



Employment, Social Affairs & Equal Opportunities

**2009
ANNUAL
MANAGEMENT
PLAN**

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1. Personal message by the Director General

2008 has been a year that will be chiefly remembered as a year of crisis. Storms buffeting financial markets across the globe started to impact on the real economy, opening up the prospect of a global recession. The outlook for employment across Europe became bleaker after years of continued growth and our social protection systems became exposed. While the Member States have the main levers for action, the Commission's Recovery Action Plan of 26 November was essential in order to ensure a coordinated EU response. All national and Community policies and instruments needed to be triggered and put into synergy to restart the economy and cushion the social consequences of the crisis.

DG EMPL made its contribution to this Plan, in particular to the parts presenting a European Employment initiative and the elements of social justice and solidarity. We proposed simplifications of, and quicker cash flows from, the European Social Fund, by pointing out the priorities for maintaining and creating employment, ensuring social protection, in particular for the most vulnerable, and by proposing changes to transform the European Globalisation Fund into a more efficient and effective instrument to support workers made redundant.

This EMPL contribution came in addition to our exceptionally intensive work during 2008. Over 70 initiatives — an unprecedentedly high figure — were on EMPL's annual work programme, and the overwhelming majority of these were adopted as planned and within the time limits set.

The high point of our year's work undoubtedly was the Renewed Social Agenda, which the Commission adopted on 2 July. Comprising no less than 19 initiatives, the package - one of the biggest ever adopted by the Commission— shows what the EU can do to contribute to tackling the societal challenges of our time. It points out that we must strengthen *opportunities, access and solidarity* in seven priority areas, targeting young people, mobility, health, investments in human resources, the fight against poverty and social exclusion, the combating of discrimination, and promoting social progress in our external relations. It is an ambitious agenda, which defines a social agenda not only for DG EMPL but for the entire Commission, illustrating the advantages of a cross-cutting, holistic approach, creating synergies between interrelated policies

This year has also seen progress in other areas that directly affect people's lives and well-being. Noteworthy are measures designed to reconcile work and private life; to respond to the ageing of our population; to ensure equal treatment for men and women; to promote active inclusion; to improve the application of Community rules to social services of general interest; to tackle problems related to the posting of workers; strengthen Community rules on information and consultation of workers, including through a better functioning of the European Works Councils, and improve health and safety of workers; and promote the decent work agenda worldwide. We contributed actively to progress in negotiations on such difficult issues as temporary work and working time – as well as to agreement on rules that are essential for the implementation of an improved system of co-ordination of social security schemes.

In the wake of 2007, European Year of Equal Opportunities for All, we continued to make good our enduring commitment to equal opportunities and the fight against discrimination. The proposal for a directive, included in the Renewed Social Agenda, to extend the scope of Article 13 of the Treaty to discrimination in all forms outside the workplace represents a major advance in this area. Significant work was done to improve the plight of Roma within the Union: we successfully organized the first European conference specifically devoted to this community.

Much effort went into developing and promoting concepts, which are important for the success of the Lisbon Strategy, such as flexicurity and the anticipation and matching of skills and labour market needs. Many colleagues have been closely involved in the monitoring of national "Lisbon" endeavours, while accompanying the Member States in the implementation of the European Social Fund and the launching of its new generation for 2007-13. With over €10 billion of funding and 9 million beneficiaries each year, the ESF plays a crucial role in helping the Member States to adapt their human resources to new economic challenges. Considerable work was also done to strengthen controls, audits and reporting on ESF operations, allowing the Commission to strengthen its position vis-à-vis the European Court of Auditors and the European Parliament. We have also successfully implemented the EGF, with a total of 12 applications in support of more than 15000 workers since its launch in 2007.

The coming year will be a defining moment in institutional terms as European Parliament elections come around and a new Commission is appointed. That does not mean that our DG's activities will wind down. On the contrary. Responding to the employment impact of the economic downturn will be our major challenge for 2009 - supporting individual workers affected by the crisis whilst ensuring they have the necessary competences and skills to benefit from the eventual upturn. In the difficult days ahead, social solidarity actions will need to help those most in need to ensure social inclusion, founded on adequate social protection that provides incentives to work whilst preserving purchasing power.

An important priority for 2009 will be the further development of the sectoral social dialogue and the joint activities of social partners in these difficult times. Continuing the holistic approach, we will, along with DG SANCO, develop initiatives in the health field, in particular to combat inequality in access to health care. Progress on the implementation of the Social Agenda will be monitored and reported. The fight against poverty and social exclusion will go on, also with an eye to 2010, the European Year against Poverty.

