



# **Management Plan 2019**

**DG Environment**



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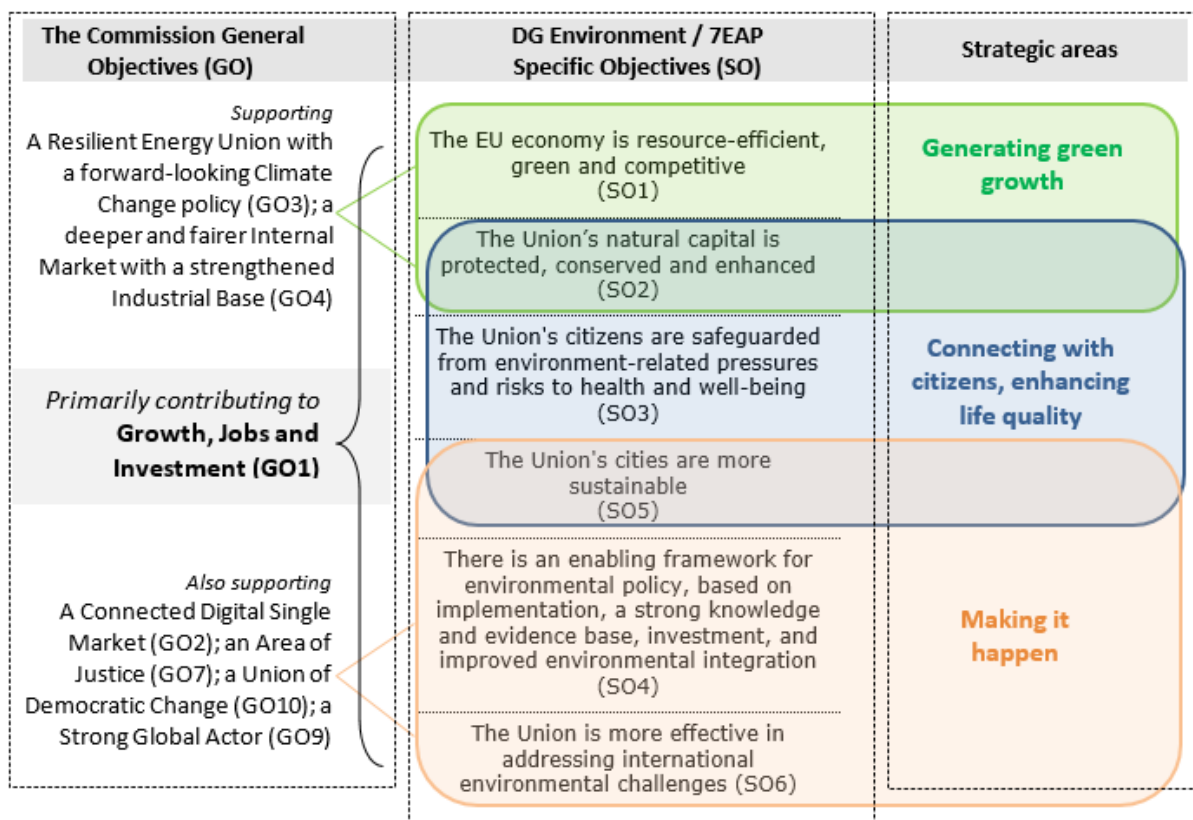
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## INTRODUCTION

According to the Treaties, EU environment policy shall preserve, protect and improve the quality of the environment, protect human health, promote prudent and rational utilisation of natural resources and promote measures at international level to deal with regional or worldwide environmental problems. Environmental protection requirements must in addition be integrated into the definition and implementation of the Union's policies, in particular with a view to promoting sustainable development. Within this framework, the 7<sup>th</sup> Environment Action Programme (7EAP) defines the priority objectives of EU environment policy for the period up to 31 December 2020.

At the start of this Commission's mandate, with a view to creating maximum synergies between the Commission's political priorities and the objectives of the 7EAP, the Commissioner for Environment, Maritime Affairs and Fisheries asked DG Environment to focus on three strategic areas: generating green growth, connecting with citizens and "making it happen".

In its Strategic Plan 2016-2020<sup>1</sup>, DG Environment set out a multiannual programme in line with these objectives, priorities and strategic areas. According to the plan, environment policy will contribute primarily to the achievement of the Commission's General Objective 1, A New Boost for Jobs, Growth and Investment, through six Specific Objectives which are based on the long-term goals defined in the 7EAP. These objectives also support a number of other Commission priorities, as detailed below.



<sup>1</sup> [http://ec.europa.eu/atwork/synthesis/amp/doc/env\\_sp\\_2016-2020\\_en.pdf](http://ec.europa.eu/atwork/synthesis/amp/doc/env_sp_2016-2020_en.pdf)

In 2019, with the European Elections on the horizon, DG Environment will focus on delivering the initiatives already on the table to secure results for EU citizens. Brexit-related work will be taken on board as needed, under the coordination of the Secretariat-General.

Implementing the **Circular Economy Action Plan** will remain the DG's top priority, to generate greener and more sustainable growth. This will include, *inter alia*, supporting the co-legislators in the negotiation of the latest proposals under the plan, in particular in the areas of **Plastics** and **Water**. Progress in implementing **waste legislation** is another priority under the Circular Economy. The implementation of the **Action Plan on Nature, People and the Economy** will also contribute to delivering green growth while protecting the EU's natural capital.

**Connecting with EU citizens** is more important than ever. EU action to tackle environmental challenges enjoys consistently strong public support<sup>2</sup>, but more needs to be done to raise awareness about the benefits of this action for citizens and society and scale up those benefits. In 2019, the DG will strengthen its policies aimed at **enhancing quality of life**, including efforts to reach out to citizens.

In support of President Juncker's request to focus on delivering, **Green Week 2019** will put the spotlight on **implementation** and the role of the Environmental Implementation Review process. Dialogues with Member States and stakeholders will continue, with a specific focus on waste and air quality, and the second edition of the **Clean Air Forum** will showcase best practices in implementing EU air policies at different governance levels. The DG will also finalise the roll-out of the action plan adopted in 2017 to improve **environmental compliance** and governance<sup>3</sup>.

**Green investments** and the availability of European funds are key to the future achievement of ambitious environmental objectives. DG Environment will contribute to the implementation of the EU Sustainable Finance Action Plan to help reorient capital flows towards sustainable investment. In collaboration with several other Commission services, the DG will follow closely the interinstitutional negotiation of the **post-2020 Multi-annual Financial Framework** and the individual programmes, including and beyond the new **LIFE Regulation**.

**International action** in the field of environment contributes to making the EU a stronger global actor and is an opportunity to champion multilateralism. In 2019, DG Environment will continue engaging in multilateral fora, such as the Fourth session of the United Nations Environment Assembly, and in bilateral and regional cooperation on environment. Promoting the uptake of sustainable and resource-efficient policies and practices will continue through **Circular Economy Missions** to third countries. The integration of environmental considerations in EU external policies and instruments will also be relevant, including development cooperation, neighbourhood and trade policy.

Finally, environment policy is key to delivering on the United Nations **Sustainable Development Goals** in Europe and worldwide. The DG will contribute to the reflection towards a Sustainable Europe by 2030 announced in the 2019 Commission Work Programme<sup>4</sup>. This work, together with the conclusions of the 7EAP evaluation and other important assessments, will frame the reflections on the future of EU environment policy.

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<sup>2</sup> According to the European Parliament's Eurobarometer of April 2017 environment is the second top policy where citizens want the EU to intervene more (75% of positive responses), only after Employment.

<sup>3</sup> COM(2018) 10

<sup>4</sup> COM (2018) 800, annex 1

## PART 1. MAIN OUTPUTS FOR THE YEAR<sup>5</sup>

### Generating green growth

Building a **Circular Economy** to generate greener growth is a precondition to deliver on jobs, growth and investment in a competitive and sustainable manner. This is the principal approach to achieving DG Environment's first Specific Objective, and also the

**Specific Objective 1:**  
The EU economy is  
resource-efficient, green  
and competitive

Treaty obligation to "promote prudent and rational utilisation of natural resources". Completing the implementation of the **Circular Economy Action Plan**<sup>6</sup> (CEAP) will therefore remain a top priority.

