



2013

Management Plan

**Employment,
Social Affairs and
Inclusion**

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Part 1. Mission statement of EMPL

DG Employment, Social Affairs and Inclusion pursues policy, legislative and financial initiatives in order to create more and better jobs, combat poverty and social exclusion, promote social justice and protection, enable the free movement of workers, ensure labour mobility, promote workers' rights and solidarity between generations and contribute to the better functioning of labour markets, achievement of full employment, social progress and a highly competitive social market economy in the European Union within the context of the Europe 2020 Strategy.

Part 2. This year's challenges

Economic and political context

With unemployment rising from around 7% to 10.4% from 2008 to mid-2012, the EU employment situation is the foremost concern of people and governments across the Union today and a threat to the EU's medium and long-term cohesion, stability, competitiveness and prosperity. Given the uneven distribution of the EU's 25.5 million unemployed across the Union and the increasingly structural labour-market imbalances affecting future productivity gains, the EU's current situation is proving different from previous downturns. It is also compounded by constant, rapid socio-economic change, driven by pressure for resource efficiency and technological and demographic challenges.

Overall this puts the EU's labour markets under acute, unprecedented strain and an enormous investment has to be made to realise a decisive turn to economic recovery that could allow Europe to generate sustainable long-term growth and jobs, prevent macroeconomic imbalances, reduce divergence between the Member States, and make progress towards reducing social inequality.

Employment policy is crucial in all these respects, and a new paradigm is needed more acutely than ever. Success in reducing joblessness and switching labour from unsustainable to sustainable activities is essential to finding a way out of this protracted economic crisis. It also calls for innovative approaches and new instruments.

In 2010 the EU endorsed the Commission proposal for a Europe 2020 Strategy setting out an overarching policy framework for reforming labour markets, modernising social Europe, creating job opportunities, ensuring social protection and social inclusion, and fostering economic competitiveness, the overall goal being to generate smart, inclusive and sustainable growth. Of the five Europe 2020 headline targets, three are particularly relevant to EMPL: these involve raising the employment rate for women and men aged 20 to 64 to 75%; promoting social inclusion, in particular by lifting at least 20 million people out of the risk of poverty and social exclusion; and improving education outcomes, in particular by reducing the school drop-out rate to below 10% and increasing the percentage of 30-to-34 year-olds who have completed their tertiary or equivalent education to at least 40%.

To make progress towards meeting the Europe 2020 targets, the Commission put forward seven flagship initiatives. EMPL is involved in implementing three of these, namely *An Agenda for new skills and jobs*, the *European platform against poverty* and *Youth on the move*.

In April 2012 the Commission issued an Employment Package of policy measures proposing a fresh approach to employment policy that puts forward a job-centred paradigm in which labour is seen as a precious resource and productive employment as a source of growth, rather than a time-lagged consequence of recovery. This new approach gives priority to job

creation through cross-cutting measures and by tapping the potential of key sectors (the green economy, the health sector and ICT). It seeks to create a dynamic EU labour market that facilitates transitions and mobility, improves skills, and introduces stronger employment governance at EU level that involves the social partners more closely.

At the June 2012 the European Council, the Heads of State or Government returned to the issue of smart, sustainable and inclusive growth and adopted a Compact for Growth and Jobs that emphasises the need to tackle unemployment, address the social consequences of the crisis and boost employment. It refers to the guidelines in the Employment Package on quality job creation, structural reform to foster more dynamic labour markets, investment in human capital and stronger multilateral surveillance of employment policy.

EMPL has contributed substantially to the forthcoming European Semester in 2012 through the Annual Growth Survey, the draft Joint Employment Report and the country-specific recommendations. We will need to continue strengthening the growth-enhancing structural reform part of the Annual Growth Survey, look at the needs of the real economy and of the people involved, analyse and tackle the EU's growth bottlenecks and introduce a social investment approach, as explained below.

Building on the Youth Opportunities Initiative adopted in December 2011, the "Youth Employment Package" adopted end of 2012, calls on Member States to quickly establish youth guarantees. It is also looking into ways to enhance the quality of traineeships, increase the mobility of young people and support apprenticeship schemes. It aims at reducing the youth unemployment rate and meeting the EU2020 employment target. The package will be implemented in 2013.

Keeping on track towards meeting the Europe 2020 targets in 2013 means continuing to invest more and better in skills and institutional capacity, improve health and safety at work, supporting job creation, labour market participation and labour productivity; reducing labour-market segmentation; tackling youth unemployment; promoting active inclusion through proactive social policy measures and reforming tax and benefit systems; ensuring a better match between labour supply and demand through active labour-market policy and measures to improve mobility; and safeguarding the Member States' capacity to use EU funds to channel investments into human resources.

EMPL political priorities and initiatives

In 2013 we will press ahead with an integrated approach that highlights the link between Europe 2020 and the Multiannual Financial Framework and confirm our commitment to economic, social and territorial cohesion. EMPL will contribute to meeting the Commission's objectives of increasing competitiveness and investing in people by efforts in three main priority areas — employment policy and the functioning of labour markets; labour mobility and the completion of the Single Market; and social policy and the social investment package with consideration also to be given to improving labour conditions.

As part of those efforts, EMPL will, **first**, put forward initiatives to **improve the EU labour market** by developing a comprehensive EU job-creation strategy and increasing the effectiveness of active labour-market policy. This will involve an initiative to improve the way labour markets function by modernizing and strengthening the public employment services and thereby ensuring a better match between labour supply and demand in a crisis. This will include an initiative on undeclared work (in the form of a Council Decision), in particular through an EU platform to step up cooperation between labour inspectorates and other enforcement bodies.

EMPL will also review the way we draft legislation and adapt existing legislation to new realities to guarantee favorable working conditions in order to attract and retain workers in a safer, healthier and age-friendly work environment. It will also explore the possibility of putting forward a new Health and Safety Strategy for the period after 2012.

In the framework of the implementation of the Youth Employment Package and depending on the outcomes of the first stage of the Social Partners consultation on a quality framework on traineeships, EMPL will assess the situation and in the lack of a social partner agreement will present its own proposal.

Secondly, EMPL will promote initiatives to facilitate **intra-EU labour mobility** through a stronger EU labour market, in particular to guide jobseekers to job vacancies, stricter governance of EURES and closer coordination between employment services. It will also seek to improve the coordination of social security systems and revise the existing framework to remove obstacles to freedom of movement for workers.

Thirdly, investing in people will be at the centre of EMPL's efforts in 2013. Poverty, the risk of poverty, and dependency ratios are increasing, which calls for **social policy** to focus on investments in human capital. Two Commission recommendations on Roma and on child poverty will call for greater efforts to encourage the social inclusion of Roma and support the EU and the Member States in their efforts to break the intergenerational transmission of disadvantage.

Efforts to complete the internal market and introduce stricter economic governance need to go hand in hand with social policies that mesh more closely with the macro-economic stability objective and support structural reforms for inclusive growth.

One of the second European Semester's main issues has been the more acute need for social protection, given on-going fiscal consolidation efforts, and the European Council's endorsement of the country-specific recommendations on policy and budgets to the Member States. The latter are translating these into their future budget, structural reform and employment and social policy decisions, but a longer-term perspective is also needed. This must entail smart social investment that tackles current challenges and prevents long-term risks, and will be given priority in next year's Annual Growth Survey and European Semester.

A short-term approach can no longer suffice to deal with the consequences of the crisis and address the broader issues challenging our social model. Given the increase in demographic and economic dependency ratios, only sustained investment in human capital can bring inclusive growth, reduce poverty and improve social cohesion. Investing in human capital will avert a huge cost in terms of missed opportunities and wasted social, human and economic potential. In particular, it means investing in active labour market policy, education and lifelong learning, social inclusion and active ageing, as well as fighting against discrimination and poverty.

To achieve those objectives, the Commission will issue a **Social Package for Growth and Cohesion** to help mobilize a larger percentage of the EU's human capital and raise productivity, while ensuring the social inclusion of the less-advantaged and providing adequate social protection. Such an effective social policy package should enable the most vulnerable to get back into the labour market and realize their full potential. It should develop a methodology for harnessing the activating potential of social security and supporting people through adequate safety nets. It should also propose a framework for monitoring reform and expected outcomes under the European Semester and set out the support that the Commission can offer the Member States. It could, for instance, provide guidance on more effective social protection; the take-up of and access to integrated social services, including health and long-term care; minimum income schemes; benefits, services and labour-market policies that are activating to a greater degree; reducing child poverty; innovating in social policy and the financing of social protection.

EMPL use of EU Funds

EMPL will continue to use the EU Funds available. One important point will involve introducing a new Fund for European Aid to the Most Deprived.

Because it will involve working simultaneously on three programming periods, 2013 will be a very challenging year. EMPL will use the financial instruments available (the European Social Fund, the European Globalisation Adjustment Fund, the Pre-Accession Instrument, Social Dialogue and Mobility, Progress 2007-13 and Progress Microcredit Facility). It will work to prepare the new Programme for Social Change and Innovation with a view to meeting such key strategic objectives as greater flexibility and better targeting, results-oriented monitoring, and will promote the use of non-budgetary financial instruments (loans).

This will involve, **first**, finalizing the assessment of the legality and regularity of expenditure and objectives met thanks to the 239 operational programmes cofinanced by the ESF under the 2000-2006 programming period. The closure exercise of the programming period 2000-2006 will be on going in 2013 and it is expected that the last programmes will be closed within 2013 if no major issues are identified within the on-going analysis of the closure documents. Up to end of September 2012, 147 programmes have been closed or are about to be closed.

Secondly, in cooperation with our national partners in the Member States and building on lessons learned, we will support the execution of the 2007-2013 ESF operational programmes in spite of the debt crisis and the shortfall in national cofinancing.

Thirdly, we remain actively involved in the negotiations of the regulations for future cohesion policy and for the new Fund for European Aid to the Most Deprived which provides support in the areas of food deprivation, homelessness and material deprivation of children.

As the ESF regulation will be adopted in 2013, we will therefore also be actively involved in the negotiation of the future partnership contracts and operational programmes of the Member States, building further on the priorities for funding identified in the Commission position papers for the ESF. These negotiations are absolutely crucial as they lay the groundwork for the next 7 years of ESF funding. A key challenge will be to use all leverages offered by the future ESF to ensure a results-driven approach geared towards the achievement of the EU 2020 targets.

Equally, we will have to negotiate the Member States' programmes under the Fund for European Aid to the Most Deprived and provide them with significant guidance as it is a new Fund.

EMPL will focus on implementing a new and ambitious agenda and on delivering tangible results without calling on additional resources. We will find ways of concentrating on the most important issues and addressing new challenges without creating more tasks and work. We will pinpoint and address unnecessary complexities in our working methods. We will improve strategic planning and coordination, and use the full capacity and competence of the DG's staff and management. We will improve the way we identify priorities and the desired policy impact, decide on policy priorities and resource allocation, report the results of each activity, and use the resources allocated to each activity effectively and efficiently.

Since I took over as Director-General of EMPL in January 2011, I have been impressed by the critical importance of EMPL's work for the fulfilment of the expectations from citizens. Our work is challenging, both from an intellectual/creative point of view and where it concerns the demonstration of the European added value in the implementation activities. I look forward to hearing challenging ideas and a clear expression and discussion of the values we cherish. I look forward to working together with you and I know that I can rely on you to do your utmost to achieve our shared objectives!

Koos Richelle

Part 3. General Objectives of Employment, Social Affairs and Inclusion policy

Europe 2020 Strategy, intended to help the EU to move from crisis-effect management to longer-term structural growth, puts forward three mutually reinforcing priorities:

- Smart growth: developing an economy based on knowledge and innovation;
- Sustainable growth: promoting a more resource efficient, greener and more competitive economy;
- Inclusive growth: fostering a high-employment economy delivering social and territorial cohesion.

All three have significant employment and social dimensions and require coherent and complementary contributions from different policy strands, methods and instruments.

EMPL actively contributes to the Europe 2020 strategy via its follow-up to the flagship initiatives under its responsibilities (the Agenda for new Skills and Jobs; the Youth on the Move (with EAC) and the Platform against Poverty and Social Inclusion) with, respectively, the Employment Package, the Youth Opportunities Initiative and the Youth Employment Package as well as the forthcoming Social Investment Package.

Moreover, in the frame of the European Semester, EMPL contributes notably with the Joint Employment Report adopted with the Annual Growth Survey on 29 November 2012 and with its contribution to the Country Specific Recommendations.

Finally, EMPL contributes to the Commission Work Programme for 2013 adopted on 23 October 2012, with a set of coherent and complementary initiatives in the employment, social affairs and working conditions domains to activate the policy levers available, with a view to:

- remove obstacles to the mobility of workers and improve the performance of public employment services and networking between national employment agencies;
- harness social investment for inclusive growth, through guidance for policy reforms identified in the framework of the European Semester, supported by the EU funds such as the European Social Fund;
- support a more effective fight against undeclared work by way of improving cooperation, sharing best practice and identifying common principles.

To support the implementation of these priorities in the frame of the multiannual financial framework, EMPL actively negotiates with the other institutions the next generation of financial instruments in its policy domains (European Social Fund; European Globalisation Adjustment Fund; Fund for European Aid for the Most Deprived and the Programme for Social Change and Innovation) in order to have all the corresponding regulations adopted and, where relevant operational programmes prepared in time for January 2014.

The table on the next page represents a high level overview of the priorities set by the Europe 2020 Strategy and their translation into EMPL's five general objectives:

1. Promote greater participation in the labour market
2. Develop labour mobility, job quality and flexicurity on the European labour market
3. Promote inclusion, fight against poverty, modernisation of social protection and investment in human capital
4. Promote social and economic cohesion
5. Ensure there is a competent, efficient and flexible organisation able to respond to new political objectives, in particular the Europe 2020 Strategy, and to reflect EU citizens emerging needs

EUROPE 2020 STRATEGY PRIORITIES

SMART GROWTH	SUSTAINABLE GROWTH	INCLUSIVE GROWTH	ECONOMIC GOVERNANCE					
<i>An economy based on knowledge and innovation</i>	<i>Promoting a sustainable and competitive economy</i>	<i>Fostering a high-employment economy delivering economic social and territorial cohesion</i>						
HEADLINE TARGETS			INTEGRATED GUIDELINES	ANNUAL GROWTH SURVEY	STABILITY AND GROWTH PACT	BUDGETARY FRAMEWORK	EURO PLUS PACT	
R&D/Innovation - 3% of the EU's GDP (public and private combined) to be invested in R&D/innovation			RESTORING GROWTH AND ENSURING MACRO-FINANCIAL STABILITY		SURVEILLANCE FISCAL, BUDGETARY & STRUCTURAL REFORMS			
			NATIONAL TARGETS		COUNTRY-SPECIFIC QUALITATIVE ANALYSIS		PREVENTION AND CORRECTION OF IMBALANCES	
EMPL - HEADLINE TARGETS							CURRENT SITUATION (2011)	
Employment	75% of the 20-64 year-olds to be employed	68.6 % (70.3% in 2008)	STABILITY AND CONVERGENCE PROGRAMMES NATIONAL REFORM PROGRAMMES		TARGETS AND GUIDANCE FOR STRUCTURAL REFORMS			
Education	reducing school drop-out rates below 10%; at least 40% of 30-34-year-olds completing third level education	13.5 % (14.9% in 2008) 34.6% (31% in 2008)						
Poverty and social exclusion	at least 20 million fewer people living in poverty or social exclusion (down to 95 million)	115.5 million (115.7 in 2008)						
EU FLAGSHIP INITIATIVES				EU LEVERS FOR GROWTH AND JOBS				
INNOVATION UNION	INDUSTRIAL POLICY FOR THE GLOBALISATION ERA	AGENDA FOR NEW SKILLS AND JOBS		COUNTRY SPECIFIC RECOMMENDATIONS		STRUCTURAL FUNDS	SINGLE MARKET ACT	TRADE AND EXTERNAL POLICIES
DIGITAL AGENDA FOR EUROPE		EUROPEAN PLATFORM AGAINST POVERTY						
YOUTH ON THE MOVE	RESOURCE EFFICIENT EUROPE							
EMPL's FIVE GENERAL OBJECTIVES CONTRIBUTING TO THE EUROPE 2020 STRATEGY								
1. Promote greater participation in the labour market	2. Develop labour mobility, job quality and flexicurity on the European labour market	3. Promote inclusion, fight against poverty, modernisation of social protection and investment in human capital	4. Promote social and economic cohesion	5. Ensure there is a competent, efficient and flexible organisation able to respond to new political objectives, in particular the Europe 2020 Strategy, and to reflect EU citizens emerging needs				

EMPL's General Objectives and impact indicators

For each of the five general objectives of Employment, Social Affairs and Inclusion policy, EMPL defined a set of impact indicators and targets allowing to measure long-term changes in EU society that are partly attributable to EMPL's achievements.

It should be noted that

- This is only one of the policies contributing to social impacts and it is difficult to isolate the influence of the policy from other contributing factors.
- Due to the nature of the activities, the legislation areas of the policy, the high value and multiplicity of the financial instruments under execution, the choice of objectives and indicators becomes complex for EMPL.
- EMPL' activities under direct, decentralized and shared management make difficult the aggregation of the data.

The table on the next page summarises the general objectives and related indicators selected by EMPL to measure progress at the European level.

EMPL General Objectives contributing to the Europe 2020 targets

GENERAL OBJECTIVES	IMPACT INDICATORS																											
	Indicators	Target (long term)	Milestone	Latest known results																								
1 Promote greater participation in the labour market	a) i) employment rate (total 20-64 y) ii) employment rate of women iii) employment rate of older workers <i>Source : Eurostat (t2020_10)</i>	Reach 75% by 2020		<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>i)</td> <td>70%</td> <td>70.3%</td> <td>69%</td> <td>68.6%</td> <td>68.6%</td> </tr> <tr> <td>ii)</td> <td>62.2%</td> <td>62.8%</td> <td>62.5%</td> <td>62.1%</td> <td>62.3%</td> </tr> <tr> <td>iii)</td> <td>44.6%</td> <td>45.6%</td> <td>46%</td> <td>46%</td> <td>47.4%</td> </tr> </tbody> </table>		2007	2008	2009	2010	2011	i)	70%	70.3%	69%	68.6%	68.6%	ii)	62.2%	62.8%	62.5%	62.1%	62.3%	iii)	44.6%	45.6%	46%	46%	47.4%
		2007	2008	2009	2010	2011																						
	i)	70%	70.3%	69%	68.6%	68.6%																						
ii)	62.2%	62.8%	62.5%	62.1%	62.3%																							
iii)	44.6%	45.6%	46%	46%	47.4%																							
b) % GDP devoted to active labour market expenditure <i>Source: Eurostat (LMP_EXPSUMM)</i>	Reach + 0.05% by 2015 (basis = 2008)	Reach + 0,03% by 2013 (basis = 2008)	<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2008</th> <th>2009</th> </tr> </thead> <tbody> <tr> <td>EU15</td> <td>0.48%</td> <td>0.48%</td> <td>0.55%</td> </tr> <tr> <td>EU27</td> <td>0.46%</td> <td>0.47%</td> <td>0.54%</td> </tr> </tbody> </table>		2007	2008	2009	EU15	0.48%	0.48%	0.55%	EU27	0.46%	0.47%	0.54%													
	2007	2008	2009																									
EU15	0.48%	0.48%	0.55%																									
EU27	0.46%	0.47%	0.54%																									
c) % active measures to total labour market expenditure (ratio active/active + passive) <i>Source: Eurostat (LMP_EXPSUMM)</i>	Reach + 0.5% by 2015 (basis = 2008)		<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2008</th> <th>2009</th> </tr> </thead> <tbody> <tr> <td>EU27</td> <td>28.9%</td> <td>28.9%</td> <td>25.3%</td> </tr> </tbody> </table>		2007	2008	2009	EU27	28.9%	28.9%	25.3%																	
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EU27	28.9%	28.9%	25.3%																									
2 Develop labour mobility, job quality and flexicurity on the European labour market	a) Productivity growth i) per working hour ii) per person employed <i>Source: Eurostat (nama_aux_lp)</i>	Continuous increase	Achieve progress towards positive figures (2013)	<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>i)</td> <td>1.4%</td> <td>-0.5%</td> <td>-1.4%</td> <td>2.1%</td> <td>1.4%</td> </tr> <tr> <td>ii)</td> <td>1.4%</td> <td>-0.6%</td> <td>-2.6%</td> <td>2.6%</td> <td>1.2%</td> </tr> </tbody> </table>		2007	2008	2009	2010	2011	i)	1.4%	-0.5%	-1.4%	2.1%	1.4%	ii)	1.4%	-0.6%	-2.6%	2.6%	1.2%						
		2007	2008	2009	2010	2011																						
	i)	1.4%	-0.5%	-1.4%	2.1%	1.4%																						
ii)	1.4%	-0.6%	-2.6%	2.6%	1.2%																							
b) % of adult population participating in education and lifelong learning <i>Source: Eurostat (tsiem080)</i>	12,5% in 2015	Exceed 10% (2013)	<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td></td> <td>9.3%</td> <td>9.4%</td> <td>9.3%</td> <td>9.1%</td> <td>8.9%</td> </tr> </tbody> </table>		2007	2008	2009	2010	2011		9.3%	9.4%	9.3%	9.1%	8.9%													
	2007	2008	2009	2010	2011																							
	9.3%	9.4%	9.3%	9.1%	8.9%																							
c) Level of utilization of EURES (job portal for mobility) to search for employment in another Member State (in millions of users)	2015:exceed 5.00 million	2013: exceed 4.8 million	<table border="1"> <thead> <tr> <th></th> <th>2010</th> <th>2011</th> <th>2012</th> </tr> </thead> <tbody> <tr> <td></td> <td>2.81</td> <td>3.59</td> <td>3.2</td> </tr> </tbody> </table>		2010	2011	2012		2.81	3.59	3.2																	
	2010	2011	2012																									
	2.81	3.59	3.2																									