Building on our communication successes (e.g. the 'circus' campaign), we will further step up our efforts to raise public awareness and convince citizens of the relevance of our policies and instruments in their daily lives. Dialogue with the actors in the employment and social affairs area, social partners and civil society, will remain another vital aspect of our work.

Our DG deals with a wide range of measures that seek to improve our fellow citizens' well-being. These involve jobs, new opportunities in the fields of education and training, or better social protection, social inclusion and equal opportunities. And many more to which the above summary does not do justice, e.g. the many tasks which are part of our core business: reporting, surveillance, infringements, complaints, correspondence with individual citizens, communication, briefings, etc.

Each and every EMPL colleague is concerned. Each and every colleague contributes to the success of the DG and the Commission as whole in the service of our fellow citizens, and directly contributes to the promotion of the European Social Model. This awareness is stimulating. It also creates an obligation. Together we stand for the "EMPL-brand" and for making it even stronger.

Nikolaus G. van der Pas

2. Policy Area of the Directorate General Employment, Social affairs and Equal opportunities

2.1 Mission statement of DG EMPL

La mission de la Direction Générale de l'Emploi, des Affaires Sociales et de l'Egalité des Chances (DG EMPL) est de contribuer à la mise en place d'un modèle social européen moderne, durable, capable de s'adapter aux défis posés par la mondialisation, le vieillissement démographique et les changements technologiques rapides y compris dans des contextes conjoncturels difficiles.

Dans ce contexte, la DG EMPL élabore et contribue à la mise en œuvre de politiques qui visent à promouvoir une Europe dynamique et créatrice d'emplois, une Europe disposant d'une force de travail compétente, mobile, et capable d'anticiper et de s'adapter au changement; une Europe qui offre des chances égales à tous; une Europe qui protège et qui assure des conditions de travail justes et sûres; une Europe qui promeut le bien-être et un niveau de vie décent pour tous; une Europe qui soutient le dialogue et la coopération, y compris avec les pays tiers, dans un esprit de solidarité, de tolérance et d'ouverture.

Afin d'accomplir cette mission, la DG EMPL mène des activités de nature politique et réglementaire. Elle élabore et contrôle l'application de la législation communautaire. Elle met en œuvre, avec les Etats membres, le Fonds Social européen, et gère directement d'autres programmes. Elle anime une coopération ouverte entre les Etats Membres, soutient le dialogue social et encourage la participation de la société civile.

2.2. General objectives of DG EMPL

L'Europe peut et doit jouer son rôle en aidant les Etats membres et ses citoyens à faire face aux multiples défis y compris en période de crise économique. Ceci est confirmé par l'opinion des citoyens européens qui placent les questions sociales au premier rang de leurs attentes à l'égard de l'Union Européenne. Ainsi la DG EMPL a-t-elle un rôle majeur à jouer pour le succès des objectifs généraux de la Commission pour la période 2005-2009 de "**prospérité**" et de "**solidarité**", au travers de la stratégie renouvelée pour la croissance et l'emploi, elle-même articulée avec les politiques sociales et d'égalité des chances. Au cœur de cette stratégie se trouvent la modernisation du modèle social européen ainsi que la préservation des valeurs sur lesquelles il est fondé. Les activités de la DG EMPL s'articulent autour de deux axes prioritaires:

- mettre en place les conditions d'un marché du travail qui tend vers le plein emploi,
 - créer une société plus solidaire qui offre des chances égales à tous,
- en facilitant l'adaptation des systèmes nationaux dans un contexte de changements économiques et sociaux profonds, en soutenant le fonctionnement harmonieux du marché unique, et en veillant au respect des droits fondamentaux et des valeurs communes qui fondent l'Union européenne.

Dans cette perspective, les objectifs généraux de la DG EMPL sont les suivants :

1. promouvoir une participation accrue aux marchés du travail à travers, d'une part, la stratégie européenne pour l'emploi qui vise à orienter et à stimuler les réformes des marchés de l'emploi au niveau national en cohérence avec les enjeux de lutte contre l'exclusion et de modernisation de la protection sociale, d'autre part, la mise en œuvre du Fonds Social Européen (FSE) en partenariat avec les Etats Membres;