Tackling **plastics** under the CEAP will be the main focus in 2019. After the successful adoption of the first-ever global plastics strategy in 2018, follow up work will include *inter alia* launching the review of the essential requirements of EU

Packaging legislation and mobilising Member States and the private sector to ensure that all plastic packaging is reusable or recyclable by 2030. Specific actions to reduce all sources of **microplastics** will be undertaken to prevent that they accumulate in the environment and in the food chain.

Working with the co-legislators to turn the Commission's proposal on **Single Use Plastics** into EU law, thereby reducing plastic pollution, will be another step towards the circular economy and fundamental for a healthier environment. The adoption of the **drinking water** proposal including an obligation to promote tap water use is also expected to cut down the consumption of plastic bottles. Finally, plastic is also part of the new Multiannual Financial Framework due to the new EU own resource linked to non-recyclable plastics, and DG Environment will closely follow interinstitutional negotiations on this aspect.

The proposal to adopt common EU standards for safe **Waste Water Reuse** in agricultural irrigation is also under negotiation, to introduce a more circular approach in EU water management. This could be very relevant for regions where water scarcity is a reality, and in face of climate change. It will also create a level-playing field for business wishing to invest in water recycling across Member States.

**Waste** is a valuable resource and the management of waste and secondary materials remains a priority under the circular economy. The implementation of the **revised EU waste legislation** adopted in May 2018 will provide renewed impetus to reduce waste generation and increase reuse and recycling. An important number of implementing acts<sup>7</sup> will be required to complement packaging, landfill and waste framework legislation, as well as further compliance promotion measures to support action by Member States, in particular in the context of ambitious collection and recycling targets for electric and electronic equipment. Permanent dialogues on Extended Producer Responsibility will also be established.

**Small and Medium Enterprises** (SME) are very important partners in the circular economy transition and the creation of green jobs. DG Environment will pursue cooperation with the business sector through the EU Eco-innovation and the Green Action

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<sup>5</sup> A detailed list of outputs is available in annex, under the related DG Specific Objectives

<sup>6</sup> COM (2015) 614

<sup>7</sup> Details of the implementing measures foreseen in 2019 are available in the outputs annex, under Specific Objective 1

Plan for SMEs. The European Forum for Eco-innovation will again bring together participants from public and private sectors in search of new eco-solutions.

The implementation of the CEAP also requires a more coherent **product policy** framework, and in 2019 an analysis will be published on further options to achieve greater circularity. Special attention will be placed on product quality, durability and reparability, to bring results to EU consumers. This will be the last of the major initiatives announced in the CEAP, and an overall **implementation report** will be tabled, to take stock of progress and remaining challenges.

Industrial production processes account for a considerable share of the overall pollution in Europe. To reduce harmful industrial emissions, **Best Available Techniques (BAT)** conclusions will be adopted for several sectors, including food, drink and milk production. Following the adoption of the 2018 **Bioeconomy Strategy**, collaboration with DG Research & Innovation and DG Agriculture will continue on the integration of the bioeconomy and the circular economy agendas.

**Natural capital** underpins our economy and society and provides essential services. The continued degradation and loss of land, nature and biodiversity remain a fundamental challenge. The adoption of the **Action Plan for Nature,**

**Specific Objective 2: The Union's natural capital is protected, conserved and enhanced**

**people and the Economy** has mobilised efforts to enhance the implementation of nature protection and this will continue in 2019, in parallel to the strategy to tackle the decline of **pollinators**. The initiatives foreseen include several guidance documents to boost implementation of the Birds and Habitats Directives, and the completion and effective management of the Natura 2000 network of

protected areas<sup>8</sup>. Guiding Member States to integrate ecosystem services in decision-making, and promoting investment and good practice in Green Infrastructure will be at the core of these efforts. The new projects under the Natural Capital Financing Facility and the EU Community of Practice on Finance and Biodiversity will also help to boost investments in natural capital.

The EU Biodiversity targets will continue to be monitored and the EU **Biodiversity Strategy** will be evaluated, with a view to collecting the necessary evidence for a post-2020 framework. Addressing **land degradation** in relation to soil, biodiversity and ecosystem services will be another priority. As regards agricultural land, DG Environment will work closely with DG Agriculture in supporting the co-legislators to keep the high ambition of the new Common Agricultural Policy, thus contributing to the transition to more sustainable agriculture.

President Juncker in his 2018 State of the Union address<sup>9</sup>, highlighted summer droughts, **forest fires** and the clear link with climate change as growing European concerns. During 2019, DG Environment's work with the Forest Expert Group will centre on fire prevention, while the working group on nature and forests will be revived. Implementing the updated **Bioeconomy Strategy** will also contribute to this effort.

Progress towards achieving Good Environmental Status of **marine waters** by 2020 will remain a priority to protect **marine biodiversity**, ecosystems and the services they provide. A report based on the assessment of Member States' Marine Strategies will take

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<sup>8</sup> Selected outputs under the Nature Action Plan are detailed in annex, under Specific Objective 2

<sup>9</sup> [https://ec.europa.eu/commission/priorities/state-union-speeches/state-union-2018\\_en](https://ec.europa.eu/commission/priorities/state-union-speeches/state-union-2018_en)

stock of persisting challenges and pave the way for a targeted approach to tackle them. Guidance will be developed on measuring the extent Good Environmental Status is achieved, particularly on marine litter, underwater noise and seabed integrity.

## Connecting with citizens: enhancing quality of life

With many worrying trends and increasing media attention, **environment-related pressures and risks to health** are at the heart of citizens' concerns. DG Environment will work with the co-legislators to facilitate the swift adoption of proposals having a direct impact on health, and will support Member States and stakeholders in turning legislation into effective implementation.

**Specific Objective 3:** The Union's citizens are safeguarded from environment-related pressures and risks to health

The DG will actively participate in the European Parliament and the Council Working Groups to facilitate progress in the negotiation of the **Drinking Water** proposal to further improve the quality of drinking water in the EU.

As regards Europe's **water bodies**, the majority still fail to reach **Good Ecological Status**. Pollution from agriculture and atmospheric deposition, insufficiently treated wastewater and over-abstraction continue to be significant pressures on surface water bodies<sup>10</sup>, while new challenges (e.g. microplastics and pharmaceuticals) require attention. Guidance will be published to support Member States to achieve good ecological status and the ongoing fitness check of EU water and floods legislation will provide a better understanding of the challenges and identify possible solutions. Implementation efforts will also continue, including on related legislation on **nitrates** and **persistent organic pollutants**, and a new strategic approach **to pharmaceuticals** will be tabled. Cooperation with the OECD to better understand **investment needs** and financing possibilities in the field of water will continue in 2019.

Although **air quality** has improved in the EU in recent decades, thanks in large part to the EU's policies and efforts by national, regional and local authorities, air pollution is still a major challenge to public health and further effort is required at all levels. Continued emphasis will be put on reporting and enforcement activities, while also looking for more innovative approaches. Work will continue on the implementation of the revised National Emission Ceilings Directive<sup>11</sup> with the assessment of the National Air Pollution Control Programmes. Clean Air Dialogues will be organised with selected Member States, and a 2<sup>nd</sup> Clean Air Forum will take place in Bratislava, building on the success of the first forum in Paris in 2017. In parallel, the **fitness check** of the Air Quality Directives will be concluded by the end of 2019, and will form the basis for future considerations on a possible review of the legislation.

Collaboration with other Commission services will be relevant to secure satisfactory finalisation of the codecision on all regulatory work linked to Low Emission Mobility, and to implement the Strategy for long-term EU greenhouse emissions reduction<sup>12</sup>.

