination of results (see Chart 9). The results largely correspond to those in 2009.

**Chart 9: Share of respondents stating that these principles of good governance have been adequately adhered to in the policy debate at the EU level (%)**



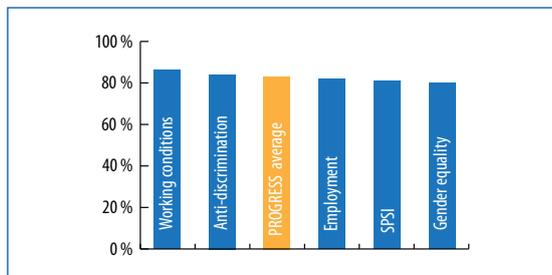
Source: PROGRESS annual survey 2010.

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 policy debate at EU level, but is even more positive.

The **Consensus Conference on homelessness** (Brussels, 9 and 10 December 2010) was an innovative, action-oriented and participatory policy tool which aimed to establish common understanding on fundamental questions about homelessness in order to provide a basis for future policy progress. Participants at the conference who responded to the annual survey were extremely positive about the involvement of relevant policy- and decision-makers and stakeholders, the adequacy of issues discussed and the dissemination of results. The conference resulted in specific policy recommendations on key issues drawn up by the jury, with the contribution of experts.

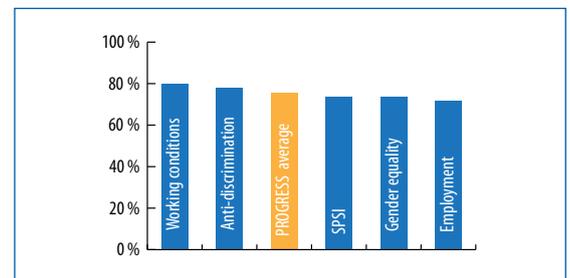
High-quality and participatory policy debate at the European level serves as an example for national stakeholders, and thus makes a positive contribution to the quality of debate on relevant policy issues at national, regional and/or local levels. The EU contribution was acknowledged by the respondents to the annual survey, especially in the policy areas of anti-discrimination and working conditions (see Charts 10 and 11).

**Chart 10: Share of respondents stating that the EU had a positive contribution to the clarity of policy issues during policy debate at national/regional/local levels (%)**



Source: PROGRESS annual survey 2010.

**Chart 11: Share of respondents agreeing that the EU had positive contribution to the involvement of all stakeholders relevant to policy debate**



Source: PROGRESS annual survey 2010.

**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 national level**

Like policy research, advice and analysis, the outcomes of policy debate feed into different stages of policy circle and legislation and are used by different stakeholders.

The Belgian Presidency conference **‘Combating the pay gap reflecting the professional inequalities between men and women’** (Brussels, 25 and 26 October 2010) provided an opportunity for in-depth examination of the issue with all stakeholders. Outcomes of the conference fed into Council conclusions on strengthening the commitment and stepping up action to close the gender pay gap, and on the review of the implementation of the Beijing Platform for Action, adopted on 6 December 2010.

The results of the annual survey show that 72 % of respondents who participated in PROGRESS-funded events intended to use the knowledge acquired for policymaking or policy advocacy, while 61 % of the respondents stated that they have already used the knowledge acquired for policymaking or policy advocacy.

## 2.4. Greater capacity of networks

PROGRESS promoted the involvement of civil society in achieving EU goals through financial support to key EU-level networks active in its policy areas. In 2010, the Commission concluded partnership agreements with EU-level networks and NGOs under which it covered part of their running costs (see Table 11).

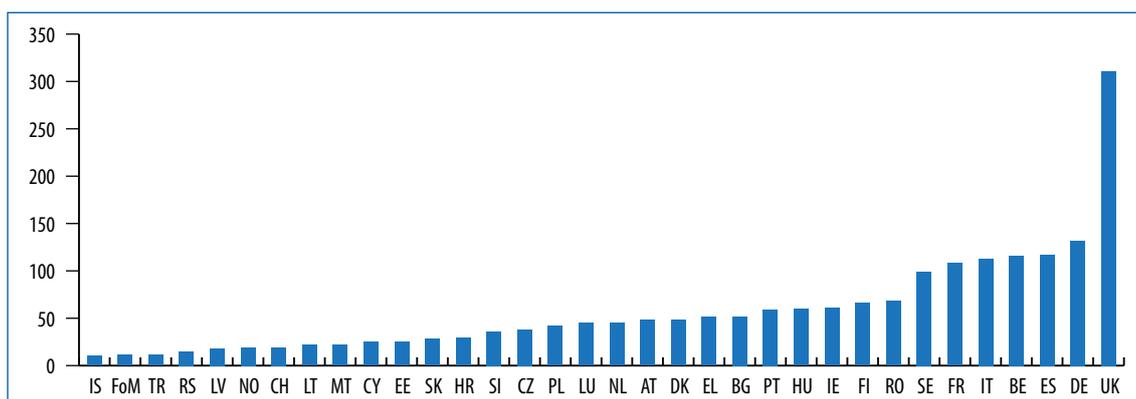
**Table 11: PROGRESS-supported EU-level networks and NGOs in 2010**

Financial assistance provided by the following policy area	Key EU networks and NGOs receiving PROGRESS financial support
Social protection and social inclusion	Caritas Europa
	CECOP (European Confederation of Worker Cooperatives and Social and Participative Enterprises)
	COFACE-EU (Confederation of Family Organisations in the European Union)
	European Anti-Poverty Network
	Eurochild
	Eurocities
	Eurodiaconia (European Federation for Diaconia)
	European Federation for Street Children
	EMN (European Microfinance Network)
	European Social Network
	FEANTSA (The European Federation of National Organisations Working with the Homeless)
	Mental Health Europe
Gender equality	European Women's Lobby
Anti-discrimination	European Disability Forum
	Autism Europe
	European Blind Union
	European Network on Independent Living
	IF (International Federation for Spina Bifida and Hydrocephalus)
	Inclusion Europe
	EASPD (European Association of Service Providers for Persons with Disabilities)
	International Lesbian and Gay Association Europe
	European Network Against Racism
	European Older People's Platform
Equinet Europe (European Network of Equality Bodies)	

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 (see Chart 12). Candidate and EEA/EFTA countries have the fewest members of the

EU networks and NGOs (10–20), followed by new Member States (20–60), while the old Member States have the most members (40–130). Romania has the most numerous memberships among the new Member States, while the UK is outstanding with over 300 members in the EU networks.

**Chart 12: Membership within the EU-level networks and NGOs**



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

**Performance measure:**

Number of individuals served or reached by networks supported by PROGRESS

Number of participants in events organised by EU-level networks and NGOs increased by more than 50 % (from 21 901 in 2009 to 34 501 in 2010)

PROGRESS-supported key EU networks and NGOs produced 295 reports aimed at provid-

ing policy advice, research and analysis, 179 reports aimed at identifying good practices and 235 reports aimed at monitoring/assessment in the policy areas of antidiscrimination, social protection and social inclusion and gender equality. They also organised 316 training, peer review and other mutual learning events, as well as 462 information and communication events, with a total of 34 501 participants (see Table 12).

**Table 12: Outputs produced by the PROGRESS-supported key EU networks and NGOs in 2010**

	Anti-discrimination	Social protection and social inclusion	Gender equality
Number of networks/NGOs	9 (*)	11 (**)	1
Number of reports aimed at providing policy advice, research and analysis	114	137	44
Number of reports aimed at identifying good practices	90	63	26
Number of reports aimed at monitoring/assessment	91	111	33
Number of trainings, peer reviews and other mutual learning events	127	160	29
Number of individuals, who participated in these events	3 831	3 090	544
– of which, number of women	1 269	1 652	500
Number of information and communication events	68	128	266
Number of individuals, who participated in these events	7 056	5 065	14 915
– of which, number of women	2 198	2 759	14 000

(\*) Does not include data for Autism Europe and European Blind Union.

(\*\*) Does not include data for Eurochild.