2. développer un marché européen du travail caractérisé par des conditions de travail plus justes et plus sûres, des relations de travail modernes à travers un dialogue social renforcé, et une mobilité effective des travailleurs dans l'UE à travers l'élimination des obstacles, notamment en matière de protection sociale et dans ce contexte améliorer la flexibilité du marché du travail et la sécurité pour les travailleurs à travers une approche fondée sur la flexicurité;
3. promouvoir l'inclusion sociale, la lutte contre la pauvreté, la modernisation de la protection sociale par la mise en œuvre d'une stratégie sociale commune et par la promotion d'un cadre européen pour les services sociaux d'intérêt général, au travers d'une coordination ouverte entre les Etats Membres;
4. offrir des chances égales à tous leur permettant de participer à la vie économique et sociale au travers de la promotion de l'égalité des chances entre les hommes et les femmes, la lutte contre les discriminations fondées sur l'origine ethnique, la religion, l'âge, le handicap et l'orientation sexuelle, et la prise en compte de la dimension genre dans toutes les politiques de l'Union;
5. promouvoir la cohésion économique et sociale par l'appui des stratégies nationales pour l'emploi et l'inclusion sociale, en assurant la programmation et la mise en œuvre du Fonds Social Européen.

La DG EMPL fait du partenariat un cadre privilégié de son action. Elle promeut le dialogue social européen entre les partenaires sociaux et le dialogue avec la société civile. Elle contribue au développement de la dimension externe de la politique de l'emploi et de la politique sociale, à la fois dans le cadre de la préparation des élargissements à venir et dans le cadre du développement des relations extérieures bilatérales et multilatérales de l'Union.

Pour atteindre ces objectifs généraux, la DG EMPL dépend de la participation active d'un grand nombre d'intervenants, au premier rang desquels les Etats membres qui sont principalement compétents en matière de politique sociale et d'emploi, mais aussi les partenaires sociaux ainsi que les organisations représentant la société civile.

Dans le but d'en mesurer l'évolution, les indicateurs et les objectifs correspondants qui ont été sélectionnés représentent des "benchmarks" agréés au niveau européen pour montrer la direction commune à suivre. L'interprétation des réalisations doit tenir compte de différentes phases du cycle économique. Toutefois, la nature des activités du domaine politique de l'emploi, affaires sociales et égalités des chances limite la possibilité de recourir à des indicateurs et des objectifs dont la définition est d'ailleurs souvent techniquement et politiquement complexe. De plus, la diversité des activités et leur exécution décentralisée rendent difficile l'agrégation des informations disponibles.

DG EMPL
General Objectivesⁱ

1. Promote increased participation in the labour market

Indicators	Target (long term)	Current Situation	Previous Situation (AMP 2008)
a) i) employment rate (total 15-64 y) ii) employment rate of women iii) employment rate of older workers (55 to 64 years)	i) 70% in 2010 ii) 60% in 2010 iii) 50% en 2010.	i) 2007: Total : 65.4% Men : 72.5% Net empl persons : +4 million ii) 58,3% iii) total 44,7% (36%women)	ii) 2006: Total : 64.5% Men : 71.6% Net empl persons : +3.5 million ii) 57,3% iii) 43,5% (34,9% women)
b) % PIB devoted to active labour market expenditure	Increase	0,51% (EU 27/ 2006) 0,53% (EU 15/ 2006)	0,52% (EU 27/ 2005) 0,54% (EU 15/ 2005)
c) Expenditure on active labour market policies per person wanting to work (ILO unemployed plus labour reserve) (PPS)	Increase	2006: 1629 euros	2005: 1530 euros
d) % active measures to total labour market expenditure (ratio active/active+passive)	Increase	29.8 % (EU 27/2006)	27,9% (EU027/2005)

2. Develop a safe, flexible and mobile European labour market

Indicators	Target (long term)	Current Situation	Previous Situation (AMP 2008)
a) Productivity growth i) per working hour ii) per person employed	Increase	• 1,1% (EU 2007) • 1,0% (EU 2007)	• 1,7% (EU 2006) • 1,5% (EU 2006)
b) % of adult population participating in education and life long learning	12,5% in 2010	9,7% (2007)	9,6 % (2006)
c) Long-term unemployment as % of the unemployed population	Reduction	42,8% (2007) Men : 43.1% Women : 42.5%	45,6% (2006) Men : 45.8% Women : 45.3%
d) Level of utilization of EURES (job portal for mobility) to search for employment in another MS	Increase	Monthly average 2008: 1.450.000 visitors	Monthly average 2007: 850.000 visitors
e) Incidence of accidents at work (number of accidents per 100.000 workers)	Reduction of 25% between 2007-2012	3098 accidents / 100.000 workers (EU 15) 2005	3176 accidents / 100.000 workers (EU 15) 2004