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<sup>10</sup> According to the latest assessment of the European Environment Agency, European waters, Assessment of status and pressures, 2018 -- EEA Report N° 7, 20182018

<sup>11</sup> Directive (EU) 2016/2284 on the reduction of national emissions of certain atmospheric pollutants, amending Directive 2003/35/EC and repealing Directive 2001/81/EC

<sup>12</sup> COM (2018) 773

**Noise** is also a serious environmental concern and the EU noise directive will be updated in line with the World Health Organisation's recently revised standards. Integration of noise concerns in EU transport legislation and implementation are important. The latter will be stepped up, in collaboration with the Noise Expert Group and through stakeholder engagement.

A thorough assessment of EU **chemicals policy** will be completed and future options will be examined, building on the fitness check of the chemicals *acquis*, the REACH evaluation<sup>13</sup> and the analysis of the interface between chemicals, products and waste legislation<sup>14</sup>. Implementation of legislation in place will continue and a report on progress in addressing chemical mixtures will be published. Cooperating with ECHA to create a database of substances of high concern, and subjecting more substances to authorisation and restrictions under REACH will provide additional opportunities to improve the protection of human health and the environment. Implementing the new EU framework for endocrine disruptors<sup>15</sup>, in collaboration with DG Health and Food Safety, will also contribute to reducing environment-related pressures and risks to health.

## Making it happen

DG Environment's commitment to the Commission's **Better Regulation** agenda remains high, to increase the efficiency, effectiveness and added value of environment legislation, provide clarity to investors, managers and citizens, and avoid unnecessary burdens on businesses and administrations.

Important **evaluations** on waste batteries and accumulators, Waste Shipments and Strategic Environmental Assessment legislation will be concluded in 2019. As mentioned in the 2019 Commission Work Programme<sup>16</sup>, two broad fitness checks will be carried out in the Water and Air Quality sectors. The evaluation of the European Environment Agency and its EIONET network will require follow-up, notably through further collaboration in its planning processes. Following on from the 7EAP evaluation, reflections will start on a future EU environment policy, including in the context of Agenda 2030 and the Sustainable Development Goals.

**Specific Objective 4:** There is an enabling framework for environmental policy, based on **implementation**, a strong **knowledge** and evidence base, **investment**, and improved environmental **integration** and policy coherence

**Better Implementation** is part of the Better Regulation agenda, and key to delivering tangible results on the ground. In 2019, DG Environment's efforts will focus on delivering on our commitments. Several deliverables will be proposed under the Action Plan on **Environmental Compliance**, and consulted with the high level Compliance Assurance Forum put in place in 2018. Collaboration with the European Union Network for the Implementation and Enforcement of Environmental Law (IMPEL) and other law enforcement networks will continue, and further training on environmental law will be proposed to national judges.

Work will also continue on improving the implementation of the Aarhus and Espoo Conventions, particularly with regards to compliance cases. A thorough assessment of

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<sup>13</sup> COM (2018) 116

<sup>14</sup> COM(2018) 32

<sup>15</sup> COM(2018) 734

<sup>16</sup> COM(2018) 800, annex 2

the EU situation concerning **access to justice** on environmental matters will be published to collect stakeholder and public views.

The second **Environmental Implementation Review** (EIR) based on country specific reports will provide an overview of the implementation challenges in the Member States and recommendations for improvement. Dialogues with Member States the Council will continue in 2019. The process aims at helping Member States to deliver environmental results so that European citizens can see the benefits of EU legislation. It will also inform DG Environment's contribution to the European Semester, particularly the competitiveness and investment dimensions.

Access to information, big data and the use of new **digital technologies** are increasingly important for policy development and implementation. DG Environment will follow closely the negotiation of the **Environmental Reporting** proposal tabled in 2018, supporting the co-legislators at every step of the process. Additional actions on spatial data and interoperability will continue in collaboration with the European Environment Agency and the Commission's Joint Research Centre. Existing WISE information systems will be further developed, particularly with regards to the Water and Marine databases. These actions will contribute to the Commission's digital market priority, while in return reinforcing the knowledge and evidence base for future environment policy.

The strengthening of the knowledge and evidence base will also be pursued through the **Environmental Knowledge Community**, which gathers the main EU institutional users and providers of environmental knowledge. Work will continue on integrating innovative concepts into policy-making, such as citizen science, natural capital accounting and planetary boundaries.

Public and private **investments** are fundamental to achieve ambitious environmental objectives. The effective **integration of environmental considerations** in other EU policies and funds will be central, particularly in respect to agricultural policy and cohesion and research funding. Cohesion Policy is a key source of financing for Member States investments in sectors such as water, waste management, air quality and nature protection. It also supports the development of appropriate administrative capacity and environmental expertise to ensure efficient implementation on the ground. The outcome of the negotiations on the new **Multi-annual Financial Framework** and the individual programme proposals, including and beyond the new **LIFE Regulation**, will be essential in determining the level of funding and the future of the environmental integration agenda. Working with other Commission services on the implementation of the Action Plan on **sustainable finance** will be an opportunity to boost the green finance agenda, in particular as regards the development of green bond standards and an EU classification system for sustainable activities.

Environmental action is particularly important in **urban settings** where more than 70% of EU citizens live. The EU Urban Agenda<sup>17</sup> has already created opportunities for environmental improvements in cities and DG Environment will continue contributing to implementing this Agenda in 2019, especially through the urban partnerships on air quality, sustainable land use and circular economy. The full deployment of the Green City benchmarking tool in early 2019 will enable cities to compare their environmental performance and further efforts will also go into increasing outreach, in particular through the **European Green Capital and Leaf**

**Specific Objective 5:**  
The Union's cities are  
more sustainable

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<sup>17</sup> <https://ec.europa.eu/futurium/en/node/1829>

**awards.** The financial incentives introduced in 2018 are expected to attract more cities to apply.

Making it happen is also about taking action at **international level** to tackle transboundary environmental problems. To increase coherence and effectiveness, DG Environment will continue supporting the development of a United Nations **Global Pact for the Environment**, including working on an EU negotiating mandate.

**Specific Objective 6:** The Union is more effective in addressing international environmental challenges

Several **international meetings and conferences** will provide good opportunities to showcase EU environment policies and promote the global transition to the circular economy. The DG will prepare the EU's contribution to the

fourth session of the United Nations Environmental Assembly, with a focus on sustainable consumption and production, including marine litter and microplastics. Contributing to the first ever G20 Environmental Ministerial, and to the EU reporting at the United Nations High-Level Political Forum in July 2019 and the subsequent Summit in September will also be very relevant.

**Bilateral and regional cooperation** on environment will be strengthened, enabling the EU to continue to promote its environmental standards and solutions, thereby creating opportunities for green businesses. Circular economy missions will continue to play a useful role in this regard as will the implementation of existing cooperation programmes with strategic partners such as China and India. Cooperation will increase particularly on water, in view of the strong interest from third countries and regions in the EU's integrated water management approach. Environment considerations will also be part of the ongoing **Free Trade Agreement and Investment** negotiations and the **Africa-Europe alliance for Sustainable Investment and Jobs** announced by President Juncker in the 2018 State of the Union address. All these will contribute to the broader EU Foreign policy objectives of ensuring stability and addressing root causes of migration. DG Environment will also participate in the development and implementation of President Juncker's new initiative on **Communicating Europe**, to make the Union stronger by promoting environmental goals also in communication terms.

From a thematic point of view, DG Environment will continue actively representing the Union in the **Regional Sea Conventions** (HELCOM, OSPAR and UNEP-MAP)<sup>18</sup> and will explore opportunities for membership of the Bucharest Convention<sup>19</sup>, to achieve Good Environmental Status in European marine waters.