	d) Incidence of accidents at work (number of accidents/100.000 workers) <i>Source: Eurostat hsw_aw_inasx (until 2007) and hsw_n2_01(eu15 - after 2008)</i>	Continuous reduction of accidents at work by 2020 (in terms of incidence rate)	Reduction achieved by 2013	<table border="1"> <thead> <tr> <th></th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> </tr> </thead> <tbody> <tr> <td>EU15 (base=2004)</td> <td>3098 (-2.5%)</td> <td>3093 (-2.6%)</td> <td>2736 (-13.9%)</td> <td>2741 (-13.7%)</td> <td>2140 (-32.6%)</td> </tr> </tbody> </table>		2005	2006	2007	2008	2009	EU15 (base=2004)	3098 (-2.5%)	3093 (-2.6%)	2736 (-13.9%)	2741 (-13.7%)	2140 (-32.6%)																														
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EU15 (base=2004)	3098 (-2.5%)	3093 (-2.6%)	2736 (-13.9%)	2741 (-13.7%)	2140 (-32.6%)																																									
	e) Number of youth job placements achieved or supported under the Preparatory Action Your First EURES Job (YFEJ)	Target 2012-2014: 5000 YFEJ placements		The action will be subject to an evaluation during the course of 2013 (no data available yet)																																										
3 Promote inclusion, fight against poverty and modernization of social protection	a) Risk of poverty or social exclusion i) total ii) children iii) men iv) women v) population 65+ <i>Source: Eurostat t2020_50</i>	By 2015 reduce the total number by 10 million (towards Europe 2020 target of 20 million (basis = 2008))	Reach 5 million of reduction (2013)	<table border="1"> <thead> <tr> <th></th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>i)</td> <td>122,7</td> <td>119,3</td> <td>115,7</td> <td>113,7</td> <td>115,5</td> <td>115,7</td> </tr> <tr> <td>ii)</td> <td>26,3</td> <td>25,4</td> <td>24,9</td> <td>24,6</td> <td>25,2</td> <td></td> </tr> <tr> <td>iii)</td> <td>56,5</td> <td>54,7</td> <td>53</td> <td>52,5</td> <td>53,8</td> <td></td> </tr> <tr> <td>iv)</td> <td>66,1</td> <td>64,6</td> <td>62,7</td> <td>61,2</td> <td>61,7</td> <td></td> </tr> <tr> <td>v)</td> <td>19,9</td> <td>19,7</td> <td>19,1</td> <td>18,1</td> <td>16,9</td> <td></td> </tr> </tbody> </table>		2006	2007	2008	2009	2010	2011	i)	122,7	119,3	115,7	113,7	115,5	115,7	ii)	26,3	25,4	24,9	24,6	25,2		iii)	56,5	54,7	53	52,5	53,8		iv)	66,1	64,6	62,7	61,2	61,7		v)	19,9	19,7	19,1	18,1	16,9	
		2006	2007	2008	2009	2010	2011																																							
	i)	122,7	119,3	115,7	113,7	115,5	115,7																																							
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iii)	56,5	54,7	53	52,5	53,8																																									
iv)	66,1	64,6	62,7	61,2	61,7																																									
v)	19,9	19,7	19,1	18,1	16,9																																									
b) Effective age of retirement <i>Source: Eurostat tsiem030</i>	Increase	n.a	<table border="1"> <thead> <tr> <th>EU27</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>61.2</td> <td>61.4</td> <td>61.4</td> <td>61.5</td> </tr> <tr> <td>Men</td> <td>61.9</td> <td>62</td> <td>61.8</td> <td>61.7</td> </tr> <tr> <td>Women</td> <td>60.5</td> <td>60.8</td> <td>61</td> <td>61.3</td> </tr> </tbody> </table>	EU27	2007	2008	2009	2010	Total	61.2	61.4	61.4	61.5	Men	61.9	62	61.8	61.7	Women	60.5	60.8	61	61.3																							
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d) Disability-free life expectancy <i>Source: Eurostat tsdph100</i>	Continuous increase	Exceed 2007 average	<table border="1"> <thead> <tr> <th>EU27</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> </tr> </thead> <tbody> <tr> <td>Men</td> <td>61.7</td> <td>61.1</td> <td>61.3</td> <td>61.7</td> </tr> <tr> <td>Women</td> <td>62.6</td> <td>62.2</td> <td>62</td> <td>62.6</td> </tr> </tbody> </table>	EU27	2007	2008	2009	2010	Men	61.7	61.1	61.3	61.7	Women	62.6	62.2	62	62.6																												
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4 Promote social and economic cohesion	a) Number of regions lagging in employment (<55% employment rate) <i>Source: Eurostat tgs00007</i>	Continuous reduction	Reduction achieved by 2013 (cohesion report)	<table border="1"> <thead> <tr> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>25/271</td> <td>19/271</td> <td>23/271</td> <td>27/271</td> <td>36/271</td> </tr> </tbody> </table>	2007	2008	2009	2010	2011	25/271	19/271	23/271	27/271	36/271																																
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	<p>b) Difference in employment rates between regions (NUTS II) of the population 15-64 years (age reference to be adapted to the EU 2020 when new data available) <i>Source: Eurostat tgs 00007</i></p>	Continuous reduction of the gap (by increasing the employment rates)	Reduction achieved by 2013 (cohesion report)	<table border="1"> <tr> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> <tr> <td>35.8%</td> <td>40.0%</td> <td>39.4%</td> <td>38.1%</td> <td>39.4%</td> </tr> <tr> <td>Max 79.5%</td> <td>Max 82.5%</td> <td>Max 80.2%</td> <td>Max 70.8%</td> <td>Max 78.5%</td> </tr> <tr> <td>Min 43.7%</td> <td>Min 42.5%</td> <td>Min 40.8%</td> <td>Min 39.9%</td> <td>Min 39.1%</td> </tr> </table>	2007	2008	2009	2010	2011	35.8%	40.0%	39.4%	38.1%	39.4%	Max 79.5%	Max 82.5%	Max 80.2%	Max 70.8%	Max 78.5%	Min 43.7%	Min 42.5%	Min 40.8%	Min 39.9%	Min 39.1%
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<p>c) Difference in primary income of private households between regions <i>Source: Eurostat TGS00036</i></p>	Continuous reduction of the gap	Reduction achieved by 2013	<table border="1"> <tr> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> </tr> <tr> <td>12.8/1</td> <td>12.6/1</td> <td>10.2/1</td> <td>10.6/1</td> <td>10.8/1</td> </tr> </table>	2005	2006	2007	2008	2009	12.8/1	12.6/1	10.2/1	10.6/1	10.8/1											
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<p>d) 20-24 year olds with completed upper secondary education <i>Source: Eurostat tsir110</i></p>	In 2015, 85% to have completed upper secondary education	Exceed 80% by 2013	<table border="1"> <tr> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> </tr> <tr> <td>78.1%</td> <td>78.4%</td> <td>78.6%</td> <td>79%</td> </tr> </table>	2007	2008	2009	2010	78.1%	78.4%	78.6%	79%													
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<p>5 Ensure there is a competent, efficient and flexible organisation able to respond to new political objectives, in particular the Europe 2020 Strategy and to reflect EU citizens emerging needs</p>	<p>a) <u>General indicator</u>: level of citizens' confidence in EU institutions <i>Source: Eurobarometre</i></p>	Continuous increase	Increase achieved by 2013	<table border="1"> <tr> <th>2007</th> <th>2008</th> <th>2009</th> </tr> <tr> <td>50%</td> <td>47%</td> <td>46%</td> </tr> </table>	2007	2008	2009	50%	47%	46%														
	2007	2008	2009																					
50%	47%	46%																						
<p>b) Efficiency of structures established to manage new thematic areas</p>	Effective contribution of EMPL to Europe 2020		New organisation chart in place since January 2011																					

EMPL's specific objectives and result indicators

Each operational activity contributes towards the achievement of general objectives. The table on the next page presents an overview of the specific objectives per activity as defined in the Commission's Activity Based Budgeting (ABB).

EMPL GENERAL OBJECTIVES	OPERATIONAL (ABB) ACTIVITIES				
	European Social Fund (ESF)	European Globalisation Adjustment Fund (EGF)	Instrument for Pre-Accession Assistance - Human Resources Development (IPA-HRD)	Employment, Social Solidarity <i>(incl. PROGRESS Microfinance Facility)</i>	Working in Europe – Social Dialogue and Mobility
Promote greater participation in the labour market	Increase access to employment and participation in the labour market			-Reinforce effective partnerships with national and pan-European stakeholders in support of outcomes related to employment and social solidarity policy areas	Implement the necessary conditions for the effective exercise by workers of the fundamental rights to freedom of movement
Develop labour mobility, job quality and flexicurity on the European labour market	Step up investment in human capital Improve adaptability of the workforce and enterprises	Maintain participation in the labour market among workers made redundant as a result of changes in world trade patterns	Provide support for Candidates Countries to enhance employment and social policies and acquire the administrative capacity needed for implementing the ESF in the future	-Bring about effective application of EU law on matters relating to health and safety and labour law in all Member States with a view to improve the quality of work -Support cooperation between public employment services on European policy priorities and corresponding delivery issues. Encourage partnerships between public and private employment services (PRES) -Increase access and availability of microfinance to vulnerable groups and microenterprises	Boost geographical and professional mobility in Europe to fill bottleneck vacancies and overcome labour and skills shortages and mismatches in order to contribute to enhancing economic growth and employment
Promote inclusion, fight against poverty and modernisation of social protection	Strengthen social inclusion and equal opportunities			-Promote a shared understanding and ownership of EU objectives relating to employment and social solidarity policy areas, including through social innovation and social experimentation, among policy/decision-makers and stakeholders in Member States, and the Commission	Promote better policy responses to demographic and social challenges in the Member States by producing and disseminating comparative information
Promote social and economic cohesion				-Create employment and fight social exclusion	
Ensure there is a competent, efficient and flexible organisation able to respond to new political objectives, in particular the Europe 2020 Strategy and to reflect EU citizens emerging needs	-Ensure the ESF is implemented and monitored effectively -Strengthen the institutional capacity and efficiency of public administration and public services at national, regional and local level and, where relevant, of the social partners and non-governmental organisations	Raising general public awareness of the EGF as an expression of solidarity	Ensure efficient concrete assistance to Candidate Countries for the implementation of IPA HRD component in employment, social affairs and equal opportunities policy areas		Strengthen the role of social dialogue and promote the adoption of agreements between the social partners

Part 4. Specific Objectives of EMPL Operational ABB Activities for 2013

4.1. PROGRESS (EMPLOYMENT AND SOCIAL SOLIDARITY)

4.1.1. EU added value of the activity

The EU strives to create the necessary conditions for Member States to take advantage of the opportunities offered by globalisation, the knowledge-based economy and changing demographics through policy-making, collaboration with various partners and a commitment to achieve real results for European citizens, although the main responsibility for action in these areas lies with the Member States. While national welfare systems have developed their own dynamic reform agendas, the main challenges for the future are largely common to all. The role of the EU is to act as a catalyst for reform, as a facilitator and as an enabler between key governmental and non-governmental bodies and between public and private stakeholders.

The "Community Programme for employment and social solidarity (PROGRESS)"s ultimate outcome is to ensure that Member States implement laws, policies and practices in a manner that contributes to the desired outcomes of the Europe 2020 Strategy. The added value of PROGRESS lies with its transnational objectives to inform and influence policy-making and policy implementation at EU and national levels and to support Member States' commitments and efforts to create more and better jobs and to build a more cohesive society.

To that effect, PROGRESS will be instrumental in providing analysis and policy advice; monitoring and reporting on the implementation of EU legislation and policies; promoting policy transfer, learning and support among Member States on EU objectives and priorities; relaying the views of the stakeholders and society at large; and reviewing and adapting the EU legal 'acquis' in order to improve the quality of regulation and, above all, to address more effectively the major challenges confronting us.

The results of the mid-term evaluation¹ of Progress have recognised the added value of this financial instrument. The evaluation covered the five policy sections of the period 2007-mid 2010 and focused on the relevance, effectiveness, efficiency and EU added value of the programme. In addition it reviewed horizontal issues, notably the programme management, partnership strategies and gender mainstreaming.

On the whole PROGRESS delivered positive achievements, the programme has improved the design and implementation of EU policies and laws and the activities were in particular relevant to collect and disseminate statistical indicators, engage mutual learning at EU level and extended knowledge across all its policy areas. Supporting NGOs and EU networks was also successful. All actors including social partners have been involved in a range of actions, such as peer reviews, awareness raising actions or grant agreements.

PROGRESS activities are considered to be vital to continue improving the formulation and implementation of policies at EU and national level; improve the understanding and ownership of EU objectives; and further enhance coordination of employment and social policies across Europe, seen as even more important since the financial crisis and its impact on social protection and equality perspectives.

¹ The mid-term evaluation of PROGRESS (2007-2013) has been carried out and the final report has been published on 28/02/2012.

4.1.2. Description of the EU intervention

PROGRESS is one of the key tools underpinning the implementation of the EUROPE 2020 strategy in the field of employment, social affairs and inclusion

PROGRESS activities span five policy areas: employment, social protection and inclusion, working conditions, non-discrimination, and gender equality. While the latter two policy areas have been dealt with by JUST since January 2011, PROGRESS remains an integrated programme that makes full use of the synergies across all of these policy sections.²

The specific actions for all policy areas planned for the year ahead are set out in detail in the 2013 Progress Work Plan. This Work Plan reflects in particular the priorities set out in the Europe 2020 Strategy. In addition, it takes account of the views expressed by stakeholders during a series of consultations of the relevant policy committees.

Priority activities in 2013 will help the Member States to modernise their labour markets and increase their rates of employment, in particular among young people. Other important tasks will involve supporting job creation, promoting a highly skilled workforce, encouraging adaptation to change and anticipation of restructuring and enhancing geographical mobility. Demographic issues will also be high up on the agenda with activities relating to the European Year on Active Ageing, including in the field of pensions and care. Lastly, achieving equality between women and men and combating discrimination, including against ethnic minorities, will also be necessary to achieve the EU's objectives in terms of growth, employment and social cohesion.

Many of the strategic challenges spelt out in previous work plans are still relevant. Certain actions planned for 2013 are linked to the social impact of the crisis, the implementation of exit strategies and the preparation of the post-crisis economy. Others focus on adjusting social and employment policy to deal with key challenges such as population change against a background of strained public finances.

The **employment** section will support the implementation of the initiatives outlined in the Employment Package (COM(2012)173), the monitoring of implementation of the national reform programmes within the European Semester (through the European Employment Observatory and the European Employment Policies Observatory), the flagship initiatives 'An Agenda for New Skills and Jobs' (e.g. the taxonomy of occupations and skills), 'Youth on the Move' and the new Youth Employment Package which paves the way for reinforced coordination and monitoring of employment policies at EU level in line with EU economic governance. Moreover, new mutual learning programmes are foreseen in the field of skills and employment, EU Sectoral Skills Councils and Restructuring and between employment services (PARES), as well as exchanges of good practices on green jobs and partnerships between employment services.

The **social protection/social inclusion section** will continue to support the development of appropriate policy advice, research and analysis relating to the three strands of the Open Method of Coordination (OMC; social protection, social inclusion and long term care). As in the case of recurrent activities it will continue to support social policy experimentation, the implementation of the European Platform against Poverty and Social Exclusion, the pension reforms and the sharing of best practices of the Europe 2020 priorities in the social field. The capacity to assess the impact of outcomes of the policy measures will continue through EUROMOD, including the development of dynamic

² The details concerning the policy sections on anti-discrimination and gender equality will be presented in the Management Plan of DG JUST.

micro-simulation modelling. The main new activities concern cooperation with WHO, UNECE and the Council of Europe on social protection and social inclusion.

The new activities in the **working conditions** section focus on developing good practice guide regarding the Directive on electromagnetic fields and the promotion of the occupational safety and health strategy (OHS). At the same time, the section on **working conditions** will promote a greater involvement of labour inspectors through the activities of SLIC (Senior Labour Inspectors Committee) such as exchange of national inspectors. The cooperation between the responsible authorities of Member States as well as social partners in the area of posting of workers will be launched.

Finally, as a way of promoting high-quality, participatory policy debate, the following main events are foreseen:

- Presidency events on employment issues in connection with the Europe 2020 Strategy
- Restructuring Forums
- Events on cooperation between employment services
- Labour law conferences
- Conferences on health and safety at work
- Presidency events on social inclusion and social protection.

The Progress Annual Work Plan 2013 will cover the EU-27 Member States, the EFTA/EEA countries, as well as the Candidate Countries (Croatia, FYROM and Turkey) and the potential candidate country (Serbia). The candidate countries fully participate in PROGRESS since 2011. The Commission has ensured that they are adequately covered by all the programme activities, in order to help them to consolidate their own reform efforts in line with the goals of the Europe 2020 Strategy.

4.1.3. Specific objectives of the activity

In order to strengthen the EU contribution in support of Member States' commitments and efforts under the Europe 2020 Strategy, and in particular, the "inclusive growth" priority, the following multiannual common objectives are pursued across all five sections (employment, social protection and inclusion, working conditions, non-discrimination, and gender equality):

a) Help bring about effective application of EU law on matters related to health and safety and labour law in all Member States

The effective application of EU law creates a level playing-field and **guarantees a common level of legal protection to all workers**. This activity supports the monitoring of the effective application and enforcement of the EU legislative 'acquis' in the fields of labour law, and health and safety.

The effectiveness of EU law is largely **determined by its implementation** at national, sectoral and company levels. However, problems with the application and enforcement of EU law persist, as illustrated by the significant number of infringement cases and citizens' complaints. The need for better implementation has also been recognised as a key priority in the context of the Smart Regulation agenda. This includes measures to improve compliance with EU rules on the protection of workers and citizens' rights, the promotion of improved standards of inspection, monitoring and enforcement by Member States and a systematic review of the application of EU legislation in the respective policy areas across the Member States.

Also the **quality of legislation** is a determining factor of the effectiveness of EU law. In order to ensure the adaptation of the existing legislation to changing work patterns,

emerging risks, and current economic and social challenges, it is necessary to proceed systematically to the evaluation of existing legislation and, if appropriate, to the preparation of new legislative proposals, after consultation of stakeholders and in accordance with the Smart Regulation principles. Particular attention should be attached to ensuring proportionality of legislative measures in relation to the social objectives pursued, and avoiding disproportionate or unjustified administrative burden or compliance costs upon micro-entities and SMEs but without undermining policy objectives.

ABB ACTIVITY: EMPLOYMENT AND SOCIAL SOLIDARITY										
SPECIFIC OBJECTIVE 1: Bring about effective application of EU law on matters related to health and safety, labour law in all Member States										
Result Indicators	Latest known result								Target	
Transposition rate of EU law on matters relating to: 1. Labour law 2. Health and safety		2009		2010-2011		2012		Increase transposition rate, where necessary		
		1.	2.	1.	2.	1.	2.			
	Transposition rate	98.3%	99.52%	99.68%	99.8%	99.26%	99.8%			
	Fragmentation factor ³	5% (1 dir)	3% (1 dir)	4.3%	3% (1 dir)	8% (2 dir)	4% (1dir)			
Effectiveness of application of EU law relating to: 1. Labour law 2. Health and Safety		2009		2010		2011		2012 (Oct)		Highest proportion of infringement procedures handled satisfactorily
		1.	2.	1.	2.	1.	2.	1.	2.	
	Closed	18	15	20	13	25	4	21	13	
	Pending	54	13	50	13	34	13	30	10	
	Sent to ECJ	3	0	6	0	1	0	1	0	

Main policy outputs

Labour law:

- **Helping the Commission to ensure correct and effective application of EU law in the Member States:** implementing the conclusions of the 2012 fitness check of information and consultation Directives
- **Reviewing and adapting the EU legal 'acquis':**
 - Adapting; Directives amending several labour law Directives to include seafaring workers of vessels in their scope, amending Working Time Directive 2003/88
 - Preparing a position on social partners' agreements
 - Preparing a position on the revision of the Working Time Directive 2003/88/EC
 - Evaluating; Directive 99/70/EEC (Fixed-Term Work), 97/81/EEC (Part-Time work), as well as 2008/104/EC (Temporary Agency Work)
- **Establishing an EU Platform on undeclared work** to support a more effective fight against undeclared work by way of improving cooperation, sharing best practice and identifying common principles

Health & Safety:

- **Help the Commission to ensure correct and effective application of EU law in the Member States through regular monitoring:** running of the on-going comprehensive ex-post evaluation of the implementation of the OSH Directives, national reports on practical implementation of OSH Directives to be sent to the Commission by all Member States by the end of 2013, follow-up of HLG recommendation on the documentation of risk assessments by very small enterprises in low risk sectors (on the basis of an independent study, the mapping of information from the Member States and the opinions of ACSH and SLIC)
- **Reviewing and adapting the EU legal 'acquis':** follow-up of the legislative proposal for amendment of five EU directives on OSH as a result of adoption of Regulation (EC) n° 1279/2008 on classification, labelling and packaging of substances and mixtures (intended adoption in 2013); preparation of an initiative on musculo skeletal disorders at work
- **In view of possible future policy initiatives:** examine areas of concern not hitherto specifically covered by EU OSH legal instruments like some new workplace related risks (Nano materials and Mental Health in the workplace) or in need of adaptation or improvement, such as carcinogens, Asbestos at work related concerns and occupational diseases
- **Help the Commission to make decision-making more accessible and participatory through consultation of Social Partners:** second consultation of social partners on Environmental Tobacco Smoke at the workplace
- **Provide technical assistance to the main stakeholders at national level through guidance and training:** study on the development of a model for better promotion of the effective implementation of the occupational safety and health (OSH) strategy at EU level
- **Provide strategic orientation to the stakeholders:** Communication on Health and Safety at Work 2013-2020

Main expenditure-related outputs

- Accurate monitoring/assessment of implementation and impact of EU law and policy in PROGRESS areas, particularly through the working of an expert networks on labour law
- Identification and dissemination of good practices in related policy areas:
 - Preparation of Commission practical guidelines related to the future directive amending Directive 2004/40/EC (electromagnetic fields)
 - SLIC campaign 2013-2015
- Development of a model for better promotion of the effective implementation of the occupational safety and health (OSH) strategy at EU level
- Accompanying measures for improved administrative cooperation in the area of posting of workers: grants and studies
- Updating and maintaining database on transnational company agreements
- Studies on the Working Time Directive, as well as on the implementation of Directive 2008/104/EC on temporary Agency Work
- Supporting the development of the EU Platform on undeclared work

b) Help positively change the understanding among key EU and national policy and decision-makers and other stakeholders on EU objectives and priorities

Central issues addressed by the Europe 2020 Strategy concern the necessity to adapt to globalisation, technological change and demographic change (including migration).