3. Promote inclusion, fight against poverty and modernization of social protection

Indicators	Target (long term)	Current Situation	Previous Situation (AMP 2008)
a) Risk of poverty i) children at risk ii) men - women at risk iii) population 65+ at risk	Reduction	(2006) i) 19% ii) 15% men: 17% women iii) 19%	(2005) i) 19% ii) 15% men: 17% women iii) 19%
b) Effective age of retirement	Increase of 5 years between 2003 and 2010	2007: 61.2 (EU 27)	2006: 61.2 (EU27) 61.4 (EU15)

c) i) Number of healthy life years at birth ii) Life expectancy without disability	i) 63 male/ 65,6 female ii) 83% male/80% female	<i>(new data available in December 2008)</i>	(2005) i) 61,1 male/ 63 female ii) 80,5% male/76,8% female
d) Number of European Insurance Health Cards distributed	Increase by 5% per year	172 million cards in 2007	155 million cards in 2006

4. Equal opportunities for all

Indicators	Target (long term)	Current Situation	Previous Situation (AMP 2008)
a) Gender pay gap (between men and women's average gross hourly earnings)	0%	<i>new figures at the end of the year</i>	15% (EU 25 2006)
b) Children care structures	By 2010, places for >= 90% of children over 3 years until school age. >= 33% of children less than 3 years	In 2006 8 MS >= 90% 7 MS >=33% s	In 2005 : 6 MS > 90% 5 MS >33% s
c) Difference in employment rate for migrants (people born outside EU) and nationals	Reduction	2,6% (2007)	2,7% (2006)

5. Promote social and economic cohesion

Indicators	Target (long term)	Current Situation	Previous Situation (AMP 2008)
a) Number of regions lagging in employment (<55% employment rate)	Reduction	24/264 (Eurostat 2007)	35/269 (Eurostat 2006)
b) Difference in employment rates between regions (NUTS II) of the population 15-64 years	Reduction of the gap (by increasing the employment rates)	35.8% Max 79,5% - Min 43,7% (Eurostat EU 2007)	36,7% Max 78,4% - Min 41,7% (Eurostat EU 2006)
c) Difference in income between regions	Reduction of the gap	12,5/1 (source Eurostat GDP/head 2005)	12.8 /1 (source Eurostat GDP/head 2004)
d) 22 year olds with completed upper secondary education	By 2010 at least 85% to have completed upper secondary education	78,1% (2007)	77,8% (2006)

DG EMPLOYMENT SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES

**STRATEGIC OBJECTIVES
2005 – 2009**

ESF: Support to the Lisbon Strategy for growth and Employment

1. Increase access to employment and participation in the labour market and enhance investment in human capital
2. Enhance adaptability of the workforce and enterprises
3. Strengthen social inclusion
4. Ensure the effective implementation and monitoring of the ESF programmes

IPA

1. Promote an increased participation in the labour market by creating within the candidate country the necessary conditions for ESF implementation
2. Progress towards implementation of IPA policies in Employment Social Affairs and Equal opportunities

EGF

1. Increase participation in labour market by workers made redundant as a result of changes of world trade partners
2. Raising awareness of the EG, as an expression of solidarity, among the general public

Employment, Social Solidarity and Gender Equality

1. Bring about effective application of EU law on matters related to health and safety, labour law, non-discrimination and gender equality in all Member States
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, social solidarity and gender equality policy areas
3. Reinforce effective partnerships with national and pan-European stakeholders in support of outcomes related to employment, social solidarity and gender equality policy areas

Working in Europe – Social Dialogue and Mobility

1. Strengthen the role of social dialogue and promote the adoption of agreements between the social partners.
2. Promouvoir la mobilité géographique et professionnelle des travailleurs en Europe afin de surmonter les obstacles subsistants à la libre circulation et contribuer à l'émergence d'un véritable marché du travail au niveau européen.
3. Promote better policy responses in the Member States to demographic and social challenges by producing and disseminating comparative information

1
Promote increased participation in the labour market

2
Develop a safe, flexible and mobile labour market

3
Promote inclusion, fight against poverty and modernization of social protection

4
Equal opportunities for all

5
Promote social and economic cohesion

**Europe 2010:
A Partnership for European Renewal**

**Prosperity,
Solidarity and
Security**

Degree of DG EMPL influence
High Low

2.3. Multi-annual perspective and year 2009

Cadre général

Deux axes prioritaires baliseront l'action de la DG en 2009: D'une part, mener à bien les engagements pris par la Commission actuelle et rendre compte de ses réalisations dans le domaine social. D'autre part, préparer les bases pour l'action de la prochaine Commission en lien avec les futures échéances politiques européennes.