In 2019 **Chemicals** will be high on the international agenda. DG Environment will support the EU's representation at the Conferences of the Parties of the Minamata, Basel, Rotterdam and Stockholm Conventions on Mercury, on Transboundary movements of hazardous wastes, on International trade in hazardous chemicals and pesticides, and on Persistent Organic Pollutants, respectively. The negotiations on a future global framework for sound management of chemicals and waste will continue, including the discussions on the United Nations Strategic Approach to International Management of Chemicals and Waste beyond 2020. DG Environment will follow closely and contribute to this process, which is also fundamental to achieving the Sustainable Development Goals.

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<sup>18</sup> HELCOM (Helsinki Convention on the Protection of the Marine Environment of the Baltic Sea Area), OSPAR (Convention for the Protection of the marine Environment of the North-East Atlantic) and UNEP/MAP (United Nations Environment Programme / Mediterranean Action Plan)

<sup>19</sup> Convention on the Protection of the Black Sea against Pollution adopted in 1992

**Global biodiversity** loss will continue to be a priority, addressed *inter alia* through combatting illegal logging and wildlife crime with the EU Timber<sup>20</sup> and FLEGT Regulations<sup>21</sup>, as well as implementing the Convention on the International Trade in Endangered Species (CITES) and the EU Action Plan against wildlife trafficking<sup>22</sup>. A number of international milestones, including the plenary meeting of the Intergovernmental Science-Policy Platform on Biodiversity, and the G7 in Paris, will help raise the political importance of **biodiversity** and pave the way towards a post-2020 global strategic framework, the expected result of the 15<sup>th</sup> Conference of the Parties of the Convention for Biological Diversity in 2020. An initiative to step-up EU action against **Deforestation and forest degradation** will further contribute, by tackling this major global problem leading to biodiversity loss, climate change and poverty.

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<sup>20</sup> Regulation (EU) No 995/2010 laying down the obligations of operators who place timber and timber products on the market.

<sup>21</sup> Council Regulation (EC) No 2173/2005 on the establishment of a FLEGT licensing scheme for imports of timber into the European Community.

<sup>22</sup> COM(2016)87

## PART 2. MAIN ORGANISATIONAL MANAGEMENT OUTPUTS FOR THE YEAR

### A. Human resource management

In 2019, the **HR Modernisation project** laid down in the Communication on Synergies and Efficiencies will be fully rolled out in the Commission. HR management services will continue to be delivered by the Account Management Centres (AMC) while the HR Business Correspondent (BC) coordinates strategic HR matters within the DG, and prepares related management decisions.

The DG still faces **the challenge of staff reductions**: since 2014 it has lost 69 job quotas (from 466 to 397 representing a decrease of 15 %) and a similar reduction in terms of external staff (-12%). This strong decrease has gone in parallel with an increase of tasks linked to the success of the Circular Economy Action Plan, the obligations imposed by the co-legislators in new legislation (i.e. waste and chemicals) as well as the emergence of new priorities (i.e. plastic strategy, green finance, implementation of Nature Action Plan, pharmaceuticals strategy...). To face this contradiction, DG Environment will keep searching for **efficiency gains**, since the externalisation to EASME of the LIFE unit continues with the reduction of four officials in 2019. An extra post will be returned due to the redeployment tax, and two other posts due to the end of temporary allocations for the Environmental Implementation Review. In this context, to ensure that the DG is fully equipped to deliver on its mission, emphasis will be placed on regularly reviewing and assessing the staff allocation and organisational structure. Collecting and exploiting key data, including benchmarking and workload indicators will continue in 2019. DG Environment also intends to use the full functionality of ATLAS (Activities and Tasks Logging for Allocation of Staff) to secure up-to-date information on the allocation of resources to political priorities, and internal communication measures will be devised to accompany changes. However, DG environment has also to ensure that staff resources match with priorities and workload and, in this respect, considers the growing inadequation between tasks and resources as an emerging risk.

In the field of **equal opportunities**, DG Environment reached the 2020 targets of female representation in middle management set up by Commission Decision of 19<sup>th</sup> July 2017 already in 2018. Since November 2014, female representation has increased from 21% to 48%, having appointed women to six out of the seven last middle management posts published. Specific trainings and coaching sessions have been organised to support the process and in 2018 three colleagues from the DG participated to the first "Female Talent Development Programme".

Concerning **Learning & development**, a specific training plan for 2018/2019, based on the challenges identified and the inputs provided by the Directorates, has been put in place to help the DG be more effective at achieving its goals and to contribute to engagement of its staff. The HR BC will cooperate with the AMC 3 unit to ensure the implementation of training actions.

In 2016, the Staff survey indicated that **staff engagement** in DG Environment was good, with an average index score of 66%. However, the results also showed areas with a negative impact on engagement. Following an internal consultation process, the DG drew up an action plan and implemented a series of actions with the aim of involving and empowering staff. The latest Staff survey, launched in November 2018, should provide updated information on progress and will be the basis for further reflections. A participatory leadership exercise will be organised in the first quarter of 2019, involving a maximum number of staff. Based on this exercise, the DG will adopt a new internal communication strategy and an action plan for 2019.

With regard to **well-being**, DG Environment will continue to promote a healthy and stimulating working environment and boost staff engagement by ensuring a good work-life balance and flexible working arrangements and by organising well-being activities. The internal implementation of the Eco-Management and Audit Scheme (EMAS) will also continue throughout 2019 to reduce Single Use Plastics and waste, and promote energy savings.

### ***B. Financial management: Internal control and Risk management***

DG Environment aims at sound and efficient **management of financial resources**, and maintaining effective internal control, risk management and accounting systems. The DG is committed to ensuring that the control procedures in place give the necessary guarantees concerning the legality and regularity of the underlying transactions. Proper allocation of resources and alignment of budget to priorities is ensured through the internal management plan process.

DG Environment revised its **Internal Control** Framework during the preparation of the 2017 Annual Activity Report. The selected control indicators are currently being examined with a view to simplifying and reducing their number.

Following the work carried out by OLAF in 2018, DG Environment will proceed to update its **Anti-fraud** strategy. A revised action plan is under preparation and its implementation will take place in 2019. Throughout the year, awareness raising campaigns will focus primarily on the revised internal control framework, ethics and anti-fraud, targeting particularly newcomers but also catering for all DG staff.

### ***C. Better Regulation***

DG Environment is committed to improving the quality of its impact assessments and evaluations in order to ensure good legislation is proposed. To this end, the DG's economic analysis and Better Regulation teams work in close cooperation with the policy units that lead the evaluation and development of legislation. An additional quality control is carried out before any submission to the Regulatory Scrutiny Board (RSB).

In 2019, DG Environment expects to finalise two broad fitness checks and five legislative evaluations. Several other evaluations will be ongoing.

### ***D. Information management aspects***

Sharing documents, information and knowledge efficiently will remain a key priority in 2019. The document management and internal communication teams will ensure that work-related documents and information are easy to find, retrieve and share, and are preserved in accordance with their informational, administrative, legal or historical value. Training will be provided and compliance with Commission rules on information security, personal data protection, registration, filing and archiving of documents will be monitored.

In the context of the corporate strategy on Data, Information and Knowledge Management<sup>23</sup>, DG Environment decided to open to other Commission services all electronic files for which no restriction is required based on legal or security considerations. Therefore, the access level of all new files created in 2019 will be set to

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<sup>23</sup> C(2016) 6626

Commission-wide by default (with the possibility for units to change this default in cases where restrictions are justified). Units will also be asked to revise the access to their existing files, and changes towards greater openness will be encouraged and monitored by the document management team. To guarantee the protection of more sensitive information the security aspects will be emphasised in the planned training courses and the markings in ARES will be used to restrict access to individual documents, as appropriate.

In 2018, DG Environment established an internal Knowledge Management Strategy which *inter alia* promotes better use of collaborative platforms; training on these platforms is foreseen for DG staff in 2019. At the same time, the intranet will become a single point of contact to ensure DG Environment content is easily reachable. Other Knowledge Management actions foreseen for 2019 include the creation of a database of environmental success stories, the launch of Communities of Practice and regular meetings of environmental knowledge correspondents to inform about the Environmental Knowledge Community developments.