The strategy will be implemented within the framework of the Integrated Guidelines (as established in 2010) to be reiterated by the Council (by end 2012) together with the approval of the Annual Growth Survey 2013 (AGS). The AGS 2013 accompanied by the draft Joint Employment Report (JER) sets the priority actions for employment policies for 2013 and a number of headline targets reflected in Member States' National Reform Programmes and Public Employment Services response to making the European Employment Guidelines work (*endorsed by EMCO in Autumn 2011*). The Commission will monitor the implementation of National Reform Programmes and Country Specific Recommendations by Member States and will support the multilateral surveillance exercised through EMCO and SPC, developing further the Joint Assessment Framework, the Employment Performance Monitor, a Reform Tracking Device and a Benchmarking mechanism together with pursuing country peer-reviews.

The Commission will support the achievement of the headline targets through the implementation of the guidance provided by the Employment Package within the European Semester of policy coordination, building upon flagship initiatives, in particular "An Agenda for New Skills and Jobs", "A European Platform against Poverty and Social Exclusion" and "Youth on the Move". These processes are essentially based on soft policy coordination, analytical developments, peer group review and benchmarking as well as through dialogue and cooperation with Public Employment Services.

Specific efforts will be dedicated to the fight against youth unemployment as part of the implementation of the Youth Opportunities Initiative and the Youth Employment Package presented by the Commission in December 2012.

Youth employment measures will also be supported by the ESF through future operational programmes.

The Commission will further encourage good practices of anticipation of change and restructuring in the framework of the follow up of the Green Paper of January 2012 on that issue.

Social innovation and social experimentation are promoted as key tools to support implementation of Europe 2020, i.e. in the future ESF Regulation.

The understanding of the social impacts of migration, which focused so far mainly on the needs of the receiving countries, needs to reflect the increased diversity in EU27 by addressing the negative social impacts of emigration and rural-urban migration.

Positively changing the understanding among key EU and national policy and decision-makers, policy implementers and other stakeholders and promoting ownership of the EU objectives and priorities are necessary pre-requisites to achieve progress towards the Europe 2020 objectives and priorities.

Improved shared understanding and ownership imply accurate evidence and policy advice capable of withstanding detailed scrutiny and rallying EU-wide support, timely collection and analysis of relevant data and information, peer reviews or mutual learning activities which respond to the needs, concerns and expectations of EU and national policy and decision-makers and other stakeholders.

ABB ACTIVITY: EMPLOYMENT AND SOCIAL SOLIDARITY

SPECIFIC OBJECTIVE 2: Promote a shared understanding and ownership among policy/decision-makers and stakeholders in Member States, and the Commission, of EU objectives related to employment and social solidarity policy areas

Result Indicators	Latest known result	Target
Extent to which national policy discourses or priorities, including those of employment services, reflect EU objectives related to employment and social protection and inclusion	100% of National Reform Programmes address the employment priorities set in the 2012 Annual Growth Survey	100%
Commission's policy initiatives are built on strong evidence	Over 80% of the 2011 annual survey respondents were of the opinion that they are grounded in thorough analysis of situation	80%

Main Policy outputs

- **Debate on EU objectives and priority issues by funding Presidency conferences and other high-level events at EU level:** 3rd Annual Convention of the European Platform against Poverty and Social Exclusion, 4th Forum on Social Service of General Interest
- **Platform for transnational exchange of good practices and mutual learning:** Peer review programme to support the implementation of active inclusion strategies encompassing labour market activation measures, and adequate and affordable social services to prevent marginalisation of vulnerable groups
- **Guidance and recommendations to the Member States on the transposition of EU objectives:** Follow-up to the White Paper on Pensions, assessment of national strategies for adequate and sustainable pensions within the context of NRPs, Report on progress in reducing health inequalities in the EU
- **Delivery of Commission Employment package:**
 1. Ensure monitoring of implementation of the measures foreseen by the Package
 2. Proposed employment integrated guidelines
 3. Draft Joint Employment Report to be adopted together with the Annual Growth Survey and endorsed by the Council by year-end and provides guidance for employment policy recommendations within the European Semester in the following year
 4. Contribution to the AGS: employment policy contributions in the AGS to identify short term challenges and priorities for the European Semester
 5. Proposal and adoption of employment-related Country Specific Recommendations (CSRs)
 6. Further action (to be defined) in the field of anticipation of change and restructuring following the January 2012 Green Paper on that topic
- **Follow up of Youth Opportunities initiative and delivery of the Youth Employment Package,** notably a proposal of a quality framework of traineeships initiative depending on the Social Partners' decision to negotiate or not following the second stage of consultations launched by the Commission in December 2012 and the follow up of the Council Recommendation on Youth Guarantees foreseen for an adoption end February 2013.
- **Delivery of Commission Social Investment package:** contribute to inclusive growth and cohesion, supporting the Member States in their implementation of the Europe 2020 Strategy, achieving its targets and the use of the ESF, through five main areas of action: (1) Increase the sustainability and adequacy of budgets for social policies; (2) Pursue activating social policies and services and ensure adequate livelihoods; (3) Invest throughout the life course, starting with children and youth; (4) Innovate and reform social policy based on evidence; (5) Streamline EU governance for social policies, monitor and communicate to citizens.

Main expenditure related outputs

- Monitoring of employment policies and implementation of National Reform Programmes and Country Specific Recommendations through the European Employment Observatory to become in 2013 the European Employment Policy Observatory (EEPO)
- Mutual Learning Programme activities supporting: a) country peer reviews on addressing employment challenges and implementing employment policies; and b) Thematic Review seminars
- European Employment Review on green jobs multi-partnership good practices
- Implementation of the preparatory action on Youth Guarantees
- Mapping Study (A map of Social Enterprises and their eco-systems in Europe - use of Multiple Framework Contract "Provision of evaluation and evaluation)
- Information and communication activities, conferences and events in Employment, Social, and Gender Equality policies
- Conference on occupational diseases
- Restructuring forum
- Development of data in collaboration with international organisations: contribution to research programmes related to OSH
- Development of appropriate statistical tools, methods, indicators related to Employment, Social Solidarity and Gender Equality policy area
- Research and analysis related to the policy areas to
 - (1) inform Commission internal decision-making (impact assessment, ex ante evaluation)
 - (2) monitor the implementation of the policy and legal processes and
 - (3) inform forthcoming policy debates EuroMod (impact of policy measures on a specific outcome including through OECD and Eurobarometer)
- Network of experts (social inclusion, social protection (ASISP) and MISSOC Secretariat)
- Senior Labour Inspectors Committee (SLIC) activities. Exchange of inspectors
- Senior Labour Inspectors Committee (SLIC) campaign

c) Help strengthen partnerships with key EU and national policy-decision makers and stakeholders

Strengthening partnerships with key EU and national policy-decision makers and stakeholders will contribute to building consensus and creating an impulse for change in support of EU objectives and priorities. Delivering on the objectives agreed at European level is a joint responsibility between the Commission, the Member States and other relevant stakeholders, including social partners and civil society.

Building effective partnerships calls for appropriate involvement of relevant stakeholders in each part of the policy process, including problem definition, information-gathering, consultation, development of options, decision-making, implementation, and evaluation. It also calls for providing appropriate fora for meaningful and open public policy debates on EU objectives and priorities with policy/decision-makers and stakeholders in Member States and at EU level. The Tripartite Social Forum (March 2011 and October 2012), as well as the Stakeholders Conference on Employment Strategy (Jobs 4 Europe Conference, 6-7 September 2012) were important steps in that direction.

The Second Annual Convention (December 2012) of the European Platform against Poverty and Social Exclusion jointly organised by the European Commission and the Cyprus Presidency is going to play a key role in strengthening these partnerships. The Convention brings together over 400 participants from 38 European countries, including Ministers and State Secretaries, MEPs, other policy makers, civil society representatives, and experts. Participants actively engage in discussions and present a number of suggestions for initiatives to be taken in 2013.

The future ESF Regulation also acknowledges the involvement of partners as a fundamental principle, the respect of which will have to be demonstrated by the Member States when they submit their future operational programmes.

ABB ACTIVITY: EMPLOYMENT AND SOCIAL SOLIDARITY		
SPECIFIC OBJECTIVE 3: Reinforce effective partnerships with national and pan-European stakeholders in support of outcomes related to employment and social solidarity policy areas		
Result Indicators	Latest known result	Target
PROGRESS provides an enabling environment for information sharing, learning and debate (annual survey)	Over 4/5th of respondents to the 2011 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.	> 80%
PROGRESS contributes to enhancing the partnership among the Member States, the Commission, social partners and NGOs (annual survey)	Over 90% of respondents to the 2011 annual survey confirmed a strong sense of collaboration and partnership between these organisations	> 80%
Main Policy outputs		
<ul style="list-style-type: none"> • Provide an enabling environment for information sharing, learning and debate: awareness raising actions on the Employment Package and on the flagship, New Skills for New Jobs, thematic clusters under the EU Platform against Poverty (continued), the possibilities for Active Ageing and Solidarity between generations, the contribution of active and healthy ageing to the continued ability for independent living, Youth at Work campaign • Support capacity building: support network about social policy experimentation, capacity network about CSR, PES and PARES 		
Main expenditure related outputs		
<ul style="list-style-type: none"> • Organising exchanges of policies and promoting the debate about employment challenges and policies via a mutual learning program. MISSOC with member States representatives, awareness raising and mobilisation campaign • Expert committee posted workers • Capacity building : <ul style="list-style-type: none"> (i) Support to NGOs (Framework Partnership Agreements) and other's networks activities (National Equality Bodies, women in decision-making position in politics and economy) (ii) Support to responsible national authorities or main stakeholders • Networking activities designed to foster information and communication on the results of the activity • Calls for proposals on awareness raising of social inclusion • Support for enhancing Member States capacity in pension modelling • Partnership agreement with Council of Europe • Creation of a European PES knowledge database, including a study on PES case loads management • PARES Conferences and meetings • PARES Call for proposal to encourage a strategic dialogue and partnership between employment services at EU level 		

4.2. SOCIAL DIALOGUE, MOBILITY and SOCIAL SITUATION & DEMOGRAPHY

4.2.1. EU added value of the activity

This operational activity includes the following competencies granted to EMPL by Treaty Prerogatives; social dialogue, mobility and social situation & demography.

Social Dialogue

European social dialogue is one of the main instruments for employment and social policy at EU level. The EC Treaty provides for the social partners' right to be consulted before the Commission proposes new legislation in the labour and social field (Article 154) and also establishes the social partners' capacity to negotiate agreements which are legally binding (Article 155). European social dialogue acts as a complement to the social dialogue which exists in all Member States. It allows social partners to contribute to the definition of European social standards and play an important role in the governance of the European Union. European social dialogue at both cross-industry and sectoral level plays a crucial and increasing role in negotiating framework agreements, some of which are translated into EU Legislation.

In line with Article 152 of the Treaty, the Commission promotes the role of EU social partners and contributes to facilitating social dialogue, while respecting the autonomy of social partners. The role of the European Commission is to ensure that this dialogue develops and takes place so as to make full use of the problem-solving potential of social dialogue at all levels (EU, national/regional, sectoral, company). The added value of the Commission lies therefore in its role to assist and support EU social dialogue by strengthening the administrative capacity of social partners at EU level, providing balanced support to both sides of industry, promoting the exchange of information and good practice between social partner organisations at transnational level and promoting strengthened cooperation between labour market institutions including the public employment services of the Member States.

Free movement of workers, Labour Mobility and Skills

Freedom of movement for workers is one of the four freedoms on which the Single Market is based. It is enshrined in the Treaty and is directly applicable in all Member States. It contributes to an efficient allocation of human resources in the EU.

In the framework of the Europe 2020 Strategy, two flagship initiatives ("An agenda for New Skills and Jobs" and "Youth on the Move") and the Employment Package promote mobility as a way to build growth. In times of crisis, when skills shortages and bottleneck vacancies in growth occupations coexist with areas of persistent unemployment, building up a skilled workforce, upskilling/reskilling and labour mobility plays a crucial role in creating more work opportunities and sustaining the efficient allocation of resources while directing workers where jobs are. The "Youth Opportunities Initiative" comprises actions at European and national levels increasing the mobility of young Europeans both in education and on the labour market, also by using the resources of the European Social Fund. The "Youth Employment Package" adopted in December 2012 includes initiatives facilitating the transition from education to employment but also enhancing the labour mobility for young people.

The added value of the Commission lies in its institutional roles to facilitate and promote intra-EU labour mobility, to better match labour supply with demand, and to promote a forward-looking and comprehensive labour mobility policy and Skills Strategy which would respond in a flexible way to the priorities and needs of labour markets. To that end, properly resourced and well-functioning public employment services (PES) are, among others, a precondition to support overall labour mobility, including international labour mobility and all types of transitions on the labour market and to move towards an enhanced management of the European Labour Market.

Social Situation and Demography

This activity fulfils the requirement of the Lisbon Treaty (article 159, ex 143 TEC) to regularly report on the progress toward the achievement of the social objectives according to the article 151 (ex article 136 TEC) (promotion of employment, improvement of the living and working conditions, adequate social protection, social dialog, development of human resources allowing a high and durable employment level and fight against exclusion). This requires both quantitative analyses - leading to the development of indicators and in turn requires addressing gaps in social statistics - and forward-looking analysis, intended to highlight facts and tendencies, in particular demographic, having a significant impact for the future of the Union. Moreover, increased attention will be given to policy assessment and the definition and dissemination of good practices. Country-specific assessment of national policies is carried out by the Commission as input to the Open Method of Coordination in the area of social inclusion and social protection. The objectives of this sub-activity are traditionally carried out in co-operation with EUROSTAT, by using own resources of studies and by mobilizing the community financing for socio-economic research.

4.2.2. Description of the EU intervention

Social Dialogue

The Commission promotes bipartite social dialogue and facilitates tripartite social dialogue at community level. This dialogue allows representatives of workers and employers to be involved in all areas of social policy, be it employment, working conditions, managing change, lifelong learning, social protection and inclusion, equal opportunities and mobility.

EMPL supports cross-industry and sectoral social dialogue at European level through meetings of the Social Dialogue Committee (representatives of employers and trade unions), working groups, and sectoral social dialogue committees, thus facilitating negotiations between the social partners, associating them with the policy development process and financing their projects. A major role is to encourage the social partners to continue to develop their autonomous dialogue and establish common work programmes.

The results of European social dialogue are visible, both in qualitative and quantitative terms. Each year, more sectors set up a social dialogue committee with a view to negotiating Europe-wide agreements addressing issues specific to their sector. At least one new autonomous agreement has been adopted each year, either in a specific sector or at cross-industry level. EMPL also follows the implementation at national level of the increasing number of agreements signed at European level, usually on the basis of evaluation and implementation reports drawn up by the social partners.

In 2013 the main challenges for European social partners are (a) to start to implement their multiannual work programme 2012-2014 addressing the employment and social consequences of the crisis, (b) to give a successful follow-up to the negotiations currently

opened, particularly on the revision of the working time directive, (c) to improve awareness of the results of European social dialogue at national level, and (d) to strengthen their administrative capacity, particularly in the new Member States in order to ensure an effective follow-up of the autonomous agreements and frameworks for action and thus to ensure a real impact. EMPL will actively support and assist the social partners in their endeavour to address these challenges. It will closely assess the agreements concluded by the social partners in order to enable the Commission to decide on their submission to the Council as Directives. It will disseminate the Industrial Relations in Europe 2012 Report, which will focus on the role of social dialogue in the public sector in the crisis, and industrial relations in the new Member States, and start planning for the Industrial Relations in Europe 2014 Report.

As follow up to the discussions on EU level governance following the entry into force of the Lisbon Treaty, the Commission will propose in 2013 a revision of the Council Decision on the Tripartite Social Summit.

Free movement of workers, Labour Mobility and Skills

The European Commission works towards these objectives by:

1. Ensuring the implementation of this fundamental right (supported by article 45 of the Treaty and Regulation 492/2011) of "**Free Movement of Workers**" with increased importance following the transitional provisions and political orientations fixed by the President (to implement the rights concretely).

In 2013, the Commission will closely monitor the developments related to the third phase of the transitional arrangements concerning free movement of workers from Bulgaria and Romania. It will also develop its work in order to improve the enforcement and exercise of the rights laid down in article 45.

2. **Coordinating the social security systems** (article 48 of the Treaty and coordination Regulations (883/2004 and 987/2009)) so as to provide common rules to protect citizens' social security rights when moving within Europe. This includes developing actions of support, monitoring the implementation of the Regulations, namely through the active support to be provided to the work of the Administrative Commission and continuously assessing the need to review the coordination Regulations. The Commission will also ensure the implementation and the development of the EESSI system for the electronic exchange of information between the institutions. 2013 will be crucial for the EESSI project since Member States will have to connect to the EU platform and begin to perform in a pilot mode. There will be continued development of the IT basic infrastructure in the light of the first "production exchanges" while at the same time bringing support to the Member States for establishing their connections and training the experts.
3. Facilitating transnational job searches through **improving the functioning of the European labour market** (PES) and managing **EURES**, the European Employment Services (which will be funded under the future PSCI and ESF Regulations);
 - **Public Employment Services (PES):** The Commission will launch an important initiative in 2013 on Public Employment Services (PES) to improve the functioning of the European labour market. PES will be called to play a stronger role in exploiting all the job opportunities which can be created by intra-EU labour mobility and securing the employment prospects of EU citizens. This will make the European labour market more efficient, by reducing the risk of increased mismatches, and will help addressing future labour and skills shortages. On the basis of Article 149 TFEU, the general objective of the

Commission proposal would be to establish a formal network of PES. The decision would lay down the mandate of the network, its governance and outputs and thus improve the overall framework for information sharing, co-operation and service delivery by the PES in the interest of the European Employment Strategy.

- **European Employment Services (EURES):** The Commission manages EURES, the European Employment Services consisting of a network of more than 850 EURES advisers and Job Mobility platform gathering all job vacancies from Public Employment Services of the EURES Member States (EU+EEA+CH), CVs from job seekers and job changers willing to work in another Member State with information about the living and working conditions in the Member States.

This network is aimed at developing cooperation between the Commission and the Member States, and in particular their employment services, as regards;

- the provision of placement, advice and information services for workers as regards employment in another Member State and for employers wishing to recruit in another Member State,
- the acquisition and exchange of more job vacancies and applications at Union level and across borders,
- the exchange of information between Member States concerning labour-market trends and living and working conditions.
- the delivery of tools and applications to support the dynamic interoperability of European labour markets,
- the setting up of targeted labour mobility schemes to support specific groups of workers such as young people (Your First EURES Job).

The EURES network may include special cooperation and service structures at the initiative of border regions.

EURES reform:

As announced in the Employment Package issued last April, the European Commission has initiated a strategic reform of EURES, the European Employment services, to enhance matching of jobs and job seekers across Europe. The aim is to transform EURES into an employment instrument which will serve the objectives of the Europe 2020 Strategy by stimulating intra-EU labour mobility and remedying labour shortages, bottleneck vacancies and skills mismatches.

With the adoption of the new EURES Decision in the autumn of 2012, which lays down a new governance model of EURES, the first step has been carried out towards the overall reform of the system. A strengthened EURES will facilitate mobility and direct Europeans to where the jobs are, provide an easier and real-time access to these jobs while empowering public employment services to present employers with a living pool of candidates where they can find the skills they need to develop and grow their businesses.