**Performance measure:**

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

EU-level networks and NGOs are 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, by providing informal consultations,

written and oral, at both EU and national level, and by participating in meeting, 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 international 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 them in the definition of Council of Europe

policies, programmes and actions, in particular by granting observer status to the Liaison Committee and to the INGO thematic groupings. More than half of the PROGRESS-supported key EU networks and NGOs (16 out of 24) were included in the NGO database of the Council of Europe in 2010 <sup>(3)</sup>. The situation is the same as in 2009.

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

**Performance measure:**

Satisfaction of EU and national authorities with the contribution of networks

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

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 regular communication to the Commission of their members' views on the way EU legislation and policies are transposed and implemented at national level. On the other hand, they encourage and help their members lobby at 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 Council.

The most recent **Shadow Reports on racism in Europe** produced by the European Network Against Racism (ENAR) highlighted that racism remains a deep-rooted problem in the EU, and that with the increasing insecurity that people feel about their future it is likely to increase in the future. In this context, ENAR was very concerned at how little progress had been made in many EU Member States and called on the Belgian Presidency to ensure full implementation of the Lisbon Treaty to maximise its impact on fundamental rights and antiracism. In 2010, ENAR produced a **nine-point call for action** to the Belgian Presidency to contribute to building an equal Europe for all and a **three-point call for action** to the Spanish, Belgian and Hungarian trio of Presidencies. ENAR is the largest network supported by PROGRESS, comprising about 600 NGOs in all Member States.

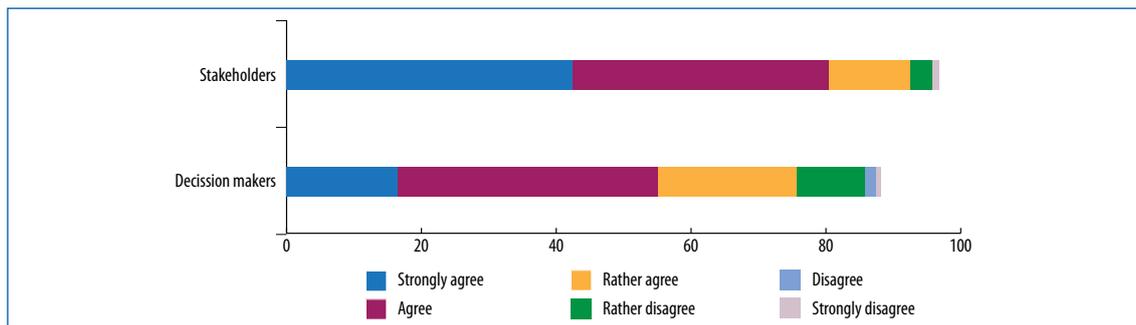
PROGRESS-supported EU-level networks and NGOs were instrumental in disseminating the messages agreed at EU level to Member States through their national organisations, as well as other network structures. The networks organised national campaigns to raise public awareness about common European challenges,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

The networks collected evidence and organised events which focused on the values of the Union: inclusive growth, non-discrimination and fundamental rights for all. They raised these values in policy debate, so that they were undermined by purely economic issues, and called for action to address them in the strategic documents and policy implementation.

In general, stakeholders (employees/volunteers in a European and national social partners' organisation, and employees/volunteers in a European-level and national network/NGO) are more satisfied with the contribution of PROGRESS-supported EU-level networks and NGOs than decision-makers (officials of an EU and national, regional, or local government institution) (see Charts 13 and 14).

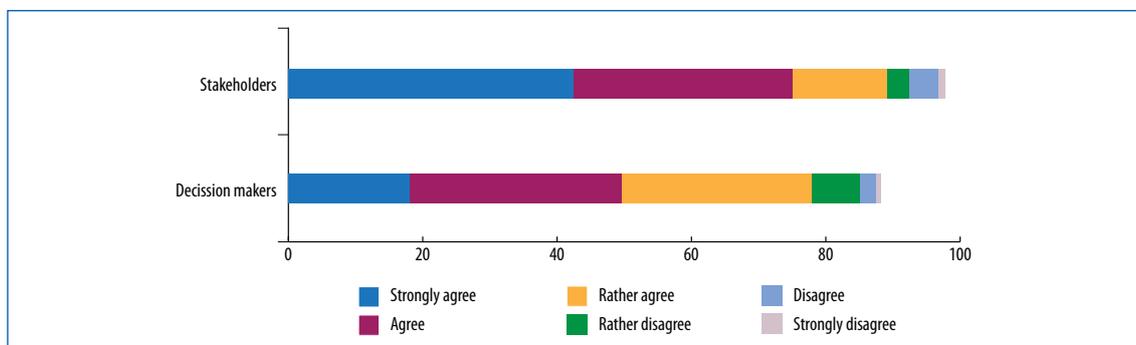
<sup>(3)</sup> NB: a list of NGOs with participatory status is not available at the moment, and therefore it has been assumed that NGOs that are included in the NGO database of the Council of Europe correspond to those with participatory status (<http://ngo-coe.org/WebForms/NgoList.aspx>).

**Chart 13: Share of respondents stating 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 2010.

**Chart 14: 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 2010.

**Performance measure:**

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

**The key EU networks bring the perspective of their respective target groups and cross-cutting issues into different policy areas**

The key EU-level networks were instrumental in adopting a cross-cutting perspective on the needs and problems of various social groups. As EU-level representatives of vulnerable social groups and European social values, the networks fostered a cross-cutting approach to European employment and social policies by participating in policy debate, responding to

public consultations and urging the EU to adopt indicators on cross-cutting issues.

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

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

### Performance measure:

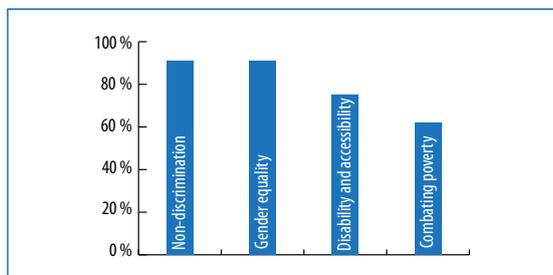
Cross-cutting issues are addressed in PROGRESS policy sections

### The integration of non-discrimination and gender equality issues is most prominent

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

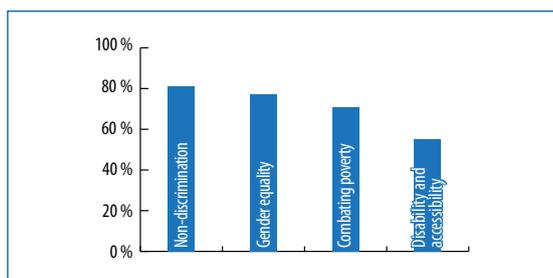
The perception of the EU contribution to the integration of these cross-cutting issues in PROGRESS policy areas has not changed since 2009. The respondents to the annual survey in 2010 were of the opinion that the EU has contributed most to the integration of non-discrimination and gender equality aspects into their respective policy areas, while their perception is that the EU contribution to the integration of disability matters and combating poverty remains moderate.

**Chart 15: 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 2010.

**Chart 16: Share of respondents stating that cross-cutting issues were adequately addressed at the event**



Source: PROGRESS annual survey 2010.

### 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 comprises the following key elements:

- » The development of EU policies and legislation is based on solid evidence, consultations with stakeholders and high-level 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 also 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, which 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 a solid analysis and integration of gender equality issues into policy documents in other policy areas, such as the joint reports on SPSI and Commission communications.

### Performance measure:

Gender mainstreaming is systematically promoted in PROGRESS

### PROGRESS contributed to gender mainstreaming through analysis, monitoring and advocacy

PROGRESS systematically promoted the monitoring and strengthening of gender mainstreaming through the activities of two expert networks: the Network of Experts on Employment and Gender Equality Issues (EGGE) and the Group of Experts in Gender Quality, Social Inclusion, Healthcare and Long-term Care (EGGSI). In 2010, EGGE produced a national expert assessment of the gender perspective in the national reform programme for employment and indicators for monitoring the employment guidelines. Analyses produced by EGGSI focused on the gender pay gap and gender-segregated family roles and social care jobs.