Notre action se tiendra dans un contexte économique et social particulièrement difficile qui exigeront de notre part réactivité et anticipation. Selon les derniers chiffres, la tourmente financière mondiale et ses répercussions sur l'économie réelle risquent de créer 20 millions de nouveaux chômeurs dans le monde d'ici à la fin 2009. Eurostat annonce une augmentation de 1.1% du taux de chômage en moyenne en Europe pour fin 2010. La DG s'assurera que les aspects sociaux soient pris en compte et œuvrera, de concert avec les Etats membres, à diminuer l'impact de la crise et à assurer la durabilité des systèmes de protection sociale, ainsi que de réaffirmer les valeurs de solidarité et de soutien aux personnes les plus vulnérables.

Ainsi, la DG sera amenée à proposer des initiatives politiques permettant de contrer les effets de la crise. Elle se concentrera ainsi à renforcer la mise en œuvre de la *flexicurité*, à permettre aux travailleurs de développer de nouvelles compétences et à faire en sorte de mieux utiliser le Fonds Social Européen pour soutenir les activités de formation et de reconversion. Ainsi, la DG pourrait être amenée à proposer une reprogrammation des actions éligibles au FSE ou à revoir le fonctionnement du fonds d'ajustement à la mondialisation, dans l'optique des restructurations à venir.

1. Mener à bien les engagements pris par la Commission actuelle et rendre compte de ses réalisations dans le domaine social.

L'action de la DGEMPL s'inscrit dans le cadre des traités et poursuit les objectifs généraux en partenariat avec les Etats membres. Plus particulièrement, la DG EMPL contribue aux objectifs de la Stratégie de Lisbonne renouvelée pour la croissance et l'emploi et aux objectifs pluriannuels la Commission, en particulier sous les axes de prospérité et solidarité. Ainsi, les priorités de la DG EMPL se concentreront sur la mise en œuvre de la Stratégie de Lisbonne afin d'impulser une meilleure coordination des politiques européennes et nationales en direction des objectifs européens fixés. Dans le même ordre d'idées, les examens par les pairs seront renforcés en vue d'une utilisation plus stratégique et concentrée sur les problématiques et enjeux clefs comme la flexicurité, nouvelles qualifications pour de nouveaux emplois, l'inclusion active, la lutte contre la pauvreté et l'exclusion sociale, etc. Egalement, la mise en œuvre de l'Agenda Mieux Légiférer ("Better Regulation"), et de deux aspects en particulier, développer des politiques basées sur des faits probants et assurer une meilleure application du droit communautaire, restera au cœur de nos priorités.

Concernant de nouvelles initiatives inscrites au programme de travail et législatif de la Commission 2009, celles-ci s'inscrivent dans les priorités politiques identifiées par le SG pour 2009, à savoir plus particulièrement celles liées à "croissance et emploi" et "répondre aux enjeux de la société européenne". Qui plus est, les initiatives proposées découlent des engagements et priorités définis aux termes du paquet sur l'agenda social renouvelé adopté le 2 juillet dernier. La DG propose ainsi 2 initiatives prioritaires pour inscription au programme de travail législatif de la Commission (CWLP).



Il s'agit de communications portant sur le dialogue social sectoriel visant à améliorer la gouvernance européenne et sur la réduction des inégalités en matière de santé (en association avec DG SANCO). De plus, la DG rendra compte de l'action de la Commission dans le domaine social au moyen d'une communication portant sur la réalisation de l'Agenda social 2005-2010, communication qui sera accompagnée de plusieurs documents de travail (flexicurité, inclusion active, travailleurs pauvres ou pauvreté des enfants) ou autre (rapport sur la mise en œuvre du plan d'action sur la mobilité).

2. Préparer les bases pour l'action de la prochaine Commission en lien avec les futures échéances politiques européennes

Le nouvel "Agenda social renouvelé pour les Opportunités, l'Accès et la Solidarité" indique une impulsion nouvelle en matière de politique sociale européenne et pour le rôle de l'Union au soutien des engagements et efforts des Etats membres. Une série de pistes de travail ont été dessinées dans cet Agenda social. Ces pistes de travail convergent principalement vers un horizon fixe qui est le prochain cycle de Lisbonne post-2010 et l'entrée en fonction de la nouvelle Commission.

Les consultations de nos diverses parties prenantes ont mis en avant d'une part leurs fortes attentes envers les institutions européennes pour une forte dimension sociale européenne, des politiques effectives qui répondent aux attentes et préoccupations des citoyens