In 2013, EMPL will work together with the members of the network on the necessary implementing measures to be taken, both at EU and national level to exploit the new governance model. This will notably concern the finalisation of the Charter listing the services to be provided by the members of the network. In 2013, EMPL will also launch the evaluation of the implementation by the EURES network of its guidelines for the period 2010-2013 to identify lessons learnt and support the gathering of best practices, with a view to help Member States prepare for funding their EURES services under the ESF as from 2014 (the next MFF).

Moreover, the reform of the system shall be completed with a Commission proposal for a new Regulation of the EP and Council on EURES, based on TFEU Article 46 lit a) and d). The proposal would update the current legal basis of EURES (part II of Regulation 492/2011 on freedom of movement of workers) and integrate the provisions on governance and reporting, currently in the EURES Decision based on article 38 of the above regulation into this framework. The overall aim would be to come forward with an appropriate legislative package on new steps towards the full development and optimal functioning of a genuine European Labour Market.

The operational impact of the above legislative activities will be reinforced thanks to accompanying measures for EURES such as:

- The development of a revamped EURES Job Mobility Portal, to be launched during 2013, which will include more user-friendly functions such as a 'virtual fair' for jobseekers and a service for young graduates, building upon the successful inauguration of these tools in 2012
- The Match and Map project, which aims to provide a clear geographic mapping of EURES job vacancies, matching a particular jobseeker's profile, giving feedback on why jobs and skills do not match and providing information on learning opportunities in the EU.

A prerequisite to such developments is the entry into force of the agreed European-wide description classification for job profile's skills and competences (ESCO) which will allow semantic trans-operability among the job vacancies data bases of all Member States. The first publicly released version was expected for 2012. During 2013, this will be closely monitored and developed.

In 2013, the first **EURES** targeted mobility scheme focussing on young people, Your First EURES Job (that entered into delivery in 2011 in the form of a Preparatory Action) will, to support the request of the European Council³, be opened also to projects which test the mobility for apprenticeships and traineeships. This also replies to the demand of European Parliament for additional efforts to trigger youth job placements across Europe and builds upon the adoption of a comprehensive "Youth Employment Package" by the European Commission.

In 2013, the results of the 2011 and 2012 calls for proposals under Your First EURES Job will be evaluated, notably in order to examine the most optimal ways in which such "targeted mobility schemes" could continue, for instance in the framework of support under the future EU Programme for Social Change and Innovation (PSCI) as from 2014 (next MFF).

Developing more targeted and individualised actions for all jobseekers, including youth, must be regarded as a priority for all Member States and employment services for the foreseeable future. To consider the viability of setting up a European Youth Employment Activation Program as part of the future Programme on Social Change and Innovation (PSCI) as from 2014 (next MFF), the Commission will launch a stakeholder consultation on such a Programme, building on the lessons learnt with the 'Your first EURES Job' initiative as well as those in the area of education (Erasmus, Leonardo da Vinci). The programme could support young people to find and take up a job or a first work experience, apprenticeship or traineeship in a Member State other than their own.

³ European Council Conclusions of 28 and 29 June 2012

Skills and labour mobility

In order to direct the enhancement of labour mobility to better match people's skills and job opportunities, an anticipative and preventive European skills strategy covering the demand side will be developed during 2013 providing a comprehensive frame for other various EU level actions and tools. It will be built on the commitments taken by the Commission in the Employment Package with regards to the skills, including the launch of the EU Skills Panorama by the end of 2012 and to previous skills initiatives like the New Skills for New Jobs and ESCO. The core objectives are:

- Achieving the high skilled workforce needed by European labour markets to meet the challenges of a more knowledge-based low carbon, ageing and inclusive Europe.
- Enhanced and sustained competitiveness while increasing job quality.
- Optimal matching that should be facilitated by a good supply of the workforce with the right skills ranging from low, medium and high skills.
- Increasing the adaptability of the workforce also by possessing transversal skills and further learning skills (learning to learn).
- Making occupational transitions pay both for workers and employers (real EU added value there)
- Promote co-investment/participation of employers in education and vocational training activities

The Skills Strategy will focus on three pillars: skills intelligence, skills governance and skills policy guidance/implementation. The impact of the Skills Strategy will be two-fold. On the one hand it will integrate and consolidate skills intelligence initiatives developed at EU level with the knowledge work and efforts of Member States and sectors (vertical dimension): that is precisely the purpose of the Skills Panorama which will combine anticipation of skills needs over the short/medium term (stemming from the European Job Vacancy Monitor and EURES repository of quantitative data) and forecasting over the longer term based on the quantitative and qualitative data provided by European Sectorial Skills Council and Cedefop work notably. In this respect, the European Skills Competences and Occupations taxonomy -ESCO- will be more than crucial to the development of the Skills Panorama i.e. it will provide a classification system for collecting qualitative and quantitative data and make them comparable. ESCO will give even more sense to the Panorama as it will provide the common language needed to allow use of the Panorama i.e. interpretation and analysis of data leading to inter alia to the development of new skills services for labour markets.

On the other hand, and on the basis of the evidence we will have collected and consolidated with regards to skills needs, the proposed strategy will guide national and sectorial skills strategies under the 2020 process while enhancing connections with the supply side of the skills market that is to say with the education and vocational training sector. The strategy will therefore lead EMPL to formulate clear and operational objectives at both European and national level while providing a comprehensive frame for the skills part of the European sectorial action plans of the Employment Package. In turn, EMPL should be in a position to request all Member States to fully integrate their skills strategies in their National Job Plans to develop guidance in the AGS as well as skills country specific recommendations wherever relevant. All this should be done in taking due account of the renewed European industrial policy.

Social and demographic situation

In 2013, this activity will build on the implementation of a framework for mutual learning and exchange of information on the topic of active ageing. This plays a part in the implementation of the European year for Active Ageing in 2013 and will in particular allow the stakeholders (public authorities at all levels, social partners and enterprises, civil society organisations) to define concrete engagements to be realized in the context of this European Year. In addition, meetings and conferences on demographic topics, most importantly the 2013 Demography Forum, will be financed on the 2013 budget.

4.2.3. Specific objectives of the activity

In order to support social dialogue and to overcome the obstacles to free movement and thus to contribute to the emergence of a true labour market at European level, this activity stresses the promotion of the geographical and professional mobility of workers in Europe.

This is mainly carried out by the supply and the coordination of a common infrastructure of exchange, information services, guidance and placement being addressed at the same time to the job-seekers and to the employers, and of support to the partners.

This framework allows the exchange of the job offers notified to the Public Services of Employment in Europe, as well as the exchange of good practices, and relevant information for geographical mobility. It supports, encourages and frames the partners in their training activity, communication and co-operation as much within the network than with the other actors of the field.

ABB ACTIVITY: WORKING IN EUROPE – SOCIAL DIALOGUE AND MOBILITY

SPECIFIC OBJECTIVE 1: Strengthen the role of social dialogue and promote the adoption of agreements between the social partners

Result Indicators	Latest known result	Target										
Total number of social dialogue committees in existence	<table border="1"> <thead> <tr> <th></th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> </tr> </thead> <tbody> <tr> <td>Sectoral Social Dialogue Committee</td> <td>37</td> <td>40</td> <td>40</td> <td>42</td> </tr> </tbody> </table> <p>The objective is to cover the entire economy so as to ensure appropriate Social Dialogue outcomes. The current number of SSDC already covers approximately 70% of the economy in terms of the workforce</p>		2009	2010	2011	2012	Sectoral Social Dialogue Committee	37	40	40	42	2 new SSDC in 2013
	2009	2010	2011	2012								
Sectoral Social Dialogue Committee	37	40	40	42								
Number of consultations on the basis of article 155 of the Treaty	<table border="1"> <thead> <tr> <th>2010</th> <th>2011</th> <th>2012</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> <td>2</td> </tr> </tbody> </table> <p>This reflects the consultations initiated by EMPL when putting forward proposals requiring social consultation. This strengthens social dialogue</p>	2010	2011	2012	1	2	2	2 consultations in 2013				
2010	2011	2012										
1	2	2										
Number of autonomous agreements adopted by social partners	17 framework agreements negotiated by the social partners since 1997	2 new agreements in 2013										
Implementation reports by social partners on autonomous agreements after 4 years	<table border="1"> <tbody> <tr> <td>2012</td> <td>Social Partners' contribution to the implementation report on Violence and harassment at work</td> </tr> </tbody> </table> <p>This reflects the follow up of the outcome of Social Partners' Autonomous Agreements by the Commission</p>	2012	Social Partners' contribution to the implementation report on Violence and harassment at work	Commission implementation report in 2014 on violence and harassment at work								
2012	Social Partners' contribution to the implementation report on Violence and harassment at work											

Main Policy outputs

EMPL policy objective is to strengthen autonomous dialogue between the social partners at EU level. The outcomes of social dialogue are dependent on the activities of the social partners as set out in the work programme of the cross-industry social partners and in the work programmes of the individual Sectoral Social Dialogue Committees. These outcomes depend on Commission support for their activities as provided for in Arts 154 and 155 of the Treaty, support which will be given in the framework of the negotiation and implementation of autonomous agreements opened and planned (revision of working time directive, working conditions in personal services, working time of workers in ships travelling in-land waterways, working conditions of sea fishermen, minimal social standards in shipbuilding, among others).

Following the consultation on the future of transnational company agreements launched in the second semester of 2012, the Commission will develop, in close cooperation with the relevant stakeholders and on the basis of the reactions to the consultation, actions at the European level that support the dissemination of the emerging instrument of transnational social dialogue and address the issues.

Main expenditure related outputs

- Support for actions undertaken by social partners to promote social dialogue in Europe and for issues related to the impact of globalization on EU actors
- Co-financing the work programme of the Trade Union Research and Training Institute ETUI-REHS
- Support for training activities of workers' organisations
- Support for research and exchange of best practices on industrial relations in Europe
- Support for action by Social Partners to improve implementation of European agreements and to promote the EU2020 Strategy.
- National events, capacity building, exchange of good practice
- Support information, consultation and participation of representatives of undertakings
- Preliminary consultation meetings with trade union representatives

ABB ACTIVITY: WORKING IN EUROPE – SOCIAL DIALOGUE AND MOBILITY

SPECIFIC OBJECTIVE 2: Promote geographic and professional mobility (including the coordination of social security systems) of workers in Europe in order to overcome the obstacles to free movement and to contribute to the establishment of a real labour market at European level

Result Indicators	Latest known result				Target
Indicators related to mobility:					
EURES Job Vacancy Index (JV Index) ⁴	2009	2010	2011	2012 (8/11-7/12)	Target 2013: N/A
	102.57	148.63	148.45	168.2	
Number of visits of the EURES platform (monthly average in million) ⁵	2010	2011	2012		Target 2013: 3.50 million
	2.81	3.59	3.2		
Number of individual personal contacts of the EURES advisers with jobseekers, job changers and employers ⁶	Sep 2009	Sep 2010	Nov 2011	Sept 11-August 12	Target 2013: 400 000
	129 000	160 500	176 500	378 135	
Number of youth job placements achieved or supported under the Preparatory Action Your First EURES Job (YFEJ)	The action will be subject to an evaluation in 2013 (no data available yet)				Target 2012-2014: 5000
Indicators related to the Social Security Coordination:					
Number of visits of the Coordination website per month		2010	2011	2012	Target 2013: increase by 10%
	Visitors	40 600	54 600	68 900	
	Page views	300 000	327 000	288 000	
Number of EHIC (European Health Insurance Cards) in circulation (2012 figures not yet available)		2010	2011		Target 2013: increase by 2%
	Cards	184 712 000	188 457 000		

⁴ The EURES Job Vacancy index is calculated as a percentage of the inflow of job vacancies in January 2008. It is published quarterly in the European Job Mobility Bulletin.

⁵ As measured by the SAS WebHound / SAS Web Report Studio tool.

⁶ Number of average personal contacts per EURES adviser as stated in the EURES advisers' monthly reports multiplied with the number of EURES advisers in the EURES network.

EESSI ⁷ progress: Delivery, testing and implementation of the central electronic exchange software and business model	Requirements for transport and messaging layer are currently being discussed, validated and prioritised with the Member States. Version 3 of SEDs (Structured Electronic Documents) is available in paper form	Transport and messaging layer which will include the version 3 of SEDs delivered for testing purposes						
Indicators related to the Free Movement of Workers and the Social Security Coordination:								
Percentage of information requests, complaints and petitions answered by the service during the year	<table border="1"> <thead> <tr> <th>2010</th> <th>2011</th> <th>2012</th> </tr> </thead> <tbody> <tr> <td>100% answered (1259)</td> <td>100% answered (807)</td> <td>100% answered (880)</td> </tr> </tbody> </table>	2010	2011	2012	100% answered (1259)	100% answered (807)	100% answered (880)	Target 2013: 100% answered
2010	2011	2012						
100% answered (1259)	100% answered (807)	100% answered (880)						
Number of training and information actions concerning free movement and social security coordination	8 seminars organised through trESS ⁸ network and 4 by the free movement network; 17 actions supported through the call for proposals	Seminars and initiatives of exchange of experience covering all Member States in 2013						

Main Policy outputs	
<p>EURES : reinforce the job matching services of EURES through the following actions:</p> <ul style="list-style-type: none"> ▪ Ex-post evaluation of the implementation of the EURES guidelines applicable to EU funding for EURES in the Member States for the period (2010-2013) and identifying best practices for activities to be funded in the future under the ESF ▪ Evaluation of EURES, the European jobs network covering the period 2003-2012 to provide a strategic and comprehensive overall analysis on the performance of the EURES network and its future in the light of current trends. The findings will serve as input for the ex-post evaluation, support the implementation of the new EURES Decision and provide building blocks for an impact assessment for a possible new EURES Regulation • Launch the implementation of the new EURES Decision in the Member States and adopt the necessary implementation on measures for the EURES Reform at EU level (notably the Charter). • Continued extension of revamped EURES website Job Mobility Portal (to be launched during 2013) with a 'virtual fair' for jobseekers and a service for young graduates. • Match and Map project • Third call for proposals of the Your First EURES Job - preparatory action - targeted mobility scheme focussing on young people • Monitoring and evaluation of Your First EURES Job preparatory action • Proposal for a Decision for a PES network for mutual and PES modernisation through implementation of a PES Action Plan, based on Article 149 TFEU • Proposal for a Regulation of the EP and of the Council on EURES, based on article 46 TFEU <p>Social Security Coordination</p> <ul style="list-style-type: none"> • Continued developing of the IT basic infrastructure and support to the Member States for establishing their connections and training the experts • Close governance of the Regulation 883/2004 in relation with the Administrative Commission, preparation of the Commission proposal on the first revision of Regulations no. 883/2004 and 987/2009 <p>Free movement of Workers</p> <ul style="list-style-type: none"> • Follow-up discussions in the Council and European Parliament on the legal instruments on enforceability of Regulation 492/2011 and on the enforcement of rights on free movement of workers • Follow-up on Council Decisions concerning social security aspects of association' agreements for Montenegro, San Marino, Albania and Turkey 	

⁷ EESSI = Electronic Exchange of Social Security Information

⁸ trESS organises seminars and establishes networks between people involved in social security coordination at national level. It moreover reports to the European Commission on implementation problems encountered in the EU Member States and undertakes legal analysis on the coordination Regulations. The trESS network consists of independent experts in the field of European social security law, coordinated by Ghent University.

Skills

- Creation of an anticipative and preventive European skills strategy covering the demand side and providing a comprehensive frame for other various EU level actions and tools
- Further development of the European Skills Panorama
- Continuing support for the establishment of the European Sectoral Skills councils
- Further development European Skills, Competences and Occupations taxonomy - ESCO (launch of the first version in 2013)

Main expenditure related outputs

- Launch of a EURES call for proposal to support the Members of the current network and to help them prepare and implement the reform of the network at national level and ensure the continuation of the activities throughout the transition phase before the next MFF
- Ex-post evaluation of the EURES programme covering the period 2009-2013
- Strategic evaluation of EURES covering the period 2003-2012 and looking ahead for the future
- Continued development of the EURES Help-desk, Job Mobility Portal, internet infrastructure and development of the IT platform.
- Support of Public Employment Services in contributing to the development of European labour markets open and accessible to all through EURES
- Information & communication activities, training, networking of EURES and organization of the Job Days
- Third call for proposal for the Your first EURES Job - preparatory action - targeted mobility scheme focussing on young people
- Development of the EU vacancy monitor with an eventual special focus on creation of green jobs.
- PES meetings
- Legal Networks on Free Movement and Social Security Coordination, Campaigns (EHIC and Regulation)
- Information on rights on Free Movement of Workers (Support to stakeholder activities, etc.)
- Further actions for further developments of the Regulations
- EESSI (hosting + maintenance + development + support) – Increase required due to necessary preparations for the commissioning of EESSI
- Conference under Lithuanian Presidency
- Assistance to the Administrative Commission work, Technical Commission and Audit Board
- Setting-up of an EESSI Pool of Excellence to support Member States in the take-up of EESSI
- Preparatory Action on Information Centres for Migrant Workers

ABB ACTIVITY: WORKING IN EUROPE – SOCIAL DIALOGUE AND MOBILITY**SPECIFIC OBJECTIVE 3: Promote better policy responses in the Member States to demographic and social challenges by producing and disseminating comparative information**

Result Indicators	Latest known result	Target
Availability and dissemination of comparative information on demographic and social challenges across the EU as well as on social conditions	<ul style="list-style-type: none">• Social Situation Report 2010• Demography Report 2010• ESDE – Annual Review on Employment and Social Developments in Europe 2011	ESDE – Annual Employment and Social Development in Europe Report (Review by December 2012) Employment and Social Situation Quarterly Report (issue before biannual forum)

Main Policy outputs

Monitoring demographic situation of the European Union, including issues linked to migration and the social inclusion of migrants, and identifying challenges and opportunities that are relevant for policy makers notably through the Annual Employment and Social Development in Europe Review, the Report on Demography and the Demography Forum.

Follow-up activities on the European Year for Active Ageing and Solidarity between Generations in 2012. This activity will consolidate the framework for mutual learning and exchange of information on the topic of active ageing developed in the context of the European Year and support. Stakeholders (public authorities at all levels, social partners and enterprises, civil society organisations) develop comprehensive strategies for tackling the consequences of demographic change through active ageing. In liaison with the various organisational units concerned, other dimensions of demographic change (overall societal change, untapping underutilised human resources i.a. by promoting better inclusion of migrants, investing in future human potential including through modern family policies, monitoring changing family structures and assessing policy relevance of action, etc) will be addressed.

Main expenditure related outputs

- Procurement: Social Situation Observatory, Web Portal of the European Alliance for Families, studies, EB Surveys, EU Level Conferences and seminars, Web Portal Web Portal activities following up the European Year for Active Ageing
- Presidency and other events related to demography (de facto or de jure monopolies)
- Analysis and studies on the social situation demography and the families
- Joint management OECD/UNECE
- Preparatory Action: Your First EURES Job

4.3. EUROPEAN SOCIAL FUND - support to the Europe 2020 Strategy

4.3.1. EU added value of the activity

The EU Added Value of the ESF resides in its contribution to EU Policy Objectives (e.g. the European Employment Strategy). Significant and lasting effects occur in terms of:

Volume: The ESF significantly increases the resources available for employment and social inclusion policies. With the ESF more is done than would otherwise be the case. On average the ESF corresponds to approximately 18% of the Member States spending on active labour market measures (averages⁹ for the period 2007-2011). This figure ranges between 1% (DK) and 800% (RO). This wide range reflects the relative wealth of the MS, the amounts invested by them in ALMP and also the broader ESF scope.

Scope: ESF action 'broadens' existing action by supporting groups or policy areas that would not otherwise receive support. This can be due to economic externalities reducing the propensity of Member States to take action on their own or because support for this groups or policies is difficult to gain at the national level such as support for the Roma or migrants. Disadvantaged labour market groups targeted by specific actions include women, elderly, young, low-skilled and disabled people, migrants and ethnic minorities. The ESF is a responsive instrument and can be applied as new policy dictates (e.g. on EES Recommendations). Young people are facing growing unemployment and difficulties in accessing employment. In the context of the Youth Opportunities Initiative adopted on the 20th of December 2011, the ESF will support expert assistance, peer learning and policies fostering the labour market integration of young people. Running interventions will be speeded up and the European Commission called on Member States to use €22bn of European Social Fund money not yet committed to projects to improve job opportunities for young people.

Role: The ESF fosters innovative projects and approaches as well as mutual learning between Member States and stakeholders, the results of which are then incorporated in mainstream programmes. For instance, the ESF has been instrumental in shifting from curative to preventive labour market policies, or taking up support for integrating new target groups into work (ex-offenders, migrants, etc.).

Process: The involvement in ESF programmes influences Member States and actors within them or increases the visibility or prominence of EU policy objectives. The ESF has impact in terms of governance i.e. notably strategic thinking, the definition and implementation of policies (efficiency, accountability, management of funds), a culture of monitoring, evaluation, innovation and mutual learning. One key process effect of the ESF in particular, has been the partnership principle. Partnership has been widely recognized as playing an important role in bringing together stakeholders on local, regional and national level, enhancing project and programme design and implementation. A growing awareness of gender equality issues is a type of impact commonly identified in evaluations. The preparatory study for ESF ex-post evaluation has been launched in 2012; ESF-related evaluations have been finalised in 2012 (including notably on ESF and the crisis).

⁹ Source: Eurostat LMP data base.