The **European Woman's Lobby** followed the negotiations on the Europe 2020 strategy carefully and advocated a strong gender dimension through calls for action to EU Presidencies and a response to public consultation. It argued that the draft agenda contained no adequate measures to address gender inequalities and proposed to include a firm commitment to close the gender pay gap by 2020, to introduce a target of 40 % women on the boards of enterprises and for the development of 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. It called for a better monitoring system and systematic gender impact assessment for all policies, targets, benchmarks and measures of the future Europe 2020 strategy. One gender-related target was included in Europe 2020: employment rate by gender.

The Spanish Presidency strongly advocated the incorporation of a gender equality goal in the EU's Europe 2020 strategy. The commitment of Spain and other Member States to gender equality was expressed at a conference on 'Equality between women and men as a basis for growth and employment' on 25 March and an informal meeting of EU equality ministers which took place on 26 March in Valencia, Spain. Ministers from many Member States agreed on the same target rate for

the employment of both men and women (75 %) and stressed that closing the gender pay gap would provide an important incentive to encourage more women into paid employment. Finally, the PROGRESS-supported European Woman's Lobby contributed to the development of the Europe 2020 strategy by advocating a strong gender dimension.

**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 produced under grant agreements, but not systematically collected for the ones commissioned by the Commission.

**Performance measure:**

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

A separate share of funding (2 %) in the PROGRESS programme was devoted to support cross-cutting issues.

## 3. Supplementary information

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

### 3.1. Operational expenditure

The planned operational expenditure (appropriations for commitments; EU-27 and the contribution of EFTA/EEA countries) amounted to **EUR 107.242 million in 2010**. The percentages of the various policy areas in the annual financial envelope were as follows.

**Table 13: Share of operational expenditure: planned commitments, by policy area**

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

Source: European Commission.

Table 14 illustrates both planned and actual operational expenditure (appropriations for commitments) by PROGRESS policy area in 2010 and 2009.

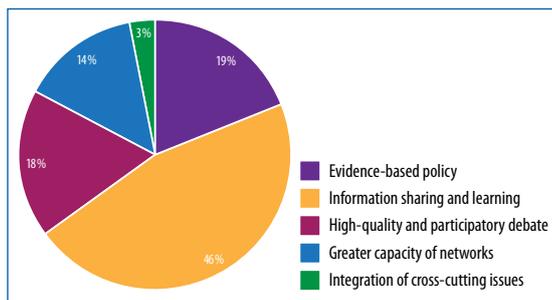
**Table 14: Operational expenditure: planned and actual commitments (million EUR)**

PROGRESS policy area	2010			2009		
	Planned	Actual	%	Planned	Actual	%
Employment	23.690	23.419	98.86%	22.650	22.527	99.46%
Social protection and inclusion	32.898	32.844	99.83%	31.130	30.538	98.10%
Working conditions	10.580	9.822	92.83%	10.445	10.383	99.40%
Antidiscrimination and diversity	24.471	23.932	97.80%	23.009	22.454	97.59%
Gender equality	13.809	13.668	98.97%	12.278	11.542	94.01%
Support for implementation of the programme	1.794	1.786	99.53%	1.792	0.5409	30.18%
<b>Total:</b>	<b>107.242</b>	<b>105.469</b>	<b>98.35%</b>	<b>101.304</b>	<b>97.988</b>	<b>96.73%</b>

Source: European Commission.

Chart 17 illustrates the distribution of previously indicated actual operational expenditure (appropriations for commitments) by PROGRESS immediate outcomes in 2010. As a number of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided in Chart 17 is the best estimate available.

**Chart 17: Operational expenditure: planned commitments in 2010, by contribution to PROGRESS immediate outcome**



Source: European Commission.

### 3.2. Administrative expenditure

Planned administrative expenditure (appropriations for commitments) amounted to **EUR 4.13 million in 2010**. Table 15 illustrates planned and actual administrative expenditure by PROGRESS policy area in 2010 and compares it to previous years.

**Table 15: Administrative expenditure by year: planned and actual commitments (million EUR)**

	Planned	Actual	%
2007	4.091	3.57	87.25 %
2008	4.608	3.878	84.17 %
2009	4.741	3.706	78.17 %
2010	4.13	3.351	81.14 %

Source: European Commission.

Administrative expenditure covers programme management costs as well as ensuring functioning of certain external bodies. A good example here is ensuring functioning of the Advisory Committee for Safety and Health, which included financing of expenses related to the plenary meetings (twice a year) and the meetings of the dedicated working parties (45 meetings in 2010). Table 16 summarises the use of PROGRESS administrative expenditure in 2010.

**Table 16: Administrative expenditure by type: planned and actual commitments (million EUR)**

	Planned	Actual
<b>Experts' meetings</b> (including meetings of the Advisory Committee for Safety and Health at Work; administrative fees and costs related to peer reviews and mutual learning events)	1.65	0.9
<b>Information and publication</b> (including audiovisual and web publications)	1.5	1.5
<b>Administrative and technical assistance</b> (including audit, ad hoc technical assistance for PROGRESS mid-term evaluation, outsourced translations)	0.98	0.95
<b>Total</b>	<b>4.13</b>	<b>3.35</b>

Source: European Commission.

# Annex 1: Overview of Monitoring Framework

Logic model element	Performance measures
<b>Outputs</b>	
Output 1: relevant training and mutual learning targeted to legal and policy practitioners in PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Number of individuals who receive training or</li> <li>2. Number of peer reviews or other mutual learning exercises</li> <li>3. Satisfaction of participants with training/peer reviews received</li> <li>4. Extent to which training/peer reviews target qualified and relevant EU and national actors</li> </ol>
Output 2: accurate monitoring/assessment reports on implementation and impact of EU law and policy in PROGRESS areas	<ol style="list-style-type: none"> <li>1. Number of monitoring and assessment reports</li> <li>2. Timely, accurate and complete production of reports in relation to plan</li> <li>3. Satisfaction of users with reports</li> </ol>
Output 3: development of appropriate statistical tools, methods and indicators related to PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. number of tools, methods and indicators developed</li> <li>2. Satisfaction of users with tools, methods and indicators which are capable of withstanding detailed scrutiny and rallying EU-wide support</li> </ol>
Output 4: identification and dissemination of good practices in PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Number of publications on good practices; number of thematic seminars and web-based publications</li> <li>2. Readership of publications (incl. extent to which publications reach out to relevant EU and national actors); attendance at thematic seminars (incl. extent to which seminars are attended by relevant EU and national actors), downloads of web-based publications</li> <li>3. Relevance of good practices (incl. extent to which they will be acted upon and used) and range of good practices identified</li> <li>4. Accessibility of good practices (incl. disability requirements and languages availability)</li> </ol>
Output 5: appropriate policy advice, research and analysis related to PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Volume of policy advice, research and analysis</li> <li>2. Timely, clear and accurate policy advice, research and analysis</li> <li>3. Satisfaction with policy advice, research and analysis</li> <li>4. Extent to which policy advice integrates cross-cutting issues</li> </ol>
Output 6: support to NGOs and networks active in PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Volume of funding provided to NGOs and networks</li> <li>2. Satisfaction of NGOs and networks with their relationship with EU and national authorities</li> </ol>
Output 7: information and communication activities, networking between and with stakeholders and events on issues related to PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Volume of participation in events</li> <li>2. Satisfaction with events</li> <li>3. Number of visits to websites related to information and communications activities</li> </ol>
<b>Immediate outcomes</b>	
Immediate outcome 1: effective information sharing/learning in EU and across Member States on EU law and policy related to PROGRESS	<ol style="list-style-type: none"> <li>1. Number of visits to websites used for disseminating information related to PROGRESS policy areas</li> <li>2. Number of publications developed with support from PROGRESS that are downloaded, distributed in hard copy or referred to in other publications and policy briefs, etc.</li> <li>3. Greater awareness of policy- and decision-makers, social partners, NGOs, networks regarding their rights/obligations in relation to PROGRESS policy areas</li> <li>4. Greater awareness of policy- and decision-makers, social partners, NGOs and networks regarding EU objectives and policies in relation to PROGRESS policy areas</li> <li>5. Satisfaction of clients with information</li> </ol>
Immediate outcome 2: evidence-based EU policies and legislation in PROGRESS areas relevant to needs, challenges and conditions in Member States	<ol style="list-style-type: none"> <li>1. EU policies and legislation are grounded in thorough analysis of situation and responsive to conditions, needs and expectations in Member States in PROGRESS areas in accordance with 'better regulation' principles</li> <li>2. Extent to which PROGRESS-supported policy advice feeds into the development and implementation of EU legislation and policies</li> </ol>