#### **E. External communication activities**

DG Environment communication strategy builds on President Juncker's 10 priorities, the 7<sup>th</sup> Environmental Action Programme and Commissioner Vella's strategic areas ('Green Growth', 'Connecting with citizens' and 'Making it happen'). The DG also contributes to convey the corporate message of an EU that protects and empowers and will ensure that links with corporate communication campaigns are made, and corporate materials used, as appropriate.

In 2019, the focus will be on highlighting benefits and the EU added value of delivering the Commission priorities, also in view of the upcoming European elections.

Progress in implementing the **Circular Economy Action Plan** was marked in 2018 by the promotion of the updated waste legislation and a successful campaign on the EU Plastics Strategy, reducing marine litter and the proposal on **Single Use Plastics (#ReadyToChange)**. In 2019, further communication actions will build on these campaigns and enter into phase 2 with the online promotion of the Single Use Plastics campaign in the Member States not covered in phase 1.

Communicating the added value of EU action will remain a priority especially on policies that have a direct impact on **citizens' health and the environment**, in line with the 'EU protects' and 'EU empowers' corporate campaigns. In 2019, expected adoption of the Commission proposal on Drinking Water, the second Clean Air Forum, the Natura 2000 Day and the Pollinators' initiative will provide opportunities to stress the positive impact of these initiatives on the EU citizens quality of life.

In March 2019 the release of the 2<sup>nd</sup> Environmental Implementation Review will provide occasions for communication, including with a country-specific angle. EU **Green Week 2019** will be dedicated to the implementation of environment legislation and will be an opportunity to highlight the achievements of the Commission's mandate and demonstrate EU added value ahead of the European elections.

On-going communication activities will continue promoting the benefits of implementing environment legislation, the LIFE programme achievements as well as key international developments, in particular regarding the Sustainable Development Goals and the Global Pact for the environment.

#### ***F. Example(s) of initiatives to improve economy and efficiency of financial and non-financial activities of the DG***

DG Environment maintains a continued effort to improve the effectiveness and efficiency of its financial and non-financial activities. In 2019, further progress will be made in the implementation of the administrative simplification activities launched in recent years and in HR management.

- The pilot "Paperless launching of Calls to tender" entered its full implementation phase in 2018 as expected. Pilots on "paperless commitments" and "paperless payments" also started and will continue in 2019, with the aim of adopting **fully paperless procedures** based on Ares and including the use of the e-signatory for the validation of all financial transactions. DG Environment has also started using the new corporate electronic procurement tools (e-Submission, etc.) and from 2019 all procurement will be IT based.
- Following the merge of the two LIFE units and a further externalisation of LIFE grants to EASME, DG Environment has integrated the remaining LIFE financial officers in the Finance Unit, with the aim to streamline the management of the LIFE legacy projects. The adoption of a two-year financing decision for environment actions under the **LIFE programme** (made possible thanks to the new Financial Regulations) should also contribute to reduce the administrative burden linked to LIFE management.
- In the field of HR, DG Environment will make use of the full functionality of **ATLAS** (Activities and Tasks Logging for Allocation of Staff), which should provide up-to-date information on the allocation of resources to political priorities and thus facilitate reviewing and assessing staff allocation. A project will also be launched to use ATLAS in the context of the internal Management Plan preparation, thus ensuring information is updated and re-used for planning purposes.

## ANNEX - OUTPUTS

### Policy Outputs

Relevant general objective 1: A New Boost for Jobs, Growth and Investment		
Specific objective 1: The economy of the EU is resource-efficient, green and competitive		Related to spending programme LIFE
Main outputs in 2019:		
Delivery on legislative proposals pending with the legislator		
Output	Indicator	Target
<i>Directive on the reduction of the impact of certain <b>plastic products</b> on the environment (Proposal COM(2018)340)</i>	Adoption by the co-legislators	May 2019
<i>Regulation on minimum <b>requirements for water reuse</b> (Proposal COM(2018)337)</i>	Adoption by the co-legislators	May 2019
All new initiatives / significant evaluations from the Commission Work Programme		
Output	Indicator	Target
<i>Evaluation of the <b>Waste Shipment Regulation</b> and of its daughter Regulation on export for recovery of non-hazardous waste (2017/ENV/026)</i>	<i>Finalisation of the evaluation and publication of conclusions (Staff Working Document)</i>	2019 Q2
Important items from work programmes/financing decisions/operational programmes <sup>24</sup>		
Output	Indicator	Target
<i>Relevant projects of the LIFE programme<sup>25</sup>:</i>	<i>Estimated amount / number of outputs:<sup>26</sup></i>	2019 Q4
- <i>Integrated projects</i>	- <i>42 million/4</i>	
- <i>Technical Assistance projects</i>	- <i>0.4 million EUR/2</i>	
- <i>Traditional projects</i>	- <i>82 million/58</i>	
- <i>Preparatory projects</i>	- <i>0.8 million EUR/1</i>	
- <i>Public procurement</i>	- <i>14.7 million/50</i>	
- <i>Financial instruments</i>	- <i>23.6 million/58</i>	

<sup>24</sup> For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the [Draft Budget for 2019](#).

<sup>25</sup> Traditional projects and NGO grants are managed by EASME on behalf of DG Environment

<sup>26</sup> Contributing also to the Specific Objective 3: The Union's citizens are safeguarded from environment-related pressures and risks to health and well-being

<b>Other important outputs</b>		
Output	Indicator	Target
<i>Towards an <b>EU Product Policy Framework</b> contributing to the Circular Economy (initiative implementing the Circular Economy Action Plan) [PLAN/2017/1664]</i>	<i>Finalisation of the analysis / Publication of Staff Working Document</i>	<i>2019 Q1 (by 05/03/2019)</i>
<i>Circular Economy <b>Stakeholder Conference</b></i>	<i>Organisation of the event</i>	<i>2019 Q1 (05/03/2019)</i>
<i>Commission report on the Implementation of the <b>Circular Economy Action Plan</b> (PLAN/2018/4154)</i>	<i>Adoption by the Commission</i>	<i>2019 Q1 (by 05/03/2019)</i>
<i>Measures on home-compostable <b>plastic carrier bags</b> - standardisation and labelling (PLAN/2017/2192 and 3671)</i>	<i>Adoption by the Commission (two acts)</i>	<i>2019 Q1 2019 Q4</i>
<i><b>EMAS reference documents</b> including best environmental management practice, environmental performance indicators and benchmarks of excellence for several sectors including Fabricated Metal Products, Telecom/ICT services, Waste Management (PLAN/2018/3534, 3533, 3500)</i>	<i>Adoption of three reference documents by the Commission</i>	<i>2019 Q2 – Q3</i>
<i>Decisions on new and revised EU <b>Ecolabel</b> criteria for several products and services</i>	<i>Adoption of decisions by the Commission</i>	<i>2019 Q2 – Q3</i>
<i>Providing <b>Green Public Procurement</b> criteria for services such as Data Centres and Public space maintenance</i>	<i>Publication of criteria (Staff Working Documents)</i>	<i>2019 Q4</i>
<i>Promoting Best Available Techniques (BAT) to reduce pollution under the <b>Industrial Emissions</b> Directive – Food, Drink and Milk industries, Waste Incineration (PLAN/2018/2971 and 2972)</i>	<i>Adoption by the Commission and publication in the Official Journal</i>	<i>2019 Q2</i>
<i>Implementation of the 2018 <b>revision of waste legislation</b> (Waste Framework, Landfill, Packaging and packaging waste directives)</i>	<i>Adoption by the Commission of approx. 10 implementing acts under the revised legislation</i>	<i>2019 Q1</i>