4.3.2. Description of the EU intervention

In accordance with **article 162 TFEU on the European Social Fund (ESF)** together with article 175 TFEU on the role of Structural Funds, the ESF finances measures to prevent and combat unemployment, to develop human resources and social integration in the labour market in order to promote a high level of employment, gender equality, sustainable development, and economic, social and territorial cohesion.

For the 7 year budgetary cycle (2007-2013) the links between the ESF and EU political objectives were reinforced in order to focus the ESF on the objectives of the "Lisbon Strategy for growth and jobs" until 2010 (now replaced by the Europe 2020 Strategy), particularly those of the European Employment Strategy. Thus, more than 90% of 76.1 billion of the ESF budget is concentrated on **the Europe 2020 Strategy's priorities** (earmarking).

The adoption of the Europe 2020 Strategy for jobs and smart, sustainable and inclusive growth has not required a modification of the ESF Operational Programmes (OPs), as their objectives are in line with the strategy.

Arising from the Regulations, detailed data on **beneficiaries of ESF** are becoming available and will progressively build to give a complete picture. Based on the 2007 to 2011 data, two thirds of the beneficiaries are inactive or unemployed; nearly half have at most a lower secondary education and 52% are women¹⁰. In 2011, nearly 5 million people, 31% of all participants were young (15-24 years).

While adapting further current interventions, the previous **financial cycle of 2000-2006** is in the closing phase. A total of 239 ESF programmes in 5 submission deadlines have respected the regulatory delays for submission of the closure documents.

The first 10 ESF programmes (full closures) were closed in 2010 and a further 74 ESF programmes were closed in 2011 (5 partial and 69 full closures). The closure did progress in 2012 with currently a total of 152 files closed: 12 partial and 140 full closure proposals. Up to the end of 2012 it is foreseen to reach the objective of 100 closures in the year leading to a total of 184 programmes closed. Taking into account the complexity of the closure process and time needed to complete a quality closure, around 77 % of the programmes should be closed by the year-end. All closures with extrapolated or flat rate financial corrections have been initiated in 2012 only. So far, 227 final reports and 228 Winding-up declarations have been accepted. For the remaining programmes, the reconciliation exercise of irregularities is still ongoing and needs to be completed before the final closure transaction can be initiated.

81% of programmes submitted by the oldest submission deadlines (respectively 30/03/2010 and 31/07/2010) are closed. The closure has been successfully completed for only 62% of the programmes submitted by the 30th of September 2010. A target of 184 closures should be met by the year-end.

In terms of financial execution: 919.5 million have been paid since the beginning of the closure exercise, 1.664 million de-committed, outstanding RAL stands at 1.889 million. Due to the execution of 99.03% of the budget reinforcement for closure is needed in order to process 32 additional closures.

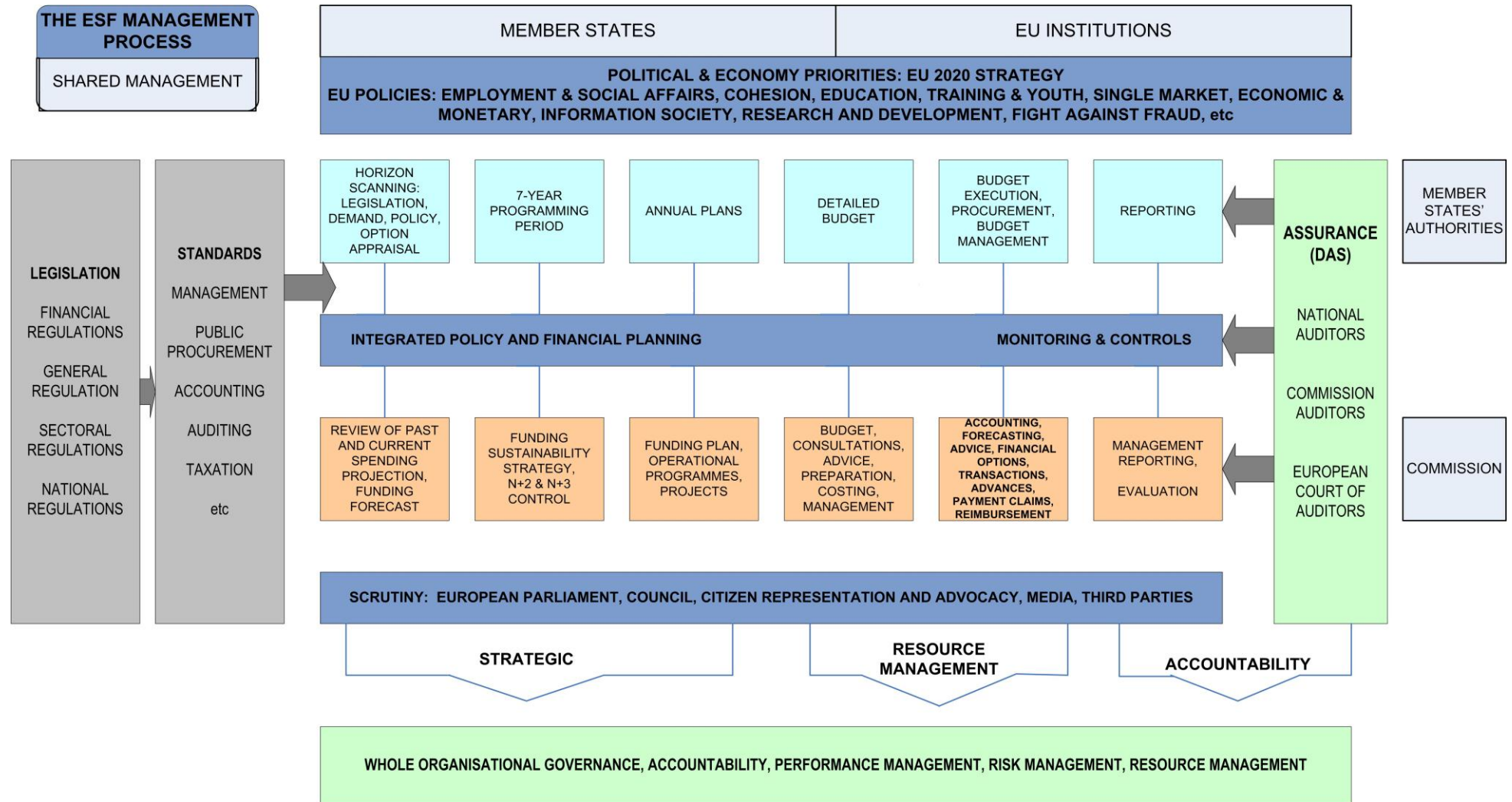
Regarding the **programming period 2007-2013**, EMPL has exhausted its payment appropriations and requested for further reinforcement in order to meet the Member States payment requests received in 2012. Nevertheless at this stage there are still a number of countries facing a risk of N+2/N+3 de-commitment which is foreseen to be covered by supplementary payment requests during the month of November/December.

¹⁰ Data for the ESF OPs of the 2007-2013 programming period in the years 2007 to 2011.

The insufficient payment appropriations in 2012 will have a serious impact on the 2013 implementation of payments as the appropriations for 2013 will be largely taken over by payment claims sent by Member States still in 2012.

The work on the impact assessment and internal analysis to prepare new regulatory proposals for the future programming period after 2013 were completed. The results of several studies (i.e. on proportionality, administrative costs, financial engineering, involvement of local actors, ESF performance, and stakeholder analysis) became available in 2011. On the 8th of October 2011, the Commission adopted a package of legislative proposals relating to the Cohesion Policy in general and the ESF in particular. Attention has now shifted to the discussions and negotiations within the Council and the Parliament.

The flowchart below gives an integrated picture of ESF management process and actors:



4.3.3. Specific Objectives of the ESF

Within the framework of the Operational Programs negotiated with the Member States, the objectives pursued by the ESF for the 2007-2013 period are:

Access to employment and participation in the labour market	The ESF supports the integration of all in the labour market; it improves employability and develops the competences required on the labour market, for example through personalized offers of service.
Increase in human capital	The ESF improves the systems and access to education.
Increase the adaptability of the workforce	The ESF raises competences and productivity (new skills, use of new technology, new forms and work organisation) of the labour force. The ESF also develops and modernizes the structures and systems of anticipation and management restructuring.
Social inclusion	The ESF reduces social disparities and poverty by supporting the sustainable integration of groups of vulnerable people into the workforce and the promotion of partnerships for reform in the fields of employment and social inclusion.
Institutional capacity	The ESF supports actions aiming at the strengthening of institutional capacity and the efficiency of public administrations and public services at national, regional and local level and, where relevant, of the social partners and non-governmental organisations.

The promotion of transnational exchange and cooperation, in particular through the sharing of information, experiences, results and good practices, and through mutual learning, will contribute to pursuing these objectives and improve effectiveness and impact of the ESF.

The ESF follows the principle of concentration. In addition, 52 of the 76,2 billion Euros are devoted to the areas "Convergence" and on policy areas where the ESF would have a significant effect in the realization of the objectives.

In terms of financial resources available, the provisional distribution of the ESF for the 2007–2013 period is:

In Million euros (current prices)

Objectives	Total M€	Convergence M€	Regional Competitiveness and Employment M€
Enhancing access to employment	21.464	14.120	7.344
Enhancing human capital	25.321	19.245	6.076
Increasing adaptability of the workforce	13.518	8.733	4.784
Reinforcing social inclusion	10.002	5.648	4.354
Promoting partnerships for reforms in the field of employment and labour market inclusiveness	886	575	311
Strengthening institutional capacity	2.050	1.883	167
Technical assistance to the MS	2.901	2.040	861
Total	76.140	52.243	23.897

ABB ACTIVITY: EUROPEAN SOCIAL FUND (ESF) - Support to the Europe 2020 Strategy

SPECIFIC OBJECTIVE 1: Increase access to employment and participation in the labour market

Result Indicators	Latest known result	Target (averaged over the programming period)																																
<p>Number of citizens benefiting from ESF support in the form of training, employment or guidance :</p> <p>i) total (no) ii) women (%) iii) unemployed or inactive (no)</p>	<table border="1"> <thead> <tr> <th></th> <th>Avg 00-06¹</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>Avg 07-11</th> </tr> </thead> <tbody> <tr> <td>i)</td> <td>10.8 million</td> <td>0.9 million</td> <td>6.5 million</td> <td>10.7 million</td> <td>15.6 million</td> <td>15.7 million</td> <td>9.9 million</td> </tr> <tr> <td>ii)</td> <td>52%</td> <td>55%</td> <td>53.5%</td> <td>49%</td> <td>51.4%</td> <td>52.5%</td> <td>52.3%</td> </tr> <tr> <td>iii)</td> <td>5 million</td> <td>0.7 million</td> <td>4.8 million</td> <td>6,7 million</td> <td>19.8 million</td> <td>10.0 million</td> <td>6.4 million</td> </tr> </tbody> </table>		Avg 00-06 ¹	2007	2008	2009	2010	2011	Avg 07-11	i)	10.8 million	0.9 million	6.5 million	10.7 million	15.6 million	15.7 million	9.9 million	ii)	52%	55%	53.5%	49%	51.4%	52.5%	52.3%	iii)	5 million	0.7 million	4.8 million	6,7 million	19.8 million	10.0 million	6.4 million	<p>i), ii & iii) 2007-2013 average at least equal to the 2000-2006 average</p> <p>Note: due to the multiannual nature of the programme and the large annual variances, comparing to a full programming period is the most relevant indicator</p>
	Avg 00-06 ¹	2007	2008	2009	2010	2011	Avg 07-11																											
i)	10.8 million	0.9 million	6.5 million	10.7 million	15.6 million	15.7 million	9.9 million																											
ii)	52%	55%	53.5%	49%	51.4%	52.5%	52.3%																											
iii)	5 million	0.7 million	4.8 million	6,7 million	19.8 million	10.0 million	6.4 million																											
<p>ESF as a % of Active Labour Market Policies in EU</p> <p>(Based on Eurostat LMP expenditures categories 2 to 7 and ESF budget allocations to MS).</p>	<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2009</th> <th>Avg 07-10</th> </tr> </thead> <tbody> <tr> <td>EU15</td> <td>12.6%</td> <td>12.1%</td> <td>12.1%</td> </tr> <tr> <td>EU27</td> <td>18.7%</td> <td>17.3</td> <td>17.7%</td> </tr> </tbody> </table> <p>2009 = last available full data set</p>		2007	2009	Avg 07-10	EU15	12.6%	12.1%	12.1%	EU27	18.7%	17.3	17.7%	<p>Downward trend across the 2007-2013 programming period showing an increase of MS funding of ALMP expenditures.</p> <p>Note: Interpretation should take into account the context of the crisis where many Member States face decreased overall budget</p>																				
	2007	2009	Avg 07-10																															
EU15	12.6%	12.1%	12.1%																															
EU27	18.7%	17.3	17.7%																															
<h3>Main policy outputs</h3>																																		
<ul style="list-style-type: none"> • Support to Europe 2020 Strategy / European Employment Strategy in partnership with Member States by contributing to the preparation of ea. country specific recommendations and country reports • Contribution to the Commission's Strategic Initiative on the Annual Growth Survey on the Europe 2020 Strategy • Negotiations on future CPR and ESF Regulations • Negotiations of future Partnership Agreements and ESF programmes and preparation of financing decisions approving programmes 																																		
<h3>Main expenditure-related outputs</h3>																																		
<p>Commit € 3 bn to this specific objective (annual average)</p>																																		
<p><u>Comment:</u> ¹: A review of the AIR revealed that between 2000 and 2006 MS actually reported a total of 75 million participants over the programming period in ESF activities with more women (52%) than men. Nearly two thirds of the participants (62%) were either unemployed or inactive.</p>																																		

ABB ACTIVITY: EUROPEAN SOCIAL FUND (ESF) - Support to the Europe 2020 Strategy

SPECIFIC OBJECTIVE 2: Enhance investment in human capital

Result Indicators	Latest known result	Target (averaged over the programming period)												
Proportion of citizens with "primary or lower education level" benefiting from ESF support	<table border="1"> <thead> <tr> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>Avg</th> </tr> </thead> <tbody> <tr> <td>55%</td> <td>52%</td> <td>47%</td> <td>44%</td> <td>44%</td> <td>46%</td> </tr> </tbody> </table>	2007	2008	2009	2010	2011	Avg	55%	52%	47%	44%	44%	46%	More than a third of citizens with "primary or lower education level"
2007	2008	2009	2010	2011	Avg									
55%	52%	47%	44%	44%	46%									

Main policy outputs

- Support Europe 2020 / European Employment Strategy in partnership with the Member States by contributing to the preparation of ea. country specific recommendations and country reports
- Contribution to the Commission's Strategic Initiative on the Annual Growth Survey
- Negotiations on future CPR and ESF Regulations
- Negotiations of future Partnership Agreements and ESF programmes and preparation of financing decisions approving programmes

Main expenditure-related outputs

Commit € 3.8 bn to this specific objective (annual average)

ABB ACTIVITY: EUROPEAN SOCIAL FUND (ESF) - Support to the Europe 2020 Strategy

SPECIFIC OBJECTIVE 3: Enhance adaptability of the workforce and enterprises

Result Indicators	Latest known result	Target (averaged over the programming period)														
Proportion of employed and self-employed people benefiting directly from ESF support	<table border="1"> <thead> <tr> <th>Avg 00-06</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>Avg 07-11</th> </tr> </thead> <tbody> <tr> <td>34%</td> <td>27%</td> <td>26%</td> <td>37%</td> <td>37%</td> <td>37%</td> <td>35%</td> </tr> </tbody> </table>	Avg 00-06	2007	2008	2009	2010	2011	Avg 07-11	34%	27%	26%	37%	37%	37%	35%	Maintain the average % of the 2000-2006 period Note: due to the multiannual nature of the programme and the large annual variances, comparing to a full programming period is the most relevant indicator
Avg 00-06	2007	2008	2009	2010	2011	Avg 07-11										
34%	27%	26%	37%	37%	37%	35%										
Proportion of older workers supported by the ESF	<table border="1"> <thead> <tr> <th>Avg 00-06</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>Avg 07-11</th> </tr> </thead> <tbody> <tr> <td>14%</td> <td>5%</td> <td>3%</td> <td>5%</td> <td>6%</td> <td>6%</td> <td>5%</td> </tr> </tbody> </table>	Avg 00-06	2007	2008	2009	2010	2011	Avg 07-11	14%	5%	3%	5%	6%	6%	5%	Maintain the average % of the 2000-2006 period Note: due to the multiannual nature of the programme and the large annual variances, comparing to a full programming period is the most relevant indicator
Avg 00-06	2007	2008	2009	2010	2011	Avg 07-11										
14%	5%	3%	5%	6%	6%	5%										

Main policy outputs

- Support Europe 2020 / European Employment Strategy in partnership with the Member States by contribution to preparation of i.e. country specific recommendations and country reports
- Negotiations on future CPR and ESF Regulations
- Negotiations of future Partnership Agreements and ESF programmes and preparation of financing decisions approving programmes

Main expenditure-related outputs

Commit € 2 bn to this specific objective (annual average)

ABB ACTIVITY: EUROPEAN SOCIAL FUND (ESF) - Support to the Europe 2020 Strategy

SPECIFIC OBJECTIVE 4: Strengthen social inclusion and equal opportunities

Result Indicators	Latest known result	Target (averaged over the programming period)																								
<p>Proportion of vulnerable persons benefiting, relative to the total number of citizens benefiting from ESF:</p> <p>(i) total (ii) disabled people (iii) migrants/minorities</p>	<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>(i)</td> <td>18%</td> <td>17%</td> <td>19%</td> <td>18%</td> <td>19%</td> </tr> <tr> <td>(ii)</td> <td>3%</td> <td>3%</td> <td>4%</td> <td>4%</td> <td>3%</td> </tr> <tr> <td>(iii)</td> <td>11%</td> <td>9%</td> <td>9%</td> <td>8%</td> <td>8%</td> </tr> </tbody> </table>		2007	2008	2009	2010	2011	(i)	18%	17%	19%	18%	19%	(ii)	3%	3%	4%	4%	3%	(iii)	11%	9%	9%	8%	8%	<p>Maintain total % above 10%</p>
	2007	2008	2009	2010	2011																					
(i)	18%	17%	19%	18%	19%																					
(ii)	3%	3%	4%	4%	3%																					
(iii)	11%	9%	9%	8%	8%																					
<p>Number of persons with a migrant background or belonging to minorities benefiting from ESF support (in million)</p>	<table border="1"> <thead> <tr> <th>Avg 00-06</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>Avg 07-11</th> </tr> </thead> <tbody> <tr> <td>0.17</td> <td>0.1</td> <td>0.5</td> <td>1.0</td> <td>1.3</td> <td>1.3</td> <td>0.8</td> </tr> </tbody> </table>	Avg 00-06	2007	2008	2009	2010	2011	Avg 07-11	0.17	0.1	0.5	1.0	1.3	1.3	0.8	<p>2007-2013 average at least equal to the 2000-2006 average.</p> <p>Note: due to the multiannual nature of the programme and the large annual variances, comparing to a full programming period is the most relevant indicator</p>										
Avg 00-06	2007	2008	2009	2010	2011	Avg 07-11																				
0.17	0.1	0.5	1.0	1.3	1.3	0.8																				
<p>Main policy outputs</p> <ul style="list-style-type: none"> • Support Europe 2020 /European Employment Strategy in partnership with the Member States by contributing to the preparation of ea. country specific recommendations and country reports • Support the open method of coordination in the area of social inclusion and social protection i.e. by country-specific assessment of national policies • Negotiations on future CPR and ESF Regulations • Negotiations of future Partnership Agreements and ESF programmes and preparation of financing decisions approving programmes 																										
<p>Main expenditure-related outputs</p>																										
<p>Commit €1.5 bn to this specific objective (annual average)</p>																										

ABB ACTIVITY: EUROPEAN SOCIAL FUND (ESF) - Support to the Europe 2020 Strategy

SPECIFIC OBJECTIVE 5: Ensure the effective implementation and monitoring of the ESF

Result Indicators	Latest known result (update from EFC)			Target																									
Number of closed Operational Programmes 2000-2006 (partial / complete).	2010 10 full closures	2011 A total of 74 closures	2012 A total of 100 closures	239 closure by the end of 2013 (100% either partial or full)																									
Number of Annual Control Reports received from Audit Authorities with reliable error rate	<table border="1"> <thead> <tr> <th></th> <th colspan="2">National Audit Error Rates (2010 ACR)</th> <th colspan="2">National Audit Error Rates (2011 ACR)</th> </tr> </thead> <tbody> <tr> <td>Reliable</td> <td>77</td> <td>66.4%</td> <td>75</td> <td>64%</td> </tr> <tr> <td>Adjusted</td> <td>24</td> <td>20.7%</td> <td>20</td> <td>17%</td> </tr> <tr> <td>Unreliable</td> <td>15</td> <td>12.9%</td> <td>22</td> <td>19%</td> </tr> <tr> <td>Total</td> <td>116</td> <td>100%</td> <td>117</td> <td>100%</td> </tr> </tbody> </table>				National Audit Error Rates (2010 ACR)		National Audit Error Rates (2011 ACR)		Reliable	77	66.4%	75	64%	Adjusted	24	20.7%	20	17%	Unreliable	15	12.9%	22	19%	Total	116	100%	117	100%	100 %
	National Audit Error Rates (2010 ACR)		National Audit Error Rates (2011 ACR)																										
Reliable	77	66.4%	75	64%																									
Adjusted	24	20.7%	20	17%																									
Unreliable	15	12.9%	22	19%																									
Total	116	100%	117	100%																									

Main policy outputs

- Moving towards a positive DAS

Main expenditure-related outputs

- Commission's Action Plan towards Integrated Internal Control Framework
- Completion of EMPL Implementation Plan towards a positive DAS for the European Social Fund
- Negotiations on future CPR and ESF Regulations
- Negotiations of future Partnership Agreements and ESF programmes and preparation of financing decisions approving programmes

ABB ACTIVITY: EUROPEAN SOCIAL FUND (ESF) - Support to the Europe 2020 Strategy

SPECIFIC OBJECTIVE 6: Improve the effectiveness of ESF at national and regional level

Result Indicators	Latest known result	Target		
Number of Managing Authorities and Intermediate Bodies participating in learning networks	<table border="1"> <tr> <td>2012</td> </tr> <tr> <td>~50 from 24 countries</td> </tr> </table>	2012	~50 from 24 countries	In all Member States, Managing Authorities or Intermediate Bodies participate in at least one transnational learning network relevant for the implementation of their programme(s).
2012				
~50 from 24 countries				

Main policy outputs

- Sharing practices and mutual learning becomes an established source for strategy development and delivery mechanisms under the ESF
- Creating bridges towards the next programming period 2014-2020
- Negotiations on future CPR and ESF Regulations
- Negotiations of future Partnership Agreements and ESF programmes and preparation of financing decisions approving programmes

Main expenditure-related outputs

In 2012, a third call for proposals was published following which new Transnational learning networks will be established for the period 2013-2014 focussing on 8 policy fields or governance principles

4.4. INSTRUMENT FOR PRE-ACCESSION ASSISTANCE – HUMAN RESOURCE COMPONENT (IPA-HRD)

4.4.1. EU added value of the activity

In line with art. 181 of the Treaty, the primary objective of IPA is to assist candidate and potential candidate countries in the process of progressive alignment with the standards and policies of the European Union in order to become EU members once they fulfil the necessary conditions.