Logic model element	Performance measures
Immediate outcome 3: better integration of cross-cutting issues (e.g. gender, poverty and non-discrimination) and greater consistency in EU policies and legislation related to PROGRESS	<ol style="list-style-type: none"> <li>1. Cross-cutting issues are addressed in PROGRESS policy sections</li> <li>2. EU policies and legislation display a common underlying logic of intervention in relation to PROGRESS issues</li> <li>3. Gender mainstreaming is systematically promoted in PROGRESS</li> <li>4. Share of funding devoted to support or undertake cross-cutting issues</li> </ol>
Immediate outcome 4: greater capacity of national and pan-European networks to support, promote and further develop policies and objectives related to PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Number of individuals served or reached by networks supported by PROGRESS</li> <li>2. Extent to which advocacy skills of PROGRESS-supported networks have improved</li> <li>3. Satisfaction of EU and national authorities with the contribution of networks</li> <li>4. Extent to which PROGRESS-supported networks take a cross-cutting approach</li> </ol>
Immediate outcome 5: high-quality and participatory policy debate at EU and national levels on law, policies and objectives in areas related to PROGRESS	<ol style="list-style-type: none"> <li>1. Number and kind of policy-consultation events supported by PROGRESS</li> <li>2. Extent to which principles of good governance (including minimum standards on consultation) are respected in policy debate</li> <li>3. Extent to which the outcomes of policy debates feed into the development of EU law and policy</li> </ol>
<b>Intermediate outcomes</b>	
Intermediate outcome 1: compliance in Member States with EU law related to PROGRESS areas	<ol style="list-style-type: none"> <li>1. Transposition rate of EU law on matters related to health and safety, labour law and working conditions and information and consultation of workers, non-discrimination and gender equality in the Member States</li> <li>2. Effectiveness of application of EU law on matters related to health and safety, labour law and working conditions and information and consultation of workers, non-discrimination and gender equality in the Member States</li> </ol>
Intermediate outcome 2: shared understanding and ownership among policy/decision-makers and stakeholders in Member States, and the Commission, of EU objectives related to PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Attitudes of decision-makers, key stakeholders and general public regarding EU objectives in PROGRESS policy areas</li> <li>2. Extent to which national policy discourses or priorities reflect EU objectives</li> </ol>
Intermediate outcome 3: effective partnerships with national and pan-European stakeholders in support of outcomes related to PROGRESS policy areas	<ol style="list-style-type: none"> <li>1. Existence of common ground/consensus among policy- and decision-makers and stakeholders on EU objectives and policies</li> <li>2. Identification and involvement by the EU of key actors in a position to exert influence or change at EU and national levels</li> <li>3. Effectiveness of partnerships in relation to outcomes related to PROGRESS policy areas.</li> </ol>

# Annex 2: Catalogue of key outputs produced under PROGRESS in 2010

## EMPLOYMENT

Information sharing and learning		
<b>Activities of the mutual learning programme: thematic review seminars and peer reviews</b>	'Promoting entrepreneurship and self-employment across Europe', Brussels, 8 and 9 November 2010	<a href="http://www.mutual-learning-employment.net/vision-and-goals/">http://www.mutual-learning-employment.net/vision-and-goals/</a>
	'The way forward — exit strategies for crisis-related measures in the context of the Europe 2020 strategy', Brussels, 29 June 2010	
	Systematic preventive integration approach (support) for jobseekers and the unemployed, Berlin, 28 and 29 October 2010	
	Employment measures to tackle the economic downturn: Short-time working arrangements/partial activity schemes, Paris, 27 and 28 September 2010	
	The ageing population and educational choices, Helsinki, 14 and 15 June 2010	
	Activation of the elderly: increasing participation, enforcing employability and working age until the age of 67, The Hague, 31 May–1 June 2010	
	Pathways to work for lone parents, Belfast, 10 and 11 May 2010	
<b>Presidency events</b>	Joint EU–OECD seminar under Belgian Presidency, 'Naturalisation and the socioeconomic integration of immigrants and their children', Brussels, 14 and 15 October 2010	<a href="http://www.oecd.org/dataoecd/34/57/46533001.pdf">http://www.oecd.org/dataoecd/34/57/46533001.pdf</a>
	26th Head of PES Meeting, Madrid, 16 and 17 June 2010	
	27th Head of PES Meeting, Brussels, 2 and 3 December 2010	<a href="http://www.eutrio.be/27th-meeting-heads-public-employment-services-hopes-eueea-area-and-eures-high-level-strategy-group">http://www.eutrio.be/27th-meeting-heads-public-employment-services-hopes-eueea-area-and-eures-high-level-strategy-group</a>
<b>Conferences under the bilateral and regional policy dialogue and cooperation agreements</b>	High-level bilateral meeting between the Employment, Social Affairs and Equal Opportunities DG and the OECD, 19 January 2010	
	Fourth EU–India joint seminar on employment and social policy, 'Skills and employment policy in the context of recovery from the global jobs crisis', 5 and 6 July 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=87&amp;langId=en&amp;eventId=269&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=87&amp;langId=en&amp;eventId=269&amp;furtherEvents=yes</a>
	ILO–European Commission high-level meeting, 1 February 2010	<a href="http://www.ilo.org/public/english/region/eurpro/brussels/downloads/newsletterfebruary2010.pdf">http://www.ilo.org/public/english/region/eurpro/brussels/downloads/newsletterfebruary2010.pdf</a>
	13th EU–Japan symposium on employment and social issues, safer and healthier workplaces, 22 and 23 March 2010 (partially funded through PROGRESS)	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=238&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=238&amp;furtherEvents=yes</a>
	Second ASEM social partners forum, 'From Bali to Leiden — What lessons for ASEM from the jobs crisis? Social partners' messages to the ASEM process', 29 March 2010, and ASEM employment high-level forum, 'From Bali to Leiden — What lessons for ASEM from the jobs crisis?', 30 and 31 March 2010	<a href="http://www.aseminfoboard.org/Calendar/Activities/?id=302">http://www.aseminfoboard.org/Calendar/Activities/?id=302</a>
	EU–China (Ministry of Human Resources and Social Security) joint seminar on 'The employment dimension of a greening economy', 28 and 29 October 2010	
	EU–China (SAWS) work safety seminar, Beijing, 3 September 2010	
	EU–China (CASS) joint seminar on 'Youth employment — Challenges and policy responses', 25 and 26 November 2010	
	UFM–Euromed High-Level Working Group on Employment and Labour, Brussels, 7 October 2010	
	UFM–Euromed Ministerial Conference, 21 and 22 November 2010	<a href="http://www.employment.eutrio.be/eutrio/defaultEutrio.aspx?id=31168">http://www.employment.eutrio.be/eutrio/defaultEutrio.aspx?id=31168</a>