<i>Commission Delegated Acts on the <b>Restriction of Hazardous Substances</b> (RoHS) for exemptions from restrictions or for additional restriction of hazardous substances</i>	<i>Adoption of requested exemptions by the Commission (approximately 25 acts expected)</i>	<i>2019 from Q1 to Q4</i>
<i>Conclusion of the evaluation of (waste) <b>Batteries</b> and accumulators (2017/ENV/016)</i>	<i>Adoption by the Commission of a report accompanied by a Staff Working Document</i>	<i>2019 Q1</i>
<i>Inspection of ship recycling yards and update of the EU List of <b>ship recycling facilities</b> – (PLAN/2018/3663, 3665 and 3667)</i>	<i>Candidate facilities inspected and decisions taken by the Commission (3 decisions expected)</i>	<i>2019 Q4</i>

<b>Relevant general objective 1: A New Boost for Jobs, Growth and Investment</b>		
<b>Specific objective 2: The Union's natural capital is protected, conserved and enhanced</b>		Related to spending programme LIFE
<b>Main outputs in 2019:</b>		
<b>Important items from work programmes/financing decisions/operational programmes</b>		
<i>For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the <b>Draft Budget for 2019</b>.</i>		
Output	Indicator	Target
<i><u>Relevant projects of the LIFE programme:</u></i> <ul style="list-style-type: none"> <li>- <i>Integrated projects</i></li> <li>- <i>Technical Assistance projects</i></li> <li>- <i>Traditional projects</i></li> <li>- <i>Preparatory projects</i></li> <li>- <i>Public procurement</i></li> </ul>	<i><u>Estimated Amount /n° of outputs:</u></i> <ul style="list-style-type: none"> <li>- <i>60 million/4</i></li> <li>- <i>0.6 million EUR / 3</i></li> <li>- <i>137 million/56</i></li> <li>- <i>1.4 million EUR / 2</i></li> <li>- <i>15.2 million EUR /34</i></li> </ul>	<i>2019 Q4</i>
<i><u>Projects funded by the <b>Natural Capital financial</b> instrument</u></i>	<i><u>Estimated n° of outputs:</u></i> <ul style="list-style-type: none"> <li>- <i>7 operations signed</i></li> </ul>	<i>2019 Q4</i>
<i><u>Integrated maritime policy projects (part of the European <b>Maritime and Fisheries Funds</b>) in support to the implementation of the Marine Strategy Framework Directive</u></i>	<i><u>Estimated Amount</u></i> <ul style="list-style-type: none"> <li>- <i>4,4 million EUR</i></li> </ul>	<i>2019 Q4</i>

<b>Other important outputs</b>		
Output	Indicator	Target
<b>Implementation of the Action Plan for Nature, people and the economy (1):</b> New guidance on ecosystem services and Green Infrastructures and Updated guidance on site permitting, species protection, wind energy and Natura2000	Adoption of 2 new guidance documents by the Commission	2019 Q1
	Adoption of 3 updated guidance documents by the Commission	2019 Q4
<b>Implementation of the Action Plan for Nature, people and the economy (2)</b> Progress towards finalising the establishment of the <b>Natura 2000 network</b> , including better communication and outreach	Engagement with Member States	10 Nature dialogues with Member States
	Outreach actions	Organisation of the Natura 2000 Day and Natura 2000 Awards
Update of the lists of <b>Natura 2000</b> sites according to Member States proposals (PLAN/2018/3580, 3585, 3588 and 3591-96)	Proposed updates adopted by the Commission	2019 Q2
Implementation of the <b>EU Pollinators</b> initiative including the development of a monitoring framework	Set-up of an expert group to develop an EU pollinators monitoring framework	2019 Q3
Conference on <b>forest fires prevention</b> and forest resilience to climate change	Organisation of the event	2019 Q2
Adoption of an updated list of <b>Invasive Alien Species</b> of Union concern (PLAN/2017/1921)	Adoption by the Commission	2019 Q3
Promoting <b>private investment in Biodiversity</b> through the B@B (Business and Biodiversity) platform and the Natural Capital Financing Facility	Organisation of a conference on Business and Biodiversity	2019 Q4
<b>Our Ocean Conference</b> in Norway, organisation in coordination with DG Maritime Affairs and Fisheries	Contribution to the organisation of the event	2019 Q4
<b>Marine Strategy</b> Framework Directive 2008/56/EC. First implementation report under Article 20	Adoption of report by the Commission	2019 Q4

<b>Relevant general objective 1: A New Boost for Jobs, Growth and Investment</b>		
<b>Specific objective 3: The Union's citizens are safeguarded from environment-related pressures and risks to health and well-being</b>		Related to spending programme LIFE
<b>Main outputs in 2019:</b>		
<b>Delivery on legislative proposals pending with the legislator</b>		
Output	Indicator	Target
<i>Directive on the Quality of <b>water intended for human consumption</b> (recast) - Proposal COM(2017)753</i>	<i>Adoption by the co-legislators</i>	<i>May 2019</i>
<i>Regulation on <b>persistent organic pollutants</b> (recast) - Proposal COM(2018)144</i>	<i>Adoption by the co-legislators</i>	<i>May 2019</i>
<b>All new initiatives / significant evaluations from the Commission Work Programme</b>		
Output	Indicator	Target
<i>Fitness Check of the <b>Water</b> Framework Directive 2000/60/EC, its daughter Directives, and the <b>Floods</b> Directive 2007/60/EC. Evaluation of Council Directive 91/271/EEC on <b>Urban Waste Water</b> Treatment (PLAN/2017/1661)</i>	<i>Finalisation of the evaluation / Publication of conclusions</i>	<i>2019 Q3</i>
<i>Fitness check of the <b>Air Quality</b> Directives (PLAN/2016/88)</i>	<i>Finalisation of the evaluation / Publication of conclusions</i>	<i>2019 Q4</i>
<b>Important items from work programmes/financing decisions/operational programmes</b>		
<i>For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the <a href="#">Draft Budget for 2019</a>.</i>		
Output	Indicator	Target
<i><u>Relevant projects of the LIFE programme:</u></i>	<i>The outputs listed under Specific Objective 1 above also support Specific Objective 3</i>	
<b>Other important outputs</b>		
Output	Indicator	Target
<i>Strategic approach to <b>pharmaceuticals</b> in the environment (2015/ENV/040)</i>	<i>Adoption of a Communication by the Commission</i>	<i>2019 Q1</i>
<i>Implementing decisions under the <b>REACH</b> legislation on the evaluation of chemicals / compliance check</i>	<i>Adoption by the Commission (ca. 5 decisions on evaluations expected)</i>	<i>2019 Q4</i>

Clarifying measures related to <b>operation of REACH registration</b> after the deadline for phase-in substances (PLAN/2018/2929)	Adoption of Implementing Regulation by the Commission	2019 Q3
Rules for the update of <b>registration dossiers under REACH</b> and for the upgrade of the compliance-check target (PLAN/2018/3503 & 4738)	Adoption of implementing Regulations by the Commission	2019 Q2
Update of legislation on the <b>Classification, Labelling and Packaging</b> of dangerous substances and mixtures (PLAN/2018/3137, 3650)	Annex VI amended by the Commission, in line with opinions of the Risk Assessment Committee (two amendments)	2019 Q2 2019 Q4
Summary report on the application of the <b>Persistent Organic Pollutants</b> legislation (PLAN/2017/2188)	Adoption of report by the Commission	2019 Q1
Progress in implementing the <b>Clean Air Programme</b> for Europe	Organisation of the second <b>Clean Air Forum</b>	2019 Q4
	<b>Clean Air Dialogues</b> with Member States (two-three dialogues expected)	2019 Q2-Q4
Progress in the implementation of the revised <b>National Emissions Ceilings</b> Directive (EU) 2016/2284	Assessment of 28 National Air Pollution Control Programmes	2019 Q4
	Review of national emission inventories for persistent organic pollutants and heavy metals	2019 Q4
Methods for the assessment and management of <b>environmental noise</b> under Directive 2002/49/EC (PLAN/2018/3499)	Adoption by the Commission	2019 Q4
<b>Good ecological potential</b> guidance (freshwater bodies)	Publication of Guidance document	2019 Q3
Implementation of the <b>Bathing Water</b> Directive	Publication of the annual report	2019 Q2
Further analysis of investment needs and <b>financing possibilities in the field of water</b> in collaboration with the OECD and including in-depth dialogues with specific Member States	Publication of country-specific reports and organisation of visits to the countries	10 country reports and visits organised