4.4.2. Description of the EU intervention

IPA streamlines all pre-accession assistance within a single framework. However, in order to address each country's challenges in the most effective way, IPA consists of five different components which deliver tailor made assistance in accordance to the needs assessment and findings in the annual Progress Reports.

IPA components III (Regional Development), IV (Human Resources Development) and V (Rural Development) apply to candidate countries only. They aim at preparing future EU members to the implementation of Structural, Cohesion and Rural Development funds upon accession, through learning by doing process. This requires the countries to have the necessary structures and administrative capacity to manage the assistance.

The Human Resources development (HRD) (component IV) is the precursor of the European Social Fund (ESF) and is under the responsibility of EMPL. It supports employment, social inclusion of disadvantaged people and human capital. IPA component IV Operational Programmes cover a period of seven years (2007-2013) with financial envelopes specified for the 2007-2011 period. The operational programmes were revised in 2011 and the related Financing Agreements with candidate countries are in the process of signature with Candidate Countries.

The eligibility fields are the same as for the ESF: adaptability of workers and companies, better access to employment, support to social inclusion, human capital development, support to partnership for reforms in the employment and social inclusion fields, institutional capacity.

IPA implementation is based on partnerships with: 3 other DGs (ELARG, REGIO, AGRI), the overall responsibility for IPA lies with DG ELARG ("chef de file"), EMPL being responsible for component IV; and the Candidate Country.

The Candidate Country proposes an Operational Programme which is, following negotiations, adopted by Commission decision.

The Candidate Country implements the adopted programme through de-centralised management with ex-ante control by the EU Delegations (for a transitory period). The ex-ante approval applies to calls for tenders, calls for proposals and services and grants awards. Actual implementation of the operational programme is the responsibility of the candidate countries.

In addition, as regards those countries that may receive candidate status within the coming 2-3 years, the unit responsible for IPA helps preparing the countries to put in place the necessary management structures so that implementation can start soon after candidate status has been obtained.

4.4.3. Specific objectives of the activity

ABB ACTIVITY: INSTRUMENT FOR PRE-ACCESSION ASSISTANCE – HUMAN RESOURCE COMPONENT				
SPECIFIC OBJECTIVE 1: Support Candidates Countries to achieve the necessary level of administrative capacity for the future ESF implementation				
Result Indicators	Latest known result			Target (mid-term)
Level of rejection of proposed operations / projects		2011	06 2012	Less than 10% rejection (see comments)
	Croatia	12%	24 % ⁽¹⁾	
	Turkey	20%	20% ⁽²⁾	
	FYROM	14%	0%	
	See comments below regarding Croatia and Turkey.			
Quality of the implementation	<p>Croatia: Effective functioning of the management and control system. On 3 August 2012, the National Authorising Officer requested the waiver of ex-ante controls for the IPA IV Operational Programme. This request is based on the fulfilment of conditions included in the initial conferral of Management Decision by the Commission, the effective functioning of the management and control system and the fulfilment of the benchmarks included in the roadmap to achieve decentralisation without ex-ante controls.</p>			Waiving of ex-ante controls
	<p>Turkey: "Qualified with significant observations". An audit of operations (April 2012) had identified serious deficiencies in the management system. A pre-suspension letter dated 27 August 2012 has been sent to the TR authorities (Ares ref 1107903). The reply from the TR Authorities has been received on 17 October 2012 and is under assessment of EMPL Auditors. As a follow-up to audit findings, the Commission may take a decision to suspend IPA interim payments.</p>			
	<p>FYROM: Procurement evolves at very slow pace. The system of direct grants to ESA is not well implemented, and the involvement of UNDP should be promoted.</p>			Effective functioning of the management and control system.
	<p>MONTENEGRO: The implementation has not yet started. The HRD OP 2012-2013 has been adopted by the Commission on 18 October 2012 (C(2012)7202). Conferral of management powers to the Operating Structure for IPA-IV component is expected to be decided by the Commission in 2013. The related Financing Agreement has to be concluded between the Commission and the National authorities after the adoption of the conferral of management decision by the Commission to allow for the start of implementation.</p>			Start of implementation

Comments

(1) Regarding Croatia, the cumulative statistics on rejections per type of contracts shows that the highest number of rejection rates are related to supply (44%), framework contracts (38%) and service contracts (20 %), while the rejection rate for grants is rather low (6%) knowing that 56 % of the total allocation are foreseen for this type of contracts. The biggest concern remains the certification of expenditure related to grants and the recruitment of staff including capacities and skills to manage IPA IV and ESF. It shall also be noted that 2 new bodies have been recently accredited by a Commission Decision as part of the Operating Structure. However, the fact that the role of the current Operating Structure in the management of ESF is still unknown brings in a dose of uncertainty in the implementation and impacts motivation of the staff and recruitment.

(2) In the case of Turkey, a close monitoring of the rejection of files in the framework of the ex-ante controls performed by the EU Delegation in tendering and contracting takes place. The system developed for that purpose by DG ELARG is used by the EU Delegation. Prior to the adoption of the Commission Decision on 31 January 2012 allowing for the transfer of the tendering, contracting and payment functions from the Turkish Central Finance and Contracts Unit (CFCU) to the Operating Structure (OS) for IPA IV (Ministry of Labour and Social Security), all IPA IV files had been processed by the CFCU. The CFCU was responsible for all IPA components except V, with limited staff resources. Following the transfer of the functions to the OS, the rejection rates have slightly improved. The staff of the OS has been undergoing major training related to procurement matters since late 2010, and this will continue in the form of on the job training in 2013. Furthermore, the EU Delegation maintains close cooperation with the OS to improve the quality of the files. These efforts are expected to help improve the quality of files submitted to the EU Delegation for ex-ante control, hence a reduction of the rejection rates. In addition, the Operating Structure has initiated the recruitment of additional staff members, in particular to reinforce the procurement department.

Main policy outputs

- Efficient implementation of Human Resources Development Operational Programmes in Croatia in view of the future management of ESF.
- Increase of administrative capacity.
- Identification of Operations in line with policy objectives.
- Contribution to ALMP in the beneficiary countries.
- Strengthening social inclusion through the integration of disadvantaged people into the workforce.

ABB ACTIVITY: INSTRUMENT FOR PRE-ACCESSION ASSISTANCE – HUMAN RESOURCE COMPONENT

SPECIFIC OBJECTIVE 2: Ensure efficient concrete assistance to Candidate Countries for the implementation of IPA HRD component in employment, social affairs and equal opportunities policy areas

Result Indicators	Latest known result	Target (mid-term)
Fulfilment level of initial procurement planning	Total costs of contracted projects by the end of June 2012: Turkey: € 122.5 million (34.7%) Croatia: € 41.9 million (51%) FYROM: € 11.3 million (33.7%) For Croatia, although 51% has been contracted, 98.9% of the p.p. has been launched (Call for proposals or tender published).	70% of the procurement planning in force by end 2012
Level of certified expenditure in relation to the automatic de-commitment horizon	Expenditure certified in 2012: Turkey: € 0* (target:€ 55,6 million) Croatia: € 8.3 million (target: € 14.2 million) FYROM: € 0* (target: 7.1 million) A risk of de-commitment by the end of 2012 exists for the three countries. (* up to 16/10/2012)	Zero automatic de-commitments

Main expenditure-related outputs

CROATIA / FYROM / TURKEY / MONTENEGRO

Operations foreseen for

- enhancing access to employment and sustainable inclusion in the labour market
- reinforcing social inclusion and integration of people at disadvantage
- enhancing human capital and employability
- technical assistance
- attracting and retaining more people in employment particularly by increasing participation of women and young unemployed
- investing in human capital through better education and skills
- promoting an Inclusive Labour Market
- increasing adaptability of workers, enterprises and entrepreneurs, in particular by promoting lifelong learning

4.5. EUROPEAN GLOBALISATION ADJUSTMENT FUND (EGF)

4.5.1. EU added value of the activity

The opening of economies to international competition brings new opportunities in terms of competitiveness and the creation of high-quality jobs. However, the opening of trade can also have negative consequences, including redundancies in some sectors and areas of the EU. As the EU takes external trade decisions, it is logical that it should assume some responsibility for workers who lose their jobs due to more open trade by providing support to reintegrate them into the labour market. The EU set up the European Globalisation adjustment Fund (EGF) in 2006 to address the adverse effects of globalisation, to strengthen overall participation in the labour market and to demonstrate the EU's solidarity with the workers affected.

4.5.2. Description of the EU intervention

The EGF started its operations at the beginning of 2007 (Regulation (EC) 1927/2006). Its objective is to support workers made redundant due to changing world trade patterns causing economic disruptions. The EGF supports personalised active labour market measures for redundant workers, so that they can find a new job quickly. The budgetary authority created a reserve of up to € 500 million a year (p.m. budget line) to finance the activities of the EGF.

The Commission has received a total of 101 applications for assistance from the EGF since the start of the Fund in 2007 up to 20 October 2012 (plus a further nine which were withdrawn by the applicant Member States and which are therefore not counted in the statistics). The EGF received 88 applications from EU-15 Member States (accounting for slightly more than 87% of the total) and 13 applications from EU-12 Member States (accounting for slightly more than 13%) over the period 2007 up to 20 October 2012.

Member States submitted applications related to the automotive sector every year (from 2007 to 2012) and related to the wearing apparel and textiles sectors almost every year (2007 to 2010).

Member States requested EGF contributions to help a total of 91 693 workers since 2007, i.e. 10 679 in 2007, 5 435 in 2008, 26 332 in 2009, 26 867 in 2010 and 15316 in 2011 and 7064 in 2012 (up to 20 October 2012).

The implications of the financial crisis, coupled with the need to review the Fund's operations after its first year, led to an amendment of the EGF Regulation (Regulation (EC) No. 546/2009), which was broadened to cover also redundancies caused by the global financial and economic crisis. For a limited period (until the end of 2011) the Fund's contribution were raised from 50 % to 65 % in order to respond to the needs of the Member States during the crisis. Several permanent amendments were also made. Thus, the threshold number of redundancies was lowered from 1000 to 500, measures supported by the Fund may be implemented over a 24-month period from the date of application (previously 12 months), and workers whose redundancies occurred before and after the reference period may be included for the purposes of the measures.

Assistance from the Fund does not replace actions which are the legal responsibility of companies, and it complements the actions of the Member States. It may therefore increase the expenditure devoted to active labour market policies in the Union. This function is underpinned by the requirement for Member States to provide co-funding.

4.5.3. Specific objectives of the activity

EGF action supports the Europe 2020 Strategy, in particular promoting an industrial policy for the globalisation area. In application of the subsidiarity principle, the EGF supports Member States' actions identified in the plans put forward in their applications. The Member States which have so far applied for support from the Fund are using the EGF for tailor-made measures, adapted to the personal, local and regional circumstances and the specific situation following the targeted mass redundancies. For this, the whole panoply of active labour market measures eligible under EGF can be used, and in some cases, innovative approaches are being tried out. Member States have declared their interest in entering into an exchange of experience and good practices, particularly on these innovative approaches, and the Commission is supporting them by means of regular exchange seminars.

Results for each EGF case are presented in final reports by the Member States. In order to facilitate the evaluation of the results, a standardised reporting structure has been agreed with Member States.

The specific objectives of the EGF activity are:

1. The rapid reintegration into employment of workers made redundant as a result of changes in world trade patterns
2. Raising awareness of the EGF among the general public, as an expression of EU solidarity with such workers

ABB ACTIVITY: EUROPEAN GLOBALISATION FUND (EGF)

SPECIFIC OBJECTIVE 1: Maintain participation in the labour market of workers made redundant as a result of changes of world trade patterns

Result Indicators	Latest known result	Target								
Number of workers reintegrated into employment	<table border="1"> <thead> <tr> <th></th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>(*)</td> <td>40.1%</td> <td>20%</td> <td>45%</td> </tr> </tbody> </table> <p>(*) % of workers targeted that were re-employed at final reporting time (EGF Annual Report taking into account four Final Reports for the year). These results were heavily influenced by the global financial and economic crisis.</p>		2009	2010	2011	(*)	40.1%	20%	45%	At the end of the implementation (i.e. 24 months after the application) 50 % of the workers who benefited are employed
	2009	2010	2011							
(*)	40.1%	20%	45%							

Main policy outputs

- Rapid re-integration of workers made redundant through globalisation and the global financial and economic crisis by additional targeted help in the form of ALMP measures.
- Adoption of the Commission proposal for the EGF in 2014–2020.

Main expenditure-related outputs

- Deploy additional ALMP measures for workers made redundant as a result of changes in world trade patterns.
- Organisation of exchanges of good practices and mutual learning between Member States.

ABB ACTIVITY: EUROPEAN GLOBALISATION FUND (EGF)

SPECIFIC OBJECTIVE 2: Raising awareness of the EGF, as an expression of solidarity, among the general public

Result Indicators	Latest known result	Target										
Numbers of visitors to the EGF website (average per month)	<table border="1"> <thead> <tr> <th></th> <th>2007</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td></td> <td>6900</td> <td>9150</td> <td>2500</td> <td>3100</td> </tr> </tbody> </table>		2007	2009	2010	2011		6900	9150	2500	3100	10% growth in the number of visitors in 2013 (relative to 2012)
	2007	2009	2010	2011								
	6900	9150	2500	3100								
Level of awareness for the general public (Eurobarometer)	29 % had heard of the EGF with 6% saying they know what it is and 23% they have heard of it but do not really know what it is (EB76.2 survey Sept.-Oct. 2011. Results published Dec. 2011). No further survey has been carried out since then.	10% increase in 2013										

Main policy outputs

- Negotiations in the Council and the EP on the Proposal for a Regulation on the EGF 2014-2020

4.6. PROGRESS MICROFINANCE FACILITY AND SUPPORT TO ENTREPRENEURSHIP AND SELF-EMPLOYMENT

4.6.1. Description and justification of the EU intervention

99% of start-ups in Europe are micro or small enterprises and one third of these are launched by people who are unemployed. Microfinance is an important means to stimulate self-employment and the creation of micro-enterprises and plays a significant role in promoting social inclusion. In the current context of reduced credit supply the European Progress Microfinance Facility¹¹ (

www.ec.europa.eu/epmf) aims at easing access to finance for people who want to start up or further develop their own business but have difficulties in accessing banking loans.

An initial budget of € 100 million is expected to leverage to a total amount of € 500 million in micro-credit. This will be realised in cooperation with the European Investment Bank (EIB) Group and can result in around 46 000 loans over a period of up to eight years.

The European Progress Microfinance Facility does not directly provide financing to entrepreneurs, but enables microfinance institutions in the EU Member States to increase lending to them. This is done in two ways: by issuing guarantees to providers of microfinance thereby sharing their risk of loss, and by increasing their micro-credit volume through cash products (i.e. loans and equity).

For the guarantees, the European Investment Fund (EIF), who manages Progress Microfinance on behalf of the European Commission, has published a call for expression of interest in the Official Journal of the EU and on the EIF website, inviting interested providers of microfinance to apply. The selection takes into account the compliance of applicant institutions with standard banking requirements and experience in microfinance.

For the cash-products, a Special Investment Fund, whose investors are the European Commission and the European Investment Bank, provides loans and equity to microfinance institutions allowing them to increase their lending activities towards (future) entrepreneurs.

Support to entrepreneurship and self-employment

The Europe 2020 Strategy identifies entrepreneurship as a key element to achieve smart, sustainable and inclusive growth.

Recovery plans at European level and in the EU Member States have reinforced commitments to promote entrepreneurship and self-employment as a means of creating more and better jobs and fighting exclusion. The European Progress Microfinance Facility is part of these efforts.

The effectiveness of the European Progress Microfinance Facility as well as national or regional microfinance instruments will depend largely on a fine-tuned, comprehensive, and high quality start-up and business support tailored to the needs of disadvantaged groups.

In parallel to the negotiations on the next multiannual financial framework, the Commission, in close cooperation with the European Investment Fund, will start the preparation of a dedicated vehicle for investment into social enterprises, one of the key

¹¹ OJ L 87 of 7.04.2010, pp 1-5

actions announced in the Social Business initiative¹² and part of the proposals for the new EU programme for social change and innovation.

In 2013, the Commission will publish a second panorama on entrepreneurial activity in the EU prepared by the OECD and based upon input from the Global entrepreneurship research association. This panorama will be preceded by the publication of three policy briefs on entrepreneurship among specific target groups.

In 2013, a mid-term evaluation of the Micro-Finance Facility will be launched.

4.6.2. Specific objectives of the activity

ABB ACTIVITY: PROGRESS MICROFINANCE FACILITY AND SUPPORT TO ENTREPRENEURSHIP AND SELF-EMPLOYMENT		
SPECIFIC OBJECTIVE 1: Increase access and availability of microfinance to vulnerable groups and microenterprises.		
Result Indicators	Latest known results	Target
Number loans	3 775 (by 31/03/2012)	46 000 (2017)
Total volume of loans (M€)	27.26 (by 31/03/2012)	500 (by 2017)
SPECIFIC OBJECTIVE 2: Create employment and fight social exclusion		
Result Indicators	Latest known results	Target
Job creation / loan	no representative results	1.2/loan ¹³
June 2012: presentation of the second report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the Implementation of the European Progress Microfinance Facility – 2011 (COM(2012) 391 final)		
Main expenditure related outputs		
<ul style="list-style-type: none"> • Actions implemented through mandates to international financial institutions • Call for proposals in order to boost the capacity of a European level network to promote, support and further develop EU policies and objectives in the field of microfinance • Interim evaluation of the European Progress Microfinance Facility in line with Art. 9 of Decision 283/2010/EU • Seminars and platform to exchange good practice in policies and actions to promote entrepreneurship 		

¹² COM(2011) 682 final

¹³ Based on information available from the European Microfinance Network (EMN), the estimated average loan is between 10 000 and 11 000 €. For a volume of loans of 500 million; the number of beneficiaries should be 46 000. It is also estimated that the average job creation is 1.2 per loan.