<b>European Employment Observatory (EEO)</b>	EEO occasional workshop on self-employment, Brussels, 16 June 2010	<a href="http://www.eu-employment-observatory.net/">http://www.eu-employment-observatory.net/</a>	
	EEO occasional workshop on green jobs, Brussels, 4 June 2010		
	EEO, European Employment Research Dialogue (I) Meeting, Brussels, 20 April 2010		
	EEO occasional workshop on undeclared work in the times of economic crisis, Brussels, 23 April 2010		
	EEO occasional workshop on 'Youth transitions: policy challenges and approaches', Brussels, 24 February 2010		
	System meeting workshop on 'Successful exit from the crisis: how to reach the right balance', Brussels, 14 January 2010		
	EEO occasional workshop on short-term working arrangements, Brussels, 13 January 2010		
<b>High-quality and participatory debate</b>			
<b>Presidency conferences</b>	Spanish Presidency conference on 'New skills and new jobs for a more competitive Europe', Barcelona, 8 and 9 April 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=822&amp;langId=en&amp;eventId=254&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=822&amp;langId=en&amp;eventId=254&amp;furtherEvents=yes</a>	
	Spanish Presidency conference on corporate social responsibility, Palma de Mallorca, 25 and 26 March 2010	<a href="http://www.eu2010.es/export/sites/presidencia/en/agenda/seminarioscongresosyconf/mar26_institucionalizacion.html">http://www.eu2010.es/export/sites/presidencia/en/agenda/seminarioscongresosyconf/mar26_institucionalizacion.html</a>	
	Spanish Presidency conference on 'Approaches by public employment services to enhance people's employability and adaptability to new forms of employment', Zaragoza, 27 and 28 May 2010 (Unit D3)	<a href="http://www.eu2010.es/export/sites/presidencia/en/agenda/grupostrabajoycomites/may27_servicios_publicos_empleo.html">http://www.eu2010.es/export/sites/presidencia/en/agenda/grupostrabajoycomites/may27_servicios_publicos_empleo.html</a>	
	Belgian Presidency ministerial conference on 'Promoting green jobs: a major and indispensable driver behind a successful transition towards a low carbon economy', Brussels, 28 and 29 September 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=294&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=294&amp;furtherEvents=yes</a>	
	Belgian Presidency conference on 'Flexicurity at the service of the worker: reinforcing positive transitions', Ghent, 4 and 5 October 2010	<a href="http://www.eutrio.be/flexicurity-benefiting-workers-strengthening-positive-transitions">http://www.eutrio.be/flexicurity-benefiting-workers-strengthening-positive-transitions</a>	
	Belgian Presidency conference 'Active labour market policies for the EU 2020 strategy: ways to move forward', Antwerp, 28 and 29 October 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=81&amp;langId=en&amp;eventId=281&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=81&amp;langId=en&amp;eventId=281&amp;furtherEvents=yes</a>	
	Belgian Presidency conference on 'The vision for public employment services for 2020', Brussels, 1 December 2010	<a href="http://www.eutrio.be/synerjob-conference-vision-public-employment-services-2020">http://www.eutrio.be/synerjob-conference-vision-public-employment-services-2020</a>	
	Belgian Presidency conference on 'Anticipating and managing restructuring in a socially responsible way: new partnerships to preserve employment', Brussels, 18 and 19 October 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=296&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=296&amp;furtherEvents=yes</a>	
	Belgian Presidency conference on 'Employment and poverty: the role of social partners in the fight against poverty and social exclusion', Brussels, 20 October 2010		
	Belgian Presidency conference on 'International forum on decent work: a new global momentum for the promotion of decent work? Challenges for the external dimension of EU employment and social policies', 11 and 12 October 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=323&amp;langId=en&amp;eventId=299&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=323&amp;langId=en&amp;eventId=299&amp;furtherEvents=yes</a>	
	Belgian Presidency conference on 'Psychosocial risks and health effects of restructuring. Investing in well-being at work: addressing psychosocial risks in times of change', Brussels, 22 to 24 November 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=290&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=290&amp;furtherEvents=yes</a>	
	<b>Forums</b>	'The impact of financial investors on enterprises', Brussels, 5 and 6 July 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=267&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventId=267&amp;furtherEvents=yes</a>
		National seminars forums	
<b>Annual meetings</b>	Sixth annual meeting of the OECD LEED Forum on Partnerships and Local Governance, Vienna, 16 and 17 February 2010	<a href="http://www.oecd.org/document/24/0,3343,en_2649_34417_43973976_1_1_1_1,00.html">http://www.oecd.org/document/24/0,3343,en_2649_34417_43973976_1_1_1_1,00.html</a>	
	Conference on 'Employment in Europe', Brussels, 24 November 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=81&amp;langId=en&amp;eventId=311&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=81&amp;langId=en&amp;eventId=311&amp;furtherEvents=yes</a>	

<b>Evidence-based EU policies and legislation</b>		
<b>Employment, Social Affairs and Inclusion DG Labour Market Monitor/ Outlook</b>	Employment in Europe 2010 report, bringing together internal analysis and results of various projects funded under PROGRESS (e.g. simulations on the basis of the labour market model funded in 2007) (EU employment situation and social outlook (Monthly monitor))	
<b>Studies, analysis</b>	Various aspects of labour market performance using micro data from the European labour force survey	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Anticipating skill needs of the labour force and equipping people for new jobs: Which role for public employment services in early identification of skill needs and labour up-skilling?	<a href="http://ec.europa.eu/social/main.jsp?catId=105&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=105&amp;langId=en</a>
	Indirect measurement methods for undeclared work	
	Sector councils on employment and skills at EU level	<a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=743&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=743&amp;furtherNews=yes</a>
	Transversal analysis on the evolution of skills needs in 19 economic sectors	<a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=731&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=731&amp;furtherNews=yes</a>
	Migrants to work: Innovative approaches towards successful integration of third country migrants into the labour market	<a href="http://ec.europa.eu/social/BlobServlet?docId=4856&amp;langId=en">ec.europa.eu/social/BlobServlet?docId=4856&amp;langId=en</a>
	Review of methodologies applied for the assessment of employment and social impacts	<a href="http://ec.europa.eu/social/main.jsp?catId=760&amp;langId=en&amp;preview=cHJldmllld0VtcGxQb3J0YWwh">http://ec.europa.eu/social/main.jsp?catId=760&amp;langId=en&amp;preview=cHJldmllld0VtcGxQb3J0YWwh</a>
	Assessment of the labour market in Montenegro	
	Assessment of the labour market in Serbia	
	Short-term sectoral indicators for labour market monitoring	
	A critical review of the literature and practices in the field of assessment of future skills needs: Key findings for the development of a European 'New skills for new jobs' initiative	
	Establish a monitoring and evaluation strategy for the post-2010 growth and jobs strategy	
<b>European Employment Observatory (EEO)</b>	EEO Review: Self-employment in Europe	<a href="http://www.eu-employment-observatory.net/index.aspx">http://www.eu-employment-observatory.net/index.aspx</a>
	Active labour market measures in Slovakia	
	Young people entering the labour market in Estonia	
	Labour market development and policy in Iceland, June 2010	
	Long-term unemployment in Denmark	
	Green and white Finland — Transition into greener economy and society and adaptation to changing demographics in Finland	
	Employment in agriculture in Romania — State of play (subsistence agriculture) and its perspectives (e.g. green farming)	
<b>OECD Joint Management on responses to economic crisis</b>	Development of statistical tools, methods and common indicators that will be used to assess condition in Member States in areas related to PROGRESS Employment.	
<b>OECD Joint Management on green growth</b>	Development of statistical tools, methods and common indicators that will be used to assess condition in Member States in areas related to PROGRESS Employment.	
<b>Good practice guides</b>	OECD/EU joint management on 'The role of naturalisation on the integration of immigrants'	
<b>European Vacancy Monitor</b>	An overview of recent developments on the European job market, with data on job vacancies, job finders and hiring to inform about trends in occupational demand and skills requirements	<a href="http://ec.europa.eu/social/main.jsp?catId=955&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=955&amp;langId=en</a>
<b>European Job Mobility Bulletin</b>	Focuses on the analysis of vacancies posted on the EURES jobs portal by national public employment	<a href="http://ec.europa.eu/social/main.jsp?catId=955&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=955&amp;langId=en</a>
<b>Maintenance, implementation and development of statistical tools</b> (subdelegated to Eurostat)	Job vacancy statistical database	<a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/introduction">http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/introduction</a>
	Labour market policy statistical database	
	The European Union labour force survey 2010	