Relevant general objective 1: A New Boost for Jobs, Growth and Investment		
Specific objective 4: There is an enabling framework for environmental policy, based on smart implementation, a strong knowledge and evidence base, investment, and improved environmental integration and policy coherence		Related to spending programme LIFE
Main outputs in 2019:		
Delivery on legislative proposals pending with the legislator		
Output	Indicator	Target
Alignment of the <b>Reporting</b> provisions in Environmental legislation	Adoption by the co-legislators	May 2019
New <b>LIFE Regulation</b> 2021-2027	Political agreement	May 2019
Important items from work programmes/financing decisions/operational programmes		
For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the <b>Draft Budget for 2019</b> .		
Output	Indicator	Target
<u>Relevant projects of the LIFE programme:</u> - Traditional projects - NGOs - Public procurement	<u>Estimated Amount /n° of outputs:</u> - 7 million EUR / 5 - 6 million EUR / 12 - 26 million EUR/ 51	2019 Q4
Other important outputs		
Output	Indicator	Target
<b>Second Environmental Implementation Review</b> progress on better implementation and common challenges across the EU (PLAN/2018/2851)	Adoption of Communication by the Commission Finalisation of 27 Staff Working Documents	2019 Q1
Evaluation of the <b>7<sup>th</sup> Environment Action Programme</b> (PLAN/2017/1389)	Finalisation of the evaluation Publication of conclusions	2019 Q2
Evaluation of Directive 2001/42/EC on <b>Strategic Environmental Assessment</b> (2017/ENV/017)	Finalisation of the evaluation / Publication of conclusions (Staff Working Document)	2019 Q3
Assessment of the implementation of the Aarhus Convention by the European Union (EU) in the area of <b>access to justice in environmental matters</b> (PLAN/2018/2554)	Finalisation / publication of Staff Working Document	2019 Q2

<b>Compliance promotion</b> and enforcement and co-operation with relevant professional networks	Bilateral dialogues and cooperation with IMPEL and other networks on specific issues	2019 Q1-Q4 (and beyond)
Contributing to implementing the <b>Sustainable Finance Action Plan</b> and boosting Green finance (in collaboration with DG Financial Stability, Financial Services and Capital Markets Union)	Environmental considerations integrated in the EU taxonomy of sustainable activities and in green bond standards	Environment aspects covered
<b>Integration of environmental considerations</b> in financing under European structural and investment funds (ESIF) and the Connecting Europe Facility (CEF) under the 2014-2020 programming period.	Replies to interservices consultation	Environmental comments on programmes and projects timely transmitted to DG Regional Policy
<b>Integration of environmental considerations</b> in the selection of projects to be potentially supported by the European Fund for Strategic Investments, the European Investment Bank (EIB) and the European Bank for Reconstruction and Development (BERD)	Replies provided to interservices consultation	Environmental comments on projects timely transmitted to DG Economic and Financial Affairs
Guidelines to <b>promote the wider use of citizen science</b> to complement environmental monitoring and reporting	Publication of Guidelines (Staff Working Document)	2019 Q4
Identification of <b>emerging issues at the interface between environment and social</b>	Report including the characterisation of 10 emerging issues	2019 Q3

## Relevant general objective 1: A New Boost for Jobs, Growth and Investment

**Specific objective 5: The Union's cities are more sustainable**

Related to spending programme LIFE

**Main outputs in 2019:**

**Important items from work programmes/financing decisions/operational programmes**

*For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the **Draft Budget for 2019**.*

Output	Indicator	Target
<u>Relevant projects of the LIFE programme:</u> <ul style="list-style-type: none"> <li>- Traditional projects</li> <li>- NGOs</li> <li>- Public procurement</li> </ul>	<u>Estimated Amount /n° of outputs:</u> <ul style="list-style-type: none"> <li>- 20 million EUR / 12</li> <li>- 3 million EUR / 6</li> <li>- 12 million EUR / 21</li> </ul>	2019 Q4

Other important outputs		
Output	Indicator	Target
European <b>Green Capital</b> Award	Number of participants	Increase with respect to previous issue
European <b>Green Leaf</b> Award	Number of participants	Increase with respect to previous issue
Full deployment of the <b>benchmarking IT tool</b> for cities performance self-assessment based on environmental indicators	IT tool available to cities in all EU languages	2019 Q2

Relevant general objective 1: A New Boost for Jobs, Growth and Investment		
Specific objective 6: The Union is more effective in addressing international environmental challenges		Related to spending programme <b>Global Public Goods and Challenges</b> <sup>27</sup>
Main outputs in 2019:		
Important items from work programmes/financing decisions/operational programmes		
For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the <a href="#">Draft Budget for 2019</a> .		
Output	Indicator	Target
Annual programming of <b>environment relevant projects</b> under the Global Public Goods and Challenges programme (GPGC), including cross sub delegation in support of International Environmental Governance (IEG)	Adoption by the Commission of annual action programme with EUR 12 million for IEG (conditional to the above mentioned 2018-2020 Multi-annual Indicative Programme)	2019 Q4
Other important outputs		
Output	Indicator	Target
Progress towards a <b>Global Pact for the Environment</b> – EU contribution to initiating an intergovernmental conference and definition of EU position	Adoption by Council of a mandate for the Commission to open negotiations	2019 Q4
Effective EU representation at the <b>4<sup>th</sup> United Nations Environment Assembly (UNEA)</b>	Adoption of mandate by Council	2019 Q1

<sup>27</sup> Thematic programme on Global Public Goods and Challenges from the Development Cooperation Instrument

<i>EU participation in the 7th <b>UN High Level Political Forum (HLPF)</b> on the 2030 Agenda and Sustainable Development Goals</i>	<i>Relevant EU contribution on Environment-related goals</i>	<i>2019 Date to be convened</i>
<i>Promotion of <b>Circular Economy</b> and resource efficiency policies in third countries</i>	<i>Organisation of Circular Economy missions (3-4 missions foreseen)</i>	<i>2019 Q4</i>
<i>High-level <b>Environment dialogues</b> with key EU trade and strategic partners on environmental issues</i>	<i>Number of dialogues</i>	<i>5-6 High-level dialogues</i>
<i>Enhanced integration of environmental considerations into <b>trade policy</b></i>	<i>Environment covered in trade agreements including during implementation</i>	<i>2019 Q4 (and beyond)</i>
<i>Progress in negotiations on environment chapter in <b>accession negotiations</b> with Serbia/Montenegro</i>	<i>Contribution to Negotiations on environment chapter</i>	<i>2019 Q4 (and beyond)</i>
<i>Participation of the EU at the 14<sup>th</sup> Conference of the Parties to the <b>UN Convention to Combat Desertification (COP14)</b></i>	<i>Proposals on the EU position at COP adopted by the Commission and the Council</i>	<i>2019 Q3/Q4</i>
<i>Preparation for EU participation at the Conference of the Parties under the <b>Stockholm, Rotterdam and Basel Conventions (Triple COP)</b> (PLAN/2017/2286, 2289 and 3396)</i>	<i>Proposals on the EU position at COP adopted by the Commission and the Council</i>	<i>2019 Q1</i>
<i>Representation of the EU at the Open Ended Working Group meeting under the Strategic Approach to <b>International Chemicals</b> Management process</i>	<i>Outcome of the meeting in line with EU position</i>	<i>2019 Q4</i>
<i>Ratification and entry into force of the <b>Voluntary Partnership Agreement on FLEGT</b> between the EU and Vietnam</i>	<i>Ratification completed</i>	<i>2019 Q2</i>
<i>Representation at the Conference of the Parties of the Convention on <b>International Trade of Endangered Species (CITES COP18)</b></i>	<i>Proposal on the EU position adopted by the Commission and the Council</i>	<i>2019 Q1</i>
<i>Stepping up EU Action against <b>Deforestation and Forest Degradation</b> (PLAN/2016/65)</i>	<i>Adoption of Communication by the Commission</i>	<i>2019 Q2</i>