Annex 1. Prioritised internal control standards for effective management

Based on the recent evaluation of the effectiveness of the controls put in place in DG EMPL conducted by the IAC, 5 internal working groups on efficiency and effectiveness (GEFF) and Task Force "Centralization of the Financial Management/Direct management", in 2013 the DG EMPL will focus on the following internal control standards:

Standard	Brief description of the reasons for prioritisation (if the Standard was prioritised in n-1 state the reason for continuing to do so)
N7. Operational Structure	<p>To ensure that new 2013 EMPL operational structure - involving a review of the mandates of some units and the centralisation of direct financial management in EMPL G - supports effective decision-making and delivery, and improves effectiveness and efficiency of centralized and joint operational and financial management.</p> <p>To ensure an adequate IT governance structures in place since 2012.</p>
N3. Staff allocation and mobility	<p>To manage risks associated with the COM staff reduction and DG's sensitive functions through adequate staff allocation, mobility and redeployment.</p>
N12 Information and communication	<p>To ensure effective and efficient internal and external communication, supported by reliable and secure IST systems, that enables managers to better fulfill their responsibility and is coherent and in line with Commission's key political messages.</p>
N11. Document management	<p>To ensure the DG EMPL's secure and efficient document management, in compliance with applicable legislation, through appropriate processes and procedures in place.</p> <p>To strengthen the network of document management correspondents in the units. To implement ITIC and revise the organization of shared drives. To strengthened approach on NomCom classification.</p>

Annex 2. Actions stemming from the AAR, audit recommendations and the Synthesis Report

1. Action stemming from reservations made in AAR						
Reservation	ABB activity	Actions	Expected result	Timetable for implementation	Responsible service	Mid-term progress review ¹⁴
Reservation in the AAR 2011 on serious deficiencies in 24 specific ESF Operational Programmes in Belgium, Czech Republic, Germany, Italy, Latvia, Lithuania, Romania, Slovakia, Spain, and the United Kingdom for the programming period 2007-2013 and for the former Yugoslav Republic of Macedonia IPA programme	04 02 ESF 2007-2013	<p>2011 DG EMPL AAR reports on the actions taken:</p> <p>For each programme included in the reservation, in the aim to obtain assurance that the required corrective measures have been completed, the Commission has undertaken or planned specific actions which include, if necessary:</p> <ul style="list-style-type: none"> ▪ interruption of payments following article 91 of Regulation 1083/2006 ▪ launch of suspension and financial corrections procedure ▪ follow-up through the Interruption, Suspension and Financial Corrections Committee ▪ complementary guidance and support for national authorities especially on the coverage and quality of the audit activities ▪ audit work to check the ability of national auditors to fulfil their obligations ▪ on the spot audits of operations or on systems on a risk-based approach. ▪ action plans submitted by MS authorities in response to audit findings 	Effective systems in these Operational Programmes	Throughout 2012	DG EMPL	<p>Reservation follow up is on track (state of play mid-December).</p> <p>Since 1 January 2012 two suspension decisions have been adopted and 36 interruption decisions. In total 14 pre-suspension letters have been sent.</p> <p>At mid-December, the reserve had been lifted (or currently in the process of being lifted) for 21 out of the 24 OPs that were part of the 2011 reservation.</p> <p>The remaining 3 OPs come from Belgium, Germany and Romania.</p> <p>As regards IPA in the former Yugoslav Republic of Macedonia, the reservation was also lifted following the results of a follow-up audit.</p>

¹⁴ Users may fill in using 'On track', 'Risk of delay' or 'Problem'

Reservation in the AAR 2011 on management and control systems for specific ESF Operational Programmes in Germany, France, Italy, and Spain for the programming period 2000-2006	04 02 ESF 2000-2006	<p>2011 DG EMPL AAR reports on the following actions taken in the context of the closure process:</p> <ul style="list-style-type: none"> ▪ Requests for clarification of the winding-up declarations ▪ Additional audit work, if necessary ▪ Requests for confirmation that the remedial action plans have been implemented ▪ Application of financial corrections. 	Closure of all Programmes of the 2000-2006 programming period	Throughout 2012	DG EMPL	<p>This reservation was a follow-up of the previous reservation as these 13 programmes were still under process of closure analysis at the end of 2011.</p> <p>As the final payment to be made at closure will take corrections into account, there is no quantified risk related to that reservation.</p> <p>The pace of closure increased in 2012 and, on the 5th of December, 170 programmes out of 239 had been closed.</p> <p>Countries whose programmes are all closed are CY, IE, LU, LV, LT, MT and SL.</p> <p>On the 5th of December, , 81% of the remaining RAL (€1,88 bn) concerns IT (34%), ES (33%), PT (8%) and NL (6%).</p>
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2. Actions taken as follow-up to audit recommendations and affecting the DoA

Recommendation	ABB activity	Actions	Expected result	Timetable for implementation	Responsible service	Mid-term progress review
There are no actions to be taken as follow up to audit recommendations affecting the Declaration of Assurance						

3. Ongoing actions stemming from the Synthesis Reports					
Action from Synthesis Report	ABB activity	Expected result	Timetable for implementation	Responsible service	Mid-term progress review
Report on Financial Instruments activities in their AARs	04 02 ESF	In AAR 2012	March 2013	DG EMPL	As in 2011 and where relevant, DG EMPL will incorporate Financial Instruments in their AAR (already in 2011 in Part 1 and 3)
Continue harmonisation materiality criteria for structural funds	04 02 ESF	In AAR 2012	March 2013	DG EMPL	DG EMPL and REGIO are working towards further harmonisation to present comparable tables.
Preventive and corrective actions to improve management and control systems in Member States Rigorous implementation of interruptions and suspensions.	04 02 ESF	Ongoing	Ongoing	DG EMPL	The internal process in EMPL has been reinforced in 2011 by the creation of the Interruptions-Suspensions-Financial Corrections Committee (ISFCC), chaired by the Deputy Director General. The 2 ESF and the Audit Directors are members of the ISFCC. This committee, which meets biweekly, analyses each case, takes the appropriate decisions and monitors their implementation.
Proposals for MFF and revision Financial Regulation	04 02 ESF	Ongoing	Ongoing	DG EMPL	On track
Call on Member States to demonstrate their commitment to improving accountability and transparency by reinforcing control measures where necessary, for the remainder of the current programming period.	04 02 ESF			DG EMPL	On track
Transparent assessment of controls systems, interruptions, suspensions and corrections.	04 02 ESF	In AAR 2012	March 2013	DG EMPL	2011 AAR already complies with this instruction.

Annex 3. Planning of evaluations and other studies

N°	Title of evaluation or study	Intended use of the evaluation or study		Budget		Type of evaluation or study		Timing		Follow-up and dissemination (Specify actual or planned date)
		CWP initiative that the evaluation will support	Other purpose*	Budget (total)	Amount committed in 2012	Prospective (P) or retrospective (R)	External (E), internal (I), internal with external support (I&E)	Start of contract (month/year)	End of contract (month/year) End of work in brackets	
I. Ongoing evaluations (work having started in previous years or in 2012)										
1	Evaluation of Directive 2002/14/EC (Information and consultation), Directive 98/59 (collective dismissals) and Directive 2001/23 (transfer of undertakings)		Part of the FITNESS CHECK exercise.Accountability purpose. Collect evidence to inform future decision making -improvement of application of EU law	400.000		R	I&E	Contract: 03/2011	May 2012 (4th Quarter 2012)	Planned use: inform future decision making. Publication. Possible services report
2	Evaluation of Directives 98/23 (Part time work) and 1999/70 (fixed term work)		Accountability purpose. Collect evidence to inform future decision making -improvement of application of EU law	500.000		R	E	Contract: December 2011	11/2012 (12/2012)	Planned use: inform future decision making. Publication. Possible services report
3	Evaluation of the European Strategy on safety and health at work 2007-2012	Communication on Health and Safety at Work, CWP 2102, Annex I, Item 30		449 694		R	E	Contract: 12/11	09/12 (December 2012)	The results of the study will inform a services report on the evaluation of the Strategy on Health and Safety at Work, and will contribute to shaping the communication on the future Strategy. Publication.
4	Evaluation of the Mutual Learning Programme		The aim of the evaluation is to assess how the Mutual Learning programme (MLP) could be refocused in order to ensure that it contributes better to the achievements of the key objectives in the Europe 2020. The key issue to assess is how to ensure that the main results and main findings are being disseminated to and used by the highest level of policy makers and to the local stakeholders responsible for implementing labour market policies.	200.000	181.735	R	I	Contract: 01-02/2012	February 2013 (May 2013)	Publication and dissemination when finished.
II. Evaluations planned to start in 2013 or later										
5	PROGRESS preparation to the ex-post evaluation and launch of PROGRESS' successors programmes	Launch of the successors programmes to PROGRESS (PSCI and R&C) 2014-2020	Provide evidences on the results achieved by the actions implemented through PROGRESS	604.775	604.775	R	E	Contract: 12/2012	April 2014	Planned use: - Value added of the actions carried out under PROGRESS - Implementation of the successor to PROGRESS of the new Programme. Dissemination: Commission, Progress Committee European Parliament and other Stakeholders

N°	Title of evaluation or study	Intended use of the evaluation or study		Budget		Type of evaluation or study		Timing		Follow-up and dissemination (Specify actual or planned date)
		CWP initiative that the evaluation will support	Other purpose*	Budget (total)	<u>Amount committed in 2012</u>	Prospective (P) or retrospective (R)	External (E), internal (I), internal with external support (I&E)	Start of contract (month/year)	End of contract (month/year) End of work in brackets	
6	ESF 2007-2013 Ex-post evaluation		Regulatory obligation for the Commission; to assess the effectiveness, efficiency and sustainability of the ESF interventions of the 2007-2013 programmes. A picture of the use of resources, outputs, results and impacts of the ESF interventions during the 2007-2013 programming period	1000000 (2013)		R	E	Contracts: 2013	2015	Publication and dissemination.
7	Legislation evaluation- Report on practical implementation Directive 2009/104/EC 16 September 2009 minimum safety and health requirements for the use of work equipment by workers at work (second individual Directive under Directive 89/391/EEC) (codified version of Council Directive 89/655/EEC, as amended by Directives 95/63/EC and 2001/45/EC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	2.000.000 (total amount for the mega-evaluation)		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
8	Legislation evaluation- Report on practical implementation of Directive 2006/25/EC 5 April 2006 minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation) (19th individual Directive under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
9	Legislation evaluation- Implementation of Directive 2009/148/EC 30 November 2009 on the protection of workers from the risks related to exposure to asbestos at work (codified version)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)

N°	Title of evaluation or study	Intended use of the evaluation or study		Budget		Type of evaluation or study		Timing		Follow-up and dissemination (Specify actual or planned date)
		CWP initiative that the evaluation will support	Other purpose*	Budget (total)	Amount committed in 2012	Prospective (P) or retrospective (R)	External (E), internal (I), internal with external support (I&E)	Start of contract (month/year)	End of contract (month/year) End of work in brackets	
10	Legislation evaluation-Implementation of Directive 2004/40/EC 29 April 2004 minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (18th individual Directive under Directive 89/391/EEC), as amended by Directive 2008/46/EC		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
11	Legislation evaluation-Implementation of Directive 2003/10/EC 6 February 2003 minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise) ('Seventeenth individual Directive' under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
12	Legislation evaluation-Implementation of Directive 2002/44/EC 25 June 2002 minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (vibration) (sixteenth individual Directive under Directive 89/391/EEC) - Joint Statement by the European Parliament and the Council		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
13	Legislation evaluation-Implementation of Directive 99/92/EC 16 December 1999 minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (15th individual Directive under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)

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14	Legislation evaluation-Implementation of Council Directive 92/58/EEC 24 June 1992 minimum requirements for the provision of safety and/or health signs at work (ninth individual Directive(under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/Ec, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
15	Legislation evaluation-Implementation of Council Directive 92/57/EEC 24 June 1992 implementation of minimum safety and health requirements at temporary or mobile construction sites ('eighth individual Directive' under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/Ec, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
16	Legislation evaluation-Implementation of Council Directive 90/270/EEC 29 May 1990 minimum safety and health requirements for work with display screen equipment ('fifth individual Directive' under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/Ec, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
17	Legislation evaluation-Implementation of Council Directive 90/269/EEC 29 May 1990 minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers ('fourth individual' Directive under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/Ec, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)

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18	Legislation evaluation-Implementation of Council Directive 89/656/EEC 30 November 1989 minimum health and safety requirements for the use by workers of personal protective equipment at the workplace ('third individual directive' under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
19	Legislation evaluation-Implementation of Council Directive 89/654/EEC 30 November 1989 minimum safety and health requirements for the workplace ('first individual directive' under Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
20	Legislation evaluation - implementation of the Directive 98/24 chemical agents and Directive 00/39/EC		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
21	Legislation evaluation - implementation of the Directive 00/54 biological agents and 04/37/EC carcinogens		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)

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		CWP initiative that the evaluation will support	Other purpose*	Budget (total)	Amount committed in 2012	Prospective (P) or retrospective (R)	External (E), internal (I), internal with external support (I&E)	Start of contract (month/year)	End of contract (month/year) End of work in brackets	
22	Legislation evaluation-Implementation of Council Directive 2004/37/EC of the European Parliament and of the Council of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (sixth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC - Codification of Directive 90/394/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
23	Legislation evaluation-Implementation of Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).
24	Legislation evaluation-Implementation of Council Directive 92/91/EEC of 3 November 1992 concerning the minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling (eleventh individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).
25	Legislation evaluation-Implementation of Council Directive 92/104/EEC of 3 December 1992 on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (twelfth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).

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26	Legislation evaluation-Implementation of Council Directive 93/103/EC of 23 November 1993 concerning the minimum safety and health requirements for work on board fishing vessels (thirteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).
27	Legislation evaluation-Implementation of Council Directive 91/383/EEC of 25 June 1991 supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed- duration employment relationship or a temporary employment relationship		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).
28	Legislation evaluation-Implementation of Council Directive 92/29/EEC of 31 March 1992 on the minimum safety and health requirements for improved medical treatment on board vessels		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).
29	Legislation evaluation-Implementation of Council Directive 94/33/EEC of 22 June 1994 on the protection of young people at work		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive).

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30	Legislation evaluation-Implementation of Council Directive 89/391/EEC 12 June 1989 measures to encourage improvements in the safety and health of workers at work		Reporting obligation follows from Directive 89/391/EC, as amended by Directive 2007/30/EC. There is no link with the 2012 CWP. The evaluation is linked to the EU OSH acquis, and the evaluation results will inform possible future initiatives.	See budget for Directive 2009/104/EC		R	I&E	Contract: late 2012/early 2013	Early 2015	Planned use: contribution to the Commission's report on the evaluation of the implementation of the EU OSH Directives in terms of their relevance, of research and of new scientific knowledge in the various fields they cover with a final aim of, if necessary, preparing any initiatives to improve the operation of the EU regulatory framework (Article 17a (4) of the Framework Directive). Planned dissemination: other EU institutions and the Advisory Committee on Safety and Health at Work (ACSH)
31	EGF ex-post evaluation first phase	First phase of the ex-post evaluation of the EGF 2007-2013 (first batch of 33 cases)	To measure the impact of the EGF and its added value in a first batch of 33 cases	383.000		R	E	Contract: January/13	December 2013	Dissemination: Meeting/Seminar on the final report results; publication of the final report on the EGF website. Planned use: providing inputs for final phase of the ex-post evaluation of the EGF; setting up implementation mechanism for the new EGF 2014-2020.
32	EGF - Ex-post evaluation - Final phase	Final phase of the ex-post evaluation of the EGF 2007-2013 (second batch of cases + evaluation of the EGF as an instrument)	Legal requirements	tbd	n/a	R	E	Contract: January/14	December 2014	Publication and dissemination when finished.
33	Interim evaluation of PROGRESS MICROFINANCE in 2014		Legal requirements	400.000		P	E	mars-13	mars-14	Publication and dissemination when finished.
34	Ex-post evaluation of the EURES programme covering the period 2009-2013	Preparation of the two-yearly report on EURES activities to Council and European Parliament	To examine to what extent the EURES network has been able to achieve the objectives set by Regulation (EEC) 1612/68, part II and Commission decision 93/569/EEC in the period 2009-2013. The results will be used by the EURES coordination office to prepare further the network with the reform of EURES as announced in the Employment package.	250.000	n/a	p	E	Q3/2013	Q2/2014	The results will be used for the implementation of the reform of EURES as announced in the Employment package.
35	Evaluation of the EURES jobs network covering the period 2003-2012	Building block for the IA on any future initiatives on mobility, in accordance with the CWP 2013/14	To provide a comprehensive and strategic overall analysis on the performance of the EURES network and its future in light of current trends. The findings will also serve as input for the ex-post evaluation of the EURES programme covering the period 2009-2013	250.000	n/a	R	E	Q1 2013	Q4 2013	The results will be used for the implementation of the reform of EURES as announced in the Employment package.
36	Follow up and evaluation of preparatory action Your First EURES Job	To feed into the EURES access of PSCI	Collect evidence for reporting to EP and for shaping targeted mobility schemes under EURES Axis in PSCI. Internal for preparing implementation of PSCI.	200000	n/a	P	E	Contract: January 2013	December 2013 (March 2014)	Planned use and dissemination: Improving the new scheme design and management.

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37	Evaluation of the European Year of Active Ageing and Solidarity between Generations 2012		collect the evidence for reporting to EP, Council, EESC and CoR about the implementation of the EY 2012	150 000	150 000	R	E	December 2012	December 2013	
III. Other ongoing or planned studies* /reports/activities with evaluative information										
38	The Uptake and Use of Subjective Well-being Data (VS/2011/202) - a study with OECD		How subjective well-being data could be used in different areas of policy-making including how these data could be used to estimate monetary-equivalents of improvements in different non-market dimensions.	150.000		P		July 2011	30 June 2013 (2013)	Publication and dissemination when finished.
39	The Measurement of Social Capital (VS/2011/203) - a study with OECD		To discuss the measurement and concepts of social capital as well as potential policy applications	300.000		P		July 2011	30 June 2013 (2013)	Publication and dissemination when finished.
40	EUROMOD		Tax benefit model whose results feeds into activities on Active inclusion (in 2010 CSWP) -CSWP on active inclusion-2010	1.500.000		P	I&E	1/02/2009	31/1/2012, to renewed for another 3 years (ongoing)	Research notes, ad hoc notes and policy briefs published by the Social Situation Observatory on Income Distribution and Living Conditions www.socialsituation.eu
41	Evaluation of annual and quarterly reviews on Employment and Social Developments in Europe		Evaluate the new reviews, started in 2011, after the last evaluation of the Employment in Europe Report in 2009	125.000		P	E	January 2014	December 2014	
42	Preparatory Study for ESF 2007-2013 ex post evaluation		To lay the ground for the launching of the ESF ex post evaluation 2007-2013 Expected results: Information about data availability in the Member States, suggestions on evaluation approach and methodologies.	450.000	434.975	R	E	December 2012	September 2013 (2013)	- Input for the preparation of ESF 2007-2013 ex post evaluation - Dissemination in Evaluation partnership
43	Report on application of directive 2008/104/EC on temporary agency work		Collecting evidence to inform future decision-making and evaluation exercises. Legal obligation derived from Directive 2008/104/ Improvement of application of EU labour law	Internal resources		R	I	2012	End 2013	Publication and dissemination when finished.
44	Study to quantify the social and economic costs and benefits of EU minimum standards on working time	Review of Working time Directive		300.000		P&R	E	QI/2013		Publication and dissemination when finished.
45	Study on the economic and social impact of EU Labour legislation		Evaluation activities	300.000		P&R	E	QIII/2013		Publication and dissemination when finished.
46	Study to support IA (tbd) Amendment of Directive 2004/37/EC on carcinogens substances	Legislative proposal to amend Directive 2004/37 concerning the protection of workers against the risks associated to the exposure to Carcinogens and Mutagens at work (2013) (annex II, 2012-14, item 11)		500.000		P	I&E	Contract: 3/10	03/12 (ongoing as part of discussions in ACSH)	The study is intended to provide evidence for an IA report to be submitted to the IAB in 2013
47	Report on the scope of the coordination system in the pension field	White Paper on Pensions (annex I, 2011, item 21)	To take stock of existing pensions schemes and to carry out an analysis regarding possible new approaches in their coordination	below 60.000		P	E	Contract: 12/10	June 2011 (on going)	To be published and discussed at the Administrative Commission for the Coordination of Social Security Systems.