## SOCIAL PROTECTION AND SOCIAL INCLUSION

Information sharing and learning		
<b>Peer review on social protection and social inclusion</b>	The Finnish National Programme to reduce long-term homelessness, Helsinki, 2 and 3 December 2010	<a href="http://www.peer-review-social-inclusion.eu/peer-reviews/2010">http://www.peer-review-social-inclusion.eu/peer-reviews/2010</a>
	Using Reference budgets for drawing up the requirements of a minimum income scheme and assessing adequacy, Namur, 26 November 2010	
	Making a success of integrating immigrants into the labour market, Oslo, 18 and 19 November 2010	
	Building a comprehensive and participative strategy on homelessness, Lisbon, 4 and 5 November 2010	
	Achieving quality long-term care in residential facilities, Murnau/Bavaria, 18 and 19 October 2010	
	The programme for developing local plans for social inclusion in Catalonia, Barcelona, 7 and 8 October 2010	
	Achieving excellence in social service provision, Bucharest, 29 and 30 June 2010	
	Promoting social inclusion of children in a disadvantaged rural environment — the micro-region of Szécsény, Budapest, 27 and 28 May 2010	
	Modernising and activating measures relating to work incapacity, Madrid, 4 and 5 February 2010	
Federal Foundation Mother and Child for pregnant women in emergency situations, Berlin, 21 and 22 January 2010		
<b>Mutual learning on social and housing exclusion</b>	Conference on active inclusion, housing exclusion and homelessness and mutual learning strategy, 'Mutual Learning on social and housing exclusion: implementing the active inclusion strategy', Brussels, 5 and 6 May 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=751&amp;langId=en&amp;eventsId=260&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=751&amp;langId=en&amp;eventsId=260&amp;furtherEvents=yes</a>
<b>Mutual Information System on Social Protection (MISSOC)</b>	MISSOC network meeting, Namur, 21 and 22 October 2010	<a href="http://www.eutrio.be/mutual-information-system-social-protection-0">http://www.eutrio.be/mutual-information-system-social-protection-0</a>
	MISSOC network meeting, Madrid, 20 and 21 May 2010	<a href="http://www.nondiscrimination-eu.info/MISSOC2010/ENEWLETTER_LEAFLET/NL1/NL_4.htm">http://www.nondiscrimination-eu.info/MISSOC2010/ENEWLETTER_LEAFLET/NL1/NL_4.htm</a>
<b>Eurocities Local Authority Observatories workshops on active inclusion</b>	In November and December 2010, each of the 10 Local Authority Observatories on Active Inclusion organised a national workshop, presenting its main research findings and promoting the exchange of knowledge between national stakeholders. The workshops took place in: Barcelona: 23 November 2010 Birmingham: 24 November 2010 Bologna: 1 December 2010 Brno: 9 November 2010 Copenhagen: 14 December 2010 Krakow: 2 December 2010 Lille-Roubaix: 23 November 2010 Rotterdam: 30 November 2010 Sofia: 22 November 2010 Stockholm: 15 November 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=lt&amp;eventsId=308&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=lt&amp;eventsId=308&amp;furtherEvents=yes</a>
High-quality and participatory policy debate		
<b>Annual European round table on poverty and social exclusion</b>	Annual European round table on poverty and social exclusion, Brussels, 18 October 2010	<a href="http://europa.eu/euacalendar/event/id/166092-9th-roundtable-on-poverty--social-exclusion/mode/standalone">http://europa.eu/euacalendar/event/id/166092-9th-roundtable-on-poverty--social-exclusion/mode/standalone</a>
<b>Annual meeting of people experiencing poverty</b>	The ninth EU meeting of people experiencing poverty, Brussels, 25 and 26 June 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;eventsId=271&amp;furtherEvents=yes&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=88&amp;eventsId=271&amp;furtherEvents=yes&amp;langId=en</a>
<b>Annual meeting of the ASISP network</b>	ASISP annual network meeting, Brussels, 25-26 March 2010	
<b>Pensions Forum, Brussels</b>	Pensions Forum, Brussels, 24 September 2010	
<b>Conference on pensions green paper</b>	Conference on pensions green paper, Brussels, 29 October 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=752&amp;langId=en&amp;eventsId=304&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=752&amp;langId=en&amp;eventsId=304&amp;furtherEvents=yes</a>

<b>Presidency conferences</b>	18th European conference on social services, Barcelona, 22 and 23 June 2010	<a href="http://esn-eu.org/e-news-jul10-barcelona-video/index.htm">http://esn-eu.org/e-news-jul10-barcelona-video/index.htm</a>
	Belgian Presidency conference on child poverty: 'Who cares? Roadmap for a recommendation to fight child poverty', Marche-en-Famenne, 2 and 3 September 2010	<a href="http://www.eutrio.be/conference-child-poverty">http://www.eutrio.be/conference-child-poverty</a>
	Belgian Presidency conference on the future of the social OMC 'EU coordination in the social field — Looking back and building the future', Brussels, 15 and 16 September 2010	<a href="http://www.eutrio.be/eu-coordination-social-field-context-europe-2020">http://www.eutrio.be/eu-coordination-social-field-context-europe-2020</a>
	Belgian Presidency consensus conference on homelessness, Brussels, 9 and 10 December 2010	<a href="http://www.eutrio.be/consensus-conference-homelessness">http://www.eutrio.be/consensus-conference-homelessness</a>
	Belgian Presidency conference 'Ensuring adequate pensions and social protection for all European citizens', Liege, 7 and 8 September 2010	<a href="http://www.eutrio.be/pension-rights-and-adequate-social-protection">http://www.eutrio.be/pension-rights-and-adequate-social-protection</a>
	Spanish Presidency conference on 'Active and healthy ageing', Logrono, 29 and 30 April 2010	
	3rd forum on social services of general interest, Brussels, 26 and 27 October 2010	<a href="http://www.eutrio.be/3rd-forum-social-services-general-interest-ssgi-0">http://www.eutrio.be/3rd-forum-social-services-general-interest-ssgi-0</a>

<b>Evidence-based EU policies and legislation</b>		
<b>Studies, analysis</b>	Study on the protection of supplementary pensions in case of insolvency of the employer for defined benefit and book reserve schemes	
	Study on social impact assessment as a tool for mainstreaming social protection and social inclusion concerns in public policy in the EU Member States	<a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=935&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=935&amp;furtherNews=yes</a>
	Study on 'Housing exclusion: welfare policies, housing provision and labour markets'	<a href="http://www.eapn.es/attachments/637_EU_Study%20on%20housing%20exclusion_2010.pdf">http://www.eapn.es/attachments/637_EU_Study%20on%20housing%20exclusion_2010.pdf</a>
	Study on active inclusion of migrants.	
	Study on stakeholders' involvement in the implementation of the open method of coordination in social protection and social inclusion	<a href="http://www.stakeholders-socialinclusion.eu/site/en">http://www.stakeholders-socialinclusion.eu/site/en</a>
	Collection of statistics on income and living conditions	
	Study on 'How to measure extreme poverty in the European Union'	<a href="http://ec.europa.eu/social/main.jsp?langId=lt&amp;catId=89&amp;newsId=982&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=lt&amp;catId=89&amp;newsId=982&amp;furtherNews=yes</a>
<b>Euromod</b>	Euromod: tax-benefit model to calculate the effects of taxes and benefits on household incomes and work incentives in the MS and the EU	<a href="http://www.iser.essex.ac.uk/research/euromod">http://www.iser.essex.ac.uk/research/euromod</a>
<b>OECD</b>	Update and validation of pension-modelling results (theoretical replacement rates) for 2008 Report on analysis of pension reforms Interim report of the 'Feasibility study of estimating coverage, contributions and benefits from private pensions'	
<b>Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP)</b>	34 annual national reports on pensions, health and long-term care 25 ad hoc country reports on the impact of crisis on the following social services: long-term care, childcare, social housing and employment services	<a href="http://www.socialprotection.eu/">http://www.socialprotection.eu/</a>
<b>Network of Independent Experts on Social Inclusion</b>	In-work poverty and labour market segmentation in the EU	<a href="http://www.peer-review-social-inclusion.eu/network-of-independent-experts/2010">http://www.peer-review-social-inclusion.eu/network-of-independent-experts/2010</a>
<b>Mutual Information System on Social Protection (MISSOC)</b>	MISSOC database: Comparative MISSOC tables on social protection	<a href="http://ec.europa.eu/social/main.jsp?catId=815&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=815&amp;langId=en</a>
	Annex to the database: Organisation of social protection charts and descriptions	
	Annex to the database: Social protection for self-employed	
	MISSOC: Transversal cross-cutting introductions to the comparative tables 'Multilingual listing of tables' categories headings'	