## Organisational Management Outputs

### A. Human resource management

**Objective: The DG deploys effectively its resources in support of the delivery of the Commission priorities and core business, has a competent and engaged workforce, which is driven by an effective and gender-balanced management and which can deploy its full potential within supportive and healthy working conditions.**

#### Main outputs in 2019:

Output	Indicator	Target
Action plan as follow-up of staff opinion survey 2018	Approval of action plan by Director-General	By end of Q2 2019
Organise staff development activities to improve engagement and empowerment and to assist Staff in taking a more active role.	Roll out of at least 4 staff debates and training activities.	Organisation of at least 4 Staff debates with the participation of 80 colleagues per debate.
Fit@work and well-being actions to promote a healthy and stimulating working environment.	Communication actions following the Commission's Action Plan.	All actions implemented by the end 2019.

### B. Financial Management: Internal control and Risk management

**Objective 1: Effective and reliable internal control system giving the necessary guarantees concerning the legality and the regularity of the underlying transactions.**

#### Main outputs in 2019:

Output	Indicator	Target
Specific residual error rate calculated for the LIFE programme	Net amount unduly paid divided by the auditable population	2019: Below 2%
Estimated overall amount at risk for the year for the entire budget under the DG responsibility	2% of the payments made for Activity 0702	2019: Below 2%

**Objective 2: Effective and reliable internal control system in line with sound financial management.**

#### Main outputs in 2019:

Output	Indicator	Target
Calculate the cost and benefits of controls carried out on spending activities, and compare the cost/benefit ratio to a baseline	The baseline indicator (from the 2014 AAR) is a ratio of 1:6 between the overall cost of control and the benefits of controls	Reach a conclusion on cost effectiveness of controls with ratio equal or lower to 1:6

<i>Continue the enhanced efforts to reduce the time to pay</i>	<i>3,92% of payments (procurement &amp; admin. exp) were executed outside the legal deadlines in 2016</i>	<i>Below 3,92% for the same type of payments</i>
<i>Average time to grant calculated for all calls launched with agreement signatures in 2018</i>	<i>Average time to grant in 2016 was 4,36 months for 3 calls which generated 3, 11 and 4 signed agreements respectively</i>	<i>Maintain or reduce 2016 baseline of 4,36 months</i>
<i>Payments administrative expenditures</i>	<i>2016 baseline for payments authorised of payment appropriations is 75,7%</i>	<i>Maintain or increase 2016 baseline of 75,7%.</i>
<i>Increased level of awareness of new Internal Control Framework</i>	<i>% of management staff and or relevant staff who are aware about the change of the Internal Control Framework</i>	<i>100%</i>
<i>Open recommendations from European Court of Auditors (ECA) and the Internal Audit Service (IAS)</i>	<i>Number of recommendations from ECA and Very Important recommendations from IAS overdue for more than 6 months</i>	<i>None</i>

**Objective 3: Minimisation of the risk of fraud through application of effective anti-fraud measures, integrated in all activities of the DG, based on the DG's anti-fraud strategy (AFS) aimed at the prevention, detection and reparation of fraud.**

**Main outputs in 2019:**

Output	Indicator	Target
<i>Implementation of the revised DG Anti-fraud Strategy (new strategy from 2nd semester 2019)</i>	<i>% of implementation of actions planned for 2019 in the anti-fraud strategy</i>	<i>100%</i>
<i>Anti-fraud awareness campaign</i>	<i>Update of anti-fraud information material on intranet (procedures, guidance, etc.) Update of Red flags Number of targeted training sessions for newcomers, established staff and financial officers</i>	<i>Continuous  Continuous At least one 1 session per year, per category of staff</i>
<i>EDES controls and use</i>	<i>Guidance on EDES and update when necessary Distribution of information to financial officers</i>	<i>Adequate No of Financial officers with access to EDES database 100% EDES informed financial officers</i>

### C. Better Regulation

The main planned outputs linked to the Better Regulation objective are listed above, as Policy Outputs under the relevant Specific Objectives tables.

### D. Information management aspects

<b>Objective: Information and knowledge in your DG is shared and reusable by other DGs. Important documents are registered, filed and retrievable.</b>		
<b>Main outputs in 2019:</b>		
<b>Output</b>	<b>Indicator</b>	<b>Target</b>
<i>Implementation of e-archiving (move away from paper filing towards digitalised documents registered in ARES)</i>	<i>Good quality electronic files, containing the right documents and with the correct category of the Common Retention list (to guarantee quick access to documents).</i>	<i>- Keep number of unfiled documents stable or reduce (0.24%) - Keep number of files without CRL category stable or reduce (= 0.1%)</i>
<i>Review of existing ARES files to identify those that can be usefully shared with other DGs</i>	<i>Number of ARES files made accessible to other DGs</i>	<i>Increase the number by 8%</i>
<i>Simplification of processes and reduction of paper circulation through improved use of electronic workflows (eSignatories)</i>	<i>Number of procedures implemented into e-signatory workflows in ARES</i>	<i>Increase the number of e-signatories by 20%</i>
<i>Proactive dissemination of up-to-date information on document management and information security, including through training</i>	<i>Monthly in-house training to newcomers. Training to units on adaptation to technical development, awareness programme and educational package on information value, availability, use and automated processing.</i>	<i>- 2 Training sessions on information security to DG Staff - 2 Training sessions on personal data protection to DG Staff  - 2 general training sessions on filing and archiving to DG staff - 2 Ares basics trainings for newcomers (mainly for new Administrators) - Several Ad-hoc coaching for new Secretaries and Administrators</i>
<i>Implementation of the actions under the Knowledge Management Strategy</i>	<i>Creation of a database of environmental success stories</i>	<i>Q1 2019</i>
	<i>The launch of Communities of Practice</i>	<i>Q1 2019</i>
	<i>Regular meetings of environmental knowledge correspondents to inform about Environmental Knowledge Community (EKC) developments</i>	<i>Throughout 2019</i>

### E. External communication activities

**Objective: Citizens perceive that the EU is working to improve their lives and engage with the EU. They feel that their concerns are taken into consideration in European decision making and they know about their rights in the EU.**

#### Main outputs in 2019:

Output	Indicator	Target
<i>EU Green Week 'Implementation of environmental legislation'</i>	<i>Number of participants the high level conference and in the partner events</i>	<i>125 000</i>
	<i>Satisfaction level of participants of the high level conference</i>	<i>85%</i>
	<i>Number of people reached via all promotional activities including media coverage</i>	<i>30mln</i>
<i>European Green Capital / Green Leaf Award scheme</i>	<i>Number of followers Facebook and Twitter</i>	<i>16 000</i>
<i>EU Natura 2000 Award scheme (Award ceremony in 2020)</i>	<i>Number of eligible applicants</i>	<i>75</i>
<i>Direct reach of DG ENV Facebook and Twitter social media channels</i>	<i>Number of followers in Instagram</i>	<i>5000</i>
	<i>Number of followers in Facebook and Twitter</i>	<i>275 000 + 50 000</i>
<i>DG ENV website performance</i>	<i>Number of visits</i>	<i>3 million</i>
<i>Plastics Strategy and Single Use Plastics campaigns second phase online/social media (Member States not in first phase)</i>	<i>Cumulated reached through all activities (traditional and on social media)</i>	<i>100 million</i>

#### Annual communication spending:

Baseline (2018)	Estimated commitments (2019)
<i>5.6 million EUR</i>	<i>5.2 million EUR</i>