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		CWP initiative that the evaluation will support	Other purpose*	Budget (total)	Amount committed in 2012	Prospective (P) or retrospective (R)	External (E), internal (I), internal with external support (I&E)	Start of contract (month/year)	End of contract (month/year) End of work in brackets	
48	Establishment of indicators to measure progress/new regulation related to regulation 2004/883/EC, 2009/987, 2009/988 on coordination of social security systems		Evaluation on the improved efficiency of the new rules on social security coordination and improved services to citizens (enhanced cooperation between institutions, electronic data exchange on social security after their entry into application of 1 May 2010). Possible adaptation of the rules if necessary - miscellaneous amendments of a technical nature included.	15.000		P	I&E	Contract: 12/10	Ongoing (first formal reporting due in Q1 2013)	Incorporated in contract VC/2010/0436; Report on statistics by the end of 2011
49	Study to analyse and assess the impacts of options of a possible EU initiative in the area of coordination of the EU provisions on coordination of long-term care and unemployment benefits within the framework of Regulation (EC) No 883/2004,		Contribution to the impact assessment of options of a possible EU initiative in the area of coordination of the EU provisions on coordination of long-term care and unemployment benefits within the framework of Regulation (EC) No 883/2004.	330.765 EUR	330.765 EUR	P	External	Start: 10/2012	juin-13	EC will use the study for its IA
50	EES Mutual Learning Programme			800.000				Contract: 12/2012	December 2013 (2013)	Publication and dissemination when finished.
51	Ongoing evaluation of the effectiveness of the EGF cases	Preparation for the ex-post evaluation of the EGF 2007-2013	To analyse the extent to which the measures implemented within a coordinate package of personalised services in each of the EGF cases have achieved their objectives	500.000		R	E	May 2012	December 2013 (2013)	Seminar on the results; planned use: help in post evaluation of the EGF 2007-2013
52	Mapping Study (A map of Social Enterprises and their eco-systems in Europe - use of Multiple Framework Contract "Provision of evaluation and evaluation related services to DG	Implementation of the Social Business Initiative	To implement the Social Business Initiative key actions 2.5 and 7(developing the social investment market and facilitating access to finance for social enterprises; identifying best practices and replicable models by developing a comprehensive map of social enterprises in Europe "; promoting mutual learning and capacity building of national and regional administrations in putting in place comprehensive strategies for support, promotion and financing of social enterprises, especially via the structural funds" (in relation with the newly introduced investment priority "Social economy and social enterprise" under the European Social Fund programmes 2014 – 2020).	450.000	n/a	P	E	Q1 2013	Q3 2013	The mapping study will provide a basis for assessing weaknesses and deficiencies, strengths and opportunities of national or regional eco-systems of social enterprises, for identifying good practice examples of suitable and transferable support schemes and actions at national and regional level, and for guiding in making best use of the Cohesion Policy Instruments (in particular ESF)
53	Study on imperfections in the social investment market and options on how to address them through an EU financial instrument	Preparation of social enterprise financial instrument under PSI PSCI		60.000	60.000	P	E	1/2013	1/2014	use for ex-ante evaluation needed for financial instruments

N°	Title of evaluation or study	Intended use of the evaluation or study		Budget		Type of evaluation or study		Timing		Follow-up and dissemination (Specify actual or planned date)
		CWP initiative that the evaluation will support	Other purpose*	Budget (total)	Amount committed in 2012	Prospective (P) or retrospective (R)	External (E), internal (I), internal with external support (I&E)	Start of contract (month/year)	End of contract (month/year) End of work in brackets	
54	Study on imperfections in the area of microfinance and options on how to address them through an EU financial instrument	Preparation of microfinance financial instrument under PSIPSCI		60.000	60.000	P	E	1/2013	10/2013	use for ex-ante evaluation needed for financial instruments
55	Eurobarometer study to provide quantitative elements in support of the QFT	Youth Employment package	Provide quantification of data for the IA on the QFT	300.000		P	I&E	Q2 2013		For use in QFT IA
56	Study on Mapping and analysing bottleneck vacancies on EU Labour Markets(2012)	In line with the priorities announced in the Employment Package - to strengthen the national employment policies in the MS.		400.000		p	E	2013		The outcome of the study to map and analyse bottleneck vacancies on EU Labour Markets will be used to increase the direct employment potential of EURES. Publication and dissemination when finished.
57	Study to support IA for the 2013-2014 decision on PES	CWP 2013 initiative : decision for a PES network for mutual learning and PES modernisation through implementation of a PES Action Plan		Progress (tbd)				2013		
58	Study on PES caseload (2013)	In line with the priorities announced in the Employment Package - support to the practical implementation of efficient and effective PES business models in order to support Europe 2020 targets		400.000 (Progress)		P	E	2013		the study on PES caseload management will look into several core parts of PES personalized service delivery to the benefits of clients, and support the practical implementation of efficient and effective PES business models . Publication of the results will be done when finished
59	Commission/OECD cooperation (Round 6) on "Modelling Pension Entitlements & Evaluating Pensions Adequacy"		Maintaining and updating pension models to provide comparable data so that MS can learn from each other's pension systems, policies and reforms. Provide methodological information on measures of Adequacy and Sustainability. Support analysis of pension reforms and exchange of information between MS.	VS/2011/0360 1 050 000 EC grant		P	E	oct-11	December 2014 (December 2014)	Forthcoming Works on Pensions, development of indicators at ISG (in particular prospective Theoretical Replacement Rates)
60	Commission/OECD cooperation (Round 6) on "Retirement Savings Adequacy"		Assist the Commission in developing data and analysis related to private pensions and their role in adequate retirement income - for some EU MS. To be used in the development of future initiatives on pension policy. Assist the ISG (SPC) in the development of private pensions indicators.	VS/2011/0364 350 000 EC grant		P	E	oct-11	December 2014 (December 2014)	Forthcoming Works on Pensions, possible development of indicators on private pensions at ISG
61	Assessment of JAPs	Assessment of the intervention logic of the JAP and the quantification of indicators	Improve quality of the Joint Action plans, support for DG EMPL services.	400.000		P	I&E	2013	2014	Assessment launched for 5 projects of Joint Action Plans (exact projects will be known in 2013)
62	ESF Article 14.1. ex ante verification of lump sums and unit costs	Verification of national statistics on ESF projects in order to validate some unit costs and lump sum	Define reliable unit costs and lump sums	400000		P	I&E	2013	2014	Adoption by the Commission of unit costs and lump sums in four MS
*	* Study understood as "a document resulting from intellectual services necessary to support the institution's own policies or activities " [ARES(2012)247073]									

Annex 4. Communication Strategy

DG EMPL feeds into the Commission corporate priorities and uses them to profile the social dimension of the Europe 2020 strategy: employment friendly recovery, mobility within a genuine European labour market, social policy as an investment and the development of social governance.

The employment, social and “inclusive” dimension of Europe 2020 is key, both to overcoming the present crisis and to ensuring the very success of the strategy. The Commission has adopted an Employment Package and a Youth Employment Package. In 2013, it will put forward a Social Investment Package. Together, these three initiatives make up a renewed approach to employment and social policy, more embedded into EU-level governance. DG EMPL can seize upon the theme of the 2013 European Year to profile the concrete impact of its initiatives on citizens. Our main narrative will be: Investing in people is key to achieving smart and sustainable growth by 2020. This entails further integrating economic and social policy, ensuring freedom of movement in a genuinely European labour market, developing our human capital in a life-cycle approach and adapting our social protection systems to make them sustainable in the future.

This generic communication narrative can be adapted to the five main items which DG EMPL needs to communicate on, in 2013:

- the European Semester: For the first time, in 2013, the Member States will adopt National Job Plans within their National Reform Programmes which are assessed during the European Semester. The Commission is to establish a scoreboard to improve EU multilateral surveillance of employment and labour market reform implementation.
- The Social Investment package for growth and cohesion: The Social Investment Package will set out a new agenda for social policies to help Member States become stronger, more cohesive and more competitive in the long run.
- the Employment package follow-up: The 2012 employment package aims to create a genuine EU labour market, improving labour mobility and matching jobs with job-seekers. It also paves the way for reinforced coordination and monitoring of employment policies at EU level.
- the Multiannual Financial Framework (2014 – 2020): Special effort must be undertaken to communicate with the stakeholders, explaining the changes that will occur in 2014: the streamlining of the Commission-managed programmes (including EU-level EURES-related actions) through the PSCI, the new approach to the ESF, the EGF and the Fund for European Aid to the most Deprived as well as to the IPA (integration, concentration, simplification, more results-oriented).
- Working conditions: health and safety policy is a good example of social policy as an investment. In the course of 2013, the EU will adopt a new Occupational Health and Safety strategy which will give new impetus in an area where the EU regulatory framework is already quite extensive. The emphasis this time will be on quality (of life and work) and creating favourable conditions for active ageing. Health and safety is also an area where EU-level social dialogue is in full swing. This is an opportunity to communicate both on the value of social dialogue, especially in times of crisis, and to put the spotlight on the role of the social partners in EU law-making. Information and consultation of employees will also be on the agenda, as well as very topical and sensitive issues, such as undeclared work.

As regards communication tools, next to the traditional communication via media and print publication, DG EMPL will make extensive use of audio-visual tools, the web and social media. On-line and social media coverage should become a systematic feature of DG EMPL events (in particular the Youth on the Move campaign) or participation in fairs and exhibitions, complementing web streaming and allowing for more inter-activity.

As all planned DG EMPL communication actions fall within the corporate political priorities, we attach only one table.

Policy objectives/Policy outputs:

1. European Semester 2013

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Raise awareness about the employment and social issues within the European Semester process	More action is needed from governments and social partners to boost job creation, make labour markets more resilient to the prolonged crisis and promote social inclusion and tackle poverty	Press Social partners	Dissemination of the main findings of the Joint Employment Report Commissioner interventions at conferences and interview with selected press	End 2012- beginning 2013	Cooperation with SPP Cooperation with REPs (Europe 2020 coordinators)	NA	NA
		Press Policy makers General public	Launch of the 2013 country-specific recommendations	Spring 2013	Cooperation with SPP Cooperation with REPs (Europe 2020 coordinators)	Media coverage reports	NA
	Dissemination of regular analyses of employment and social trends to contribute to a more result-oriented cohesion policy, as called for by the Europe 2020 strategy	Policy makers Researchers Press	Press release and press conference on the Employment and Social Developments Annual Report Online communication (EMPL Europa and social media)	8 January 2013	Cooperation with SPP	NA	NA
		Policy makers General public	Press release on the EU Employment and Social Situation Quarterly review	Every quarter	Cooperation with SPP	NA	NA
		Press	Special Eurobarometer survey on social climate	Second semester 2013 (27 MS covered + Croatia)	DG COMM framework service contract for Eurobarometer surveys	NA	€ 500.000
		Press Academics	2 Flash Eurobarometer on the social impact of the crisis	1 st around May-June and 2 nd by the end of the year 2013 (27 MS covered + Croatia)	DG COMM framework service contract for Eurobarometer	NA	€ 500.000

2. Social Investment Package for growth and cohesion (SIP)

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Raise awareness about the Social Investment Package to be adopted in spring	Social spending should be treated as an investment. It's key to achieving inclusive, smart and sustainable growth by 2020	Stakeholders Press General public	Press conference and launch event Stock AV footage and photo set	Date of adoption (13 February tbc), Brussels	- Cooperation with SPP - Cooperation with REPs (press activities) - Cooperation with DG COMM AV team (icl. EbS)	Media coverage reports (including social media)	
		Stakeholders Policy makers	Demography forum	6-7 May 2013 (tbc), Brussels	NO	NA	€200 000-250.000
		Stakeholders	Presidency conference	April 2013, Brussels	-Cooperation with REPs and Europe Direct Info Centres - EY2013 (dialogue with citizens)	- Media coverage reports (including social media) - Website visit statistics	€300 000 (tbc)
		Stakeholders	Stakeholder dialogue	Three during 2013.	NO	NA	

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
	Stimulate action in the fight against poverty and social exclusion and invest in Europe's human capital	Stakeholders Press Policy makers	Annual convention against poverty and social exclusion and investing in Europe's human capital	4 th quarter 2013	- Cooperation with SPP and EbS Cooperation with REPs and Europe Direct Info Centres Cooperation with DG COMM social media team	Media coverage reports (including social media) - Website visit statistics	€600 000
		National stakeholders including national and regional authorities	Regular policy up-dates on social governance and Europe 2020 employment and anti-poverty targets	Throughout 2013	Europe 2020 coordinators in Representations -Europe Direct Info network to get through to the regional and local levels	NA	NA
		General public Stakeholders	Archiving and converting the EY2012 website to a monitor of active ageing strategies across the EU (as a part of EMPL Europa website)	First half of 2013	Cooperation with DG COMM Europa team	NA	NA
	Closing the gap between Roma and the rest of society as regard access to employment, education, healthcare and housing.	National, regional and local authorities Civil society Press General public	Press activities at the launch of the EC recommendation on Roma inclusion	May 2013	- Cooperation with the SPP - Cooperation with DG COMM Europa and social media team (for support of EMPL Europa and EMPL social media)	Media coverage reports (including social media)	NA
		Member States, Civil society	Meeting of the European Platform for Roma inclusion	2 nd quarter 2013	Cooperation with DG COMM AV team (EbS) Cooperation with DG COMM social media team	Social media coverage reports	NA
		General public Stakeholders	Promotion of the evaluation framework (best practices of family policy across the EU) via European Alliance for Families website -	Jan-Dec 2013	NO	Website statistics	€380 000

3. Employment package follow up

3.1 Youth Employment Package (YEP)

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Raise awareness about the Youth Employment package presented the 5 December 2012	Moving youth into employment	Young people and youth organisations Member States Social partners Education community and academics General public	Information dissemination about the YEP, inclusion of the YEP in the running Youth on the Move campaign Promotion of animations (Youth Opportunities Initiative, Youth Guarantee, Your first EURES job, etc.)	Mainly Q1 2013/ Brussels + all Member States	- Cooperation with REPs , (including Europe 2020 coordinators) and Europe Direct Info Centres. - Cooperation with DG COMM Europa and social media team (for support of EMPL Europa and EMPL social media)		Resources of the Youth on the Move campaign
	Assessing the situation of trainees in the EU	Young people, Former trainees,	Flash Eurobarometer survey assessing the situation of trainees in the EU	Early 2013, all Member States.	DG COMM framework service contract for EB surveys	NA	€ 300.000

3.2 Promoting mobility within the EU

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Raise awareness about intra EU-mobility and reinforce the communication package on EURES reform launched in November 2012	Your First Eures Job- results of second call	Young people General public	- Press package - continued information on EMPL website and social media channels	March 2013	- Cooperation with SPP and DG COMM AV team -Cooperation with REPs - Cooperation with DG COMM Europa and social media team (for support of EMPL Europa and EMPL social media)	Media coverage reports Website statistics	NA
	European Vacancy Monitor and European Job Mobility Bulletin	General public, Decision-makers, EURES advisers and career guidance services, Employment services,	Press activities around the publication Continued information on EMPL website and social media channels	Quarterly basis : February, May, July, October	NO	NA	NA

		Recruitment agencies, Temporary work agencies					
Raise awareness among job seekers about the opportunities to find a job abroad and promote on-line tools allowing them to have direct contact with potential employers throughout the EU	European Job Day	Job seekers Recruiters Young persons	Press package Communication strategy to attract participants and visitors The event – on site and online	October 2013, Brussels	Cooperation with SPP and the REP in Belgium	Evaluation included in the service contract	+/- 800.000 € (based on Job Days 2012 event, on-site and on-line)
Reinforce information sharing, cooperation and services delivery by the PES	Proposal on PES network	General public Policy makers and stakeholders	Press activities Presentations to stakeholders	December 2013			NA
Awareness of social security rights when moving within Europe	Social security coordination makes free movement within the European labour market possible - direct effect on mobile workers	Concerned public (mobile workers and citizens, potential mobile workers) Member States	* Press activities (press releases) around - the adoption of the Directive to better enforce Regulation 492/2011 on freedom of workers - opening of labour markets (end of transitional arrangements for Romania and Bulgaria - Association agreements with third countries: equal treatment in the area of social security * Continued information on EMPL website and social media channels * Promotion campaign of animation series on social security coordination * Eurobarometer (EB) on mobility (main obstacles encountered by highly mobile workers)	January /February End of 2013 2 nd semester 2013 Throughout the year From February 2013 2 nd semester 2013 27 MS + HR, IC and NO	Cooperation with SPP, REPs - Cooperation with DG COMM Europa and social media team - Cooperation with DG COMM Europa and social media team - DG COMM framework service contract for EB surveys	Videos - number of views NA	NA NA 53.444 € 300.000 €

3.3 Skills strategy

N°	Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
1	Raise awareness about the launching of the EU Skills panorama and EU Skills Passport	- We need to equip people with the right skills for employment. -These tools will improve the monitoring of skills need and reduce skills mismatches	Policy makers, Researchers, Intermediary services and practitioners in the area of education and employment Jobseekers Media	Diffusion of the main results of these instruments	January-December 2013	Cooperation with SPP Cooperation with REPs		Media monitoring
2	Enhance matching of labour supply and demand and reduce skills mismatches	ESCO - launch of website + stakeholder conference	General public, Policy makers, Young persons, Businesses	Press package Continued information on EMPL website and social media channels Updated ESCO leaflet Presentations to inform stakeholders	Before summer	Cooperation with SPP and press officers in the REPs Cooperation with DG COMM Europa and social media team (for support of EMPL Europa and EMPL social media)	Media coverage reports Website statistics	30.000 €
3	Promotion activities to exploit the potential of the job-rich sectors	Visibility of the "Grand Coalition" initiative to foster ICT skills for growth, competitiveness and jobs	Stakeholders Press	Conference on the employment potential of the personal and household services Event promotion via EMPL website and social media channels	January /February 2013	Cooperation with SPP Cooperation with REPs Cooperation with DG COMM social media team		Already engaged in 2012
			Policy makers Business Training and education bodies Public Employment Services Social partners Media	Conference on e-skills Event promotion via EMPL website and social media channels	March 2013	Cooperation with SPP Cooperation with REPs Cooperation with DG COMM social media team		NA ENTR organizer, CONNECT co-organizing and co-financing, EAC co-organizing

3.4 Industrial relations and social dialogue

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Development of information and communication tools on industrial relation and social dialogue	Social dialogue is a factor of resilience in the crisis	Social partners, Academics, Member States	Industrial relations report: - press release and launch conference	Mid-March y 2013 (tbc) Brussels and 16-17 April 2013 Budapest (launch conference)	Cooperation with SPP and REPs	Media monitoring report	
	Social partners agreements demonstrate the value of social dialogue and the role of EU social partners in EU law-making	Social partners, General public, Member States	EU-level social partners' agreements-technical briefing for agreement on hairdressers fishermen and working time of people working on waterways.		Cooperation with SPP and REPs (COMM networks/databases of journalists and stakeholders)		

4. Multiannual Financial Framework (MFF)

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Raise awareness about the new programme in support of employment and social policies (PSCI) and the European Social Fund (ESF), as part of the Multiannual Financial Framework 2014-20.	The streamlined approach (integrating PROGRESS, EURES and the Microfinance Facility into a single programme) will increase its policy coherence and impact	Stakeholders Representatives of Member States, MEPS Social partners, NGOs media	Event to celebrate the adoption of PSCI	On the date of adoption of PSCI	Cooperation with SPP and REPs (COMM networks/databases of journalists and stakeholders)		
		Stakeholders	Up-date of PROGRESS page on EMPL Europa with a new page on PSCI Promotion via EMPL social media channels	On the date of adoption of PSCI	NO		
		Stakeholders	Brochure on PSCI explaining the rationale and the funding opportunities	On the date of adoption of PSCI	NO	N° of copies distributed + N° of downloads	€ 45 000
		Stakeholders	2012 annual report monitoring PROGRESS + factsheets	May-June 2013	NO	N° of copies distributed + N° of downloads	€ 15000

	The ESF helps millions of Europeans to get a job or stay in their current job and prevents social exclusion	General public Media	Online communication AV material Events, Publications, Press releases and media work	Throughout 2013	Euronews Partnership Agreement	Website visits, no of publications disseminated, Media monitoring	€1 237 494
	EGF helps workers find new jobs and develop new skills when they have lost their jobs	General public Policy makers Media	Press releases and presentations to stakeholders around the adoption of the new EGF regulation; Specific proposal mobilising the EGF and annual report Continuous online communication (EMPL website and social media)	Adoption dates	Cooperation with SPP and REPs	Website visits, Media monitoring	€ 57.000 paid as annual contribution to the web maintenance

5. Working conditions

Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
Highlight the importance in times of crisis of areas where the EU adopt measures which have a direct impact on citizens such as creating favourable working conditions	Health and safety policy is a good example of investing preventively in people (less accidents, less sick leave)	Stakeholders, Member States	New Occupational Health and Safety strategy (2013-20): Press release, press conference and a conference (tbc) Online communication (EMPL website and social media)	When the new strategy is adopted, in Brussels. Second semester 2013 (tbc)	Cooperation with SPP and REPs		€ 300.000
	Onshore and offshore workers have equal rights in particular concerning information and consultation	Social partners MEPs ILO Member States	Press activities around the inclusion of seafarers in EU labour law directives	January 2013 (tbc)			
	The potential of the EU provisions should be fully leveraged especially against the background of the crisis	Press Social partners Member States MEPs	Press release for the fitness check on information and consultation Directives	First quarter 2013	Cooperation with SPP		

	Undeclared work influences negatively the quality of work and the future sustainability of social security systems	Social partners, Member States, ILO, MEPs	New EU platform for enhancing cooperation in fighting against undeclared work: Press release on adoption date and conference on a more effective cooperation Online communication (EMPL website and social media) Special Eurobarometer survey	Adoption foreseen for the beginning of 4 th quarter 2013 Conference at the end of 2013 or early 2014. First semester 2013 (27 MS covered + Croatia)	DG COMM framework service contract for Eurobarometer surveys	Website visits, media coverage report (including social media)	€350.000
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6. Youth on the Move Campaign

N°	Communication objective	Message	Audience	Proposed actions/type of activity	Date/location	DG COMM services	Evaluation	Resources
1	Raise awareness of the initiatives/programs and the tools which the EU provides to young people to foster their education and training, employment, entrepreneurship, access to microfinance and mobility	"Widen your horizons" – EU support to study, train and work abroad	General public, in particular the youth 15-30 years old	General public events around the EU (self-standing events in city centres, fairs (job-, training-, education fairs), festivals. Most events include an informative dimension (information stands, conferences, debates, workshops, etc.) and entertainment part to attract the public. Development of on-line dimension of the campaign	Jan – Dec 2012 (most of events will take place during the 1 st semester 2013).	Cooperation with REPs (main partner) and Europe Direct Centres	Quantitative: number of visitors (estimation based on observation, number of distributed publications, statistics available in case of fairs and festivals). Qualitative: press review.	Financial resources: 2.500.000,€
2	Create synergies between EC services, EC REPs, EC partners (national, regional, local authorities), and EU information networks in order to benefit from the economies of scale for the communication actions.	Through working together we can obtain better and more coherent results and avoid duplication of the communication actions.	EC REPs, EC partners for organization of events (national, regional, local authorities) and EU information networks.	Encouraging joint work between all partners during the event organisation and after to carry on the YoM campaign and other European campaigns together. Encouraging the establishment of the management partnerships between the Commission and national authorities.	Throughout the year in the framework of YoM events preparation	Cooperation with REPs and Europe Direct Info Centres		

Find out more:

- The website of Commissioner Andor:
http://ec.europa.eu/commission_2010-2014/andor/index_en.htm
- The home page of the Commission's Directorate-General for Employment, Social Affairs and Inclusion:
<http://ec.europa.eu/social/>
- The website of the European Social Fund:
<http://ec.europa.eu/esf>

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