## WORKING CONDITIONS

Information sharing and learning		
<b>Workshops during restructuring forums</b>	Restructuring forum: The impact of financial investors on enterprises, Brussels, 5 and 6 July 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=783&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=783&amp;langId=en</a>
<b>European Labour Law Network</b>	An annual legal seminar on 'Protection, involvement and adaptation — European labour law in time of crisis, restructuring and transition', The Hague, 11 and 12 November 2010	<a href="http://www.labourlawnetwork.eu/news_and_events/prm/68/ses_id__07088618d96c8152478f9e44266f3d2a/size__1/index.html">http://www.labourlawnetwork.eu/news_and_events/prm/68/ses_id__07088618d96c8152478f9e44266f3d2a/size__1/index.html</a>
<b>SLIC events</b>	Thematic days of the Senior Labour Inspectors Committee (SLIC), Bilbao, 6 May 2010 and Brussels, 23 November 2010 (Improving the 'OHS' protection of workers in precarious employment)	<a href="http://www.ilo.org/labadmin/what/events/lang--en/docName--WCMS_126534/index.htm">http://www.ilo.org/labadmin/what/events/lang--en/docName--WCMS_126534/index.htm</a>
High-quality and participatory policy debate		
<b>Presidency conference</b>	'European conference on self-employment, entrepreneurship and employment quality', Seville, 15 and 16 April 2010	<a href="http://www.eurofound.europa.eu/press/releases/2010/100415.htm">http://www.eurofound.europa.eu/press/releases/2010/100415.htm</a>
	Conference on fundamental freedoms and workers' rights, Oviedo, 17 and 18 March 2010	<a href="http://www.tt.mtin.es/eu2010/en/noticias/empleo/201003/EMP20100323-002.html">http://www.tt.mtin.es/eu2010/en/noticias/empleo/201003/EMP20100323-002.html</a>
	'Working longer through better working conditions, new modes of work and career organisation', Brussels, 16 and 17 November 2010	<a href="http://www.eutrio.be/working-longer-through-better-working-conditions-and-new-modes-work-and-career-organization">http://www.eutrio.be/working-longer-through-better-working-conditions-and-new-modes-work-and-career-organization</a>
	'Evaluation at mid-term of the strategy 2007–12 for health and safety at the workplace', Barcelona, 2 to 4 June 2010	<a href="http://www.insht.es/InshtWeb/Contenidos/Instituto/Noticias/Noticias_INSHT/2010/Ficheros/conferencia%20europea/conferencia%20presentaciones/RT-3-LISSNER-SUIKKANEN-EN.pdf">http://www.insht.es/InshtWeb/Contenidos/Instituto/Noticias/Noticias_INSHT/2010/Ficheros/conferencia%20europea/conferencia%20presentaciones/RT-3-LISSNER-SUIKKANEN-EN.pdf</a>
<b>US–EU conference</b>	Sixth EU–US joint conference on occupational safety and health, Boston, 22 to 24 September 2010	<a href="http://www.useuosh.org/">http://www.useuosh.org/</a>
Evidence-based EU policies and legislation		
<b>New community strategy on health and safety at work</b>	Contract to design and produce a scoreboard aimed at visualising the Member States' occupational health and safety efforts in specific areas in relation to the objectives laid down by the new community strategy on health and safety at work for 2007–12	
<b>Studies, analysis</b>	Studies on the implementation of the EU labour law directives in Bulgaria and Romania (Lot 1 — Bulgaria)	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Studies on the implementation of the EU labour law directives in Bulgaria and Romania (Lot 2 — Romania)	
	Analysis of the conformity of the transposal of Directives 89/391/EEC, 92/29/EEC and 83/477/EEC into National law of Croatia and the former Yugoslav Republic of Macedonia	
	The protection of supplementary pensions in case of insolvency of the employer for defined benefit and book reserve schemes	
	Study contract on 'Health and safety at work in the European union — Policy responses in relation to changes in work organisation and employment patterns in the context of globalisation' — 13th tripartite EU–Japan symposium	
	Feasibility study on establishing a European platform for cooperation between labour inspectorates, and other relevant monitoring and enforcement bodies, to prevent and fight undeclared work	
<b>Eurostat delegation</b>	Further development of ESAW	<a href="http://ec.europa.eu/social/main.jsp?catId=787&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=787&amp;langId=en</a>
<b>Collection of data, development of statistical tools</b>	Development of data in collaboration with international organisations to contribution to research in programmes related to health and safety at work	
<b>Good practice guides</b>	Production of a non-binding modular guide to best practice with a view to improving the application of directives on protecting the health and safety of workers in agriculture, livestock farming, horticulture and forestry, especially on small and medium-sized holdings	<a href="http://ec.europa.eu/social/main.jsp?catId=148&amp;langId=en&amp;furtherPubs=yes">http://ec.europa.eu/social/main.jsp?catId=148&amp;langId=en&amp;furtherPubs=yes</a>
	Report from the working party on 'Assessment and development of user guides'	
	Report from the working party on 'Assessment and development of user guides' to the Advisory Committee for Safety and Health at Work	
	Guide to prevention and good practice in the healthcare sector	
	Non-binding guide to good practice for implementing Directive 2003/10/EC	

## NON-DISCRIMINATION AND DIVERSITY

Information sharing and learning		
<b>Seminars of legal practitioners at Community level</b>	Legal seminar 2011: 'Making equality rights work in practice', Brussels, 9 November 2010	<a href="http://www.era.int">http://www.era.int</a>
	A series of seminars for legal practitioners 'The anti-discrimination Directives 2000/43 and 2000/78 in practice', Trier, 2010	
<b>Good practice exchange seminars</b>	Good practice exchange seminar on public policies combating discrimination against and promoting equality for LGBT people, The Hague, 18 and 19 March 2010	<a href="http://www.movisie.nl/onderwerpen/homomancipatie/docs/100325%20short%20executive%20summary_EU_seminar%20_2_.pdf">http://www.movisie.nl/onderwerpen/homomancipatie/docs/100325%20short%20executive%20summary_EU_seminar%20_2_.pdf</a>
	Good practice exchange seminar on public policies combating discrimination based on racial or ethnic origin in accessing and progressing in employment, Berlin 4 and 5 October 2010	<a href="http://ec.europa.eu/social/BlobServlet?docId=6352&amp;langId=en">ec.europa.eu/social/BlobServlet?docId=6352&amp;langId=en</a>
<b>EU media campaign 'For Diversity. Against Discrimination'</b>	A dedicated website on non-discrimination in the European Union, journalist award 2010, five Diversity Days 2010 events, partnerships with national events, newsletters and audiovisual material (publications, leaflets, campaign materials)	<a href="http://ec.europa.eu/employment_social/fdad/cms/stopdiscrimination?langId=en">http://ec.europa.eu/employment_social/fdad/cms/stopdiscrimination?langId=en</a>
<b>Training of stakeholders</b>	Training of stakeholders on consultations on standardisation developed and implemented training courses for persons with disabilities and their representatives on standardisation issues and for experts in standardisation on disability and accessibility matters, in Madrid, Brussels, London and Dublin	
High-quality and participatory policy debate		
<b>Presidency conferences</b>	The fourth equality summit, Brussels, 15 and 16 November 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=427&amp;langId=en&amp;eventId=248&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=427&amp;langId=en&amp;eventId=248&amp;furtherEvents=yes</a>
	The second European Roma summit 'Promoting policies in favour of the Roma population', Córdoba (Spain), 8 and 9 April 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=518&amp;langId=en&amp;eventId=234&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=518&amp;langId=en&amp;eventId=234&amp;furtherEvents=yes</a>
	Third meeting of the Integrated Platform on Roma Inclusion, Brussels, 17 June 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=761&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=761&amp;langId=en</a>
	Fourth meeting of the Integrated Platform on Roma inclusion, Brussels, 13 December	
	Conference on personal autonomy through universal design, education and employment, Zaragoza, 20 and 21 May	<a href="http://www.eu2010.es/export/sites/presidencia/en/agenda/seminarioscongresosyconf/mayo19_discapacidad.html">http://www.eu2010.es/export/sites/presidencia/en/agenda/seminarioscongresosyconf/mayo19_discapacidad.html</a>
<b>Work forum</b>	A work forum for Member States' representatives on the structures for governance of the UN Convention on the Rights of Persons with Disabilities, namely the focal point, coordinating mechanism and independent mechanism across the Member States of the European Union to discuss implementation issues involving civil society	
<b>Annual awareness-raising events</b>	European Day of People with Disabilities conference on 'European citizenship: real benefits for persons with disabilities?', Brussels, 2 and 3 December 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=429&amp;langId=en&amp;eventId=283&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=429&amp;langId=en&amp;eventId=283&amp;furtherEvents=yes</a>
<b>EU high-level event on diversity management</b>	Seminar on 'Charters, labels, partnerships: Diversity management in the EU — Which way forward?', Brussels, 9 December 2010	<a href="http://ec.europa.eu/employment_social/fdad/cms/stopdiscrimination/diversity_in_the_eu/diversity_business/Diversity_Management.html?langId=en">http://ec.europa.eu/employment_social/fdad/cms/stopdiscrimination/diversity_in_the_eu/diversity_business/Diversity_Management.html?langId=en</a>

Evidence-based EU policies and legislation		
<b>Studies, analysis</b>	Activities to improve the impact of policies, programmes and projects aimed at the social inclusion and non-discrimination of Roma people in the EU	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study on the use of age, disability, sex, religion or belief, racial or ethnic origin and sexual orientation in financial services, in particular in the insurance and banking sectors	
	Study on trade unions' practices in fighting discrimination and promoting diversity	
	Study on good practices on the implementation of the UN convention	
	Study on the socioeconomic impact of European disability policy	
	Study on supported employment for persons with disabilities	
<b>Development of statistical tools, methods and common indicators</b>	Ad hoc module by Eurostat on persons with disability	<a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/ad-hoc_modules">http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/ad-hoc_modules</a>

<b>Academic Network of European Disability Experts (ANED)</b>	National reports on equality of educational and training opportunities for young disabled people	<a href="http://www.disability-europe.net/?jsEnabled=1">http://www.disability-europe.net/?jsEnabled=1</a>
	27 country reports on employment of person with disabilities based on analysis of national reform programmes	
	27 country reports on social inclusion and social protection of persons with disabilities linked to the annual social protection and social inclusion reports	
	A report providing analyses and recommendations for EU-relevant disability law and policy development	
	A report on specification of selected indicators to monitor disability policy developments including the UN Convention on the Rights of persons with Disabilities and the relevant available datasets to populate those indicators	
	A report on disability-specific entitlements, their eligibility criteria and their transferability across Member States	
<b>European Network of Legal Experts in the Non-discrimination Field</b>	The <i>European Anti-discrimination Law Review</i> , Issue No 11	<a href="http://www.non-discrimination.net/">http://www.non-discrimination.net/</a>
	The <i>European Anti-discrimination Law Review</i> , Issue No 10	
	Flash reports on legal developments in the EU Member States	
	Synthesis report 2009	
	Thematic report: 'In search of a balance between the right to equality and other fundamental rights'	
<b>Network of Socio-Economic Experts (SEN)</b>	27 country reports on discrimination in employment on the grounds of ethnic minorities	<a href="http://ec.europa.eu/social/main.jsp?catId=954&amp;langId=en#socioec">http://ec.europa.eu/social/main.jsp?catId=954&amp;langId=en#socioec</a>
	27 country reports on discrimination in employment on the grounds of sexual orientation	
	2 good practice exchange seminars (ethnic minorities and migrants; LGBT)	
	A synthesis report on discrimination in employment on the grounds of ethnic minorities and LGBT, based on the country reports	

## GENDER EQUALITY

<b>Information sharing and learning</b>		
<b>Seminars of legal and policy practitioners at Community level (Academy of European Law)</b>	Seminar for legal practitioners on 'EU law on equality between women and men in practice', Trier, 8 and 9 March and 25 and 26 October 2010	<a href="http://www.era.int">http://www.era.int</a>
	Seminar for members of the judiciary on 'EU law on equality between women and men in practice', Trier, 15 and 16 November and 6 and 7 December 2010	
<b>Gender balance in decision-making</b>	The network of women in decision-making aims to provide a platform at EU level for successful strategies to improve gender balance in decision-making positions. Concretely, it allows for exchange of ideas, information and experience, mutual learning and sharing of good practice. Two meetings held in 2010.	<a href="http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en</a>
<b>High-quality and participatory policy debate</b>		
<b>Gender equality at the workplace</b>	Conference on non-legislative initiatives for companies to promote gender equality at the workplace, Brussels, May 2010	<a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=681&amp;newsId=830&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=681&amp;newsId=830&amp;furtherNews=yes</a>
<b>Presidency conferences</b>	Conference on equality between women and men as a basis for growth and employment, Valencia, March 2010	<a href="http://europa.eu/rapid/pressReleasesAction.do?reference=IP/10/362&amp;type=HTML">http://europa.eu/rapid/pressReleasesAction.do?reference=IP/10/362&amp;type=HTML</a>
	Combating the pay gap reflecting the professional inequalities between men and women, Brussels, 25 and 26 October 2010	<a href="http://www.eutrio.be/closing-salary-gap-discussion-professional-gender-inequalities-employment-market">http://www.eutrio.be/closing-salary-gap-discussion-professional-gender-inequalities-employment-market</a>

Evidence-based EU policies and legislation		
<b>Studies, analysis</b>	Study on gender dimension and on discrimination in social protection	<a href="http://ec.europa.eu/social/main.jsp?catId=418&amp;langId=en&amp;furtherPubs=yes">http://ec.europa.eu/social/main.jsp?catId=418&amp;langId=en&amp;furtherPubs=yes</a>
	Study on equality bodies set up under Directives 2000/43/EC, 2004/113/EC and 2006/54/EC	
	Study on non-legislative initiatives for companies to promote gender equality at the workplace	<a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=681&amp;newsId=830&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=681&amp;newsId=830&amp;furtherNews=yes</a>
<b>Gender balance in decision-making</b>	'Women and men in decision-making: highlights', Fourth quarter 2010	<a href="http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en</a>
	Database to monitor the numbers of men and women in key decision-making positions in order to provide reliable statistics	
<b>Network of Experts on Employment and Gender Equality Issues (EGGE)</b>	Ethnic minority and Roma people in the EU: a case for gender equality?	<a href="http://ec.europa.eu/social/main.jsp?catId=748&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=748&amp;langId=en</a>
	OECD — International Migration Outlook	
	National expert assessment of the gender perspective in the national reform programme for employment	
	Indicators for monitoring the employment guidelines, 2010 compendium	
<b>Group of Experts in Gender Equality, Social Inclusion, Healthcare and Long-term Care (EGGSI)</b>	Analysis note: The gender pay gap in the EU — What policy responses?	
	Analysis note: Men and gender equality — Tackling gender-segregated family roles and social care jobs	
<b>European Network of Legal Experts in the Field of Gender Equality</b>	The gender pay gap in Europe from a legal perspective (including 33 country reports)	<a href="http://ec.europa.eu/social/main.jsp?catId=641&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=641&amp;langId=en</a>
	European gender equality law review 2010	
<b>Eurobarometer</b>	Publication of the <i>Eurobarometer</i> survey on 'Gender equality in the EU in 2009'	<a href="http://ec.europa.eu/public_opinion/archives/ebs/ebs_326_en.pdf">http://ec.europa.eu/public_opinion/archives/ebs/ebs_326_en.pdf</a>

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European Commission

**PROGRESS Annual Performance Monitoring Report 2010**  
**Monitoring of the performance of the European Union programme for employment and social solidarity**  
**PROGRESS (2007–13)**

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The PROGRESS programme provides financial support to help reach EU aims in the area of employment, social affairs and equal opportunities. This report gives an overview of the programme's performance during 2010 in terms of progress towards the achievement of pre-defined immediate and intermediate goals. It also underlines the programme's importance to participating countries as regards their involvement in PROGRESS activities and the relevance of outcomes to their needs. The report is available in electronic format in English, French and German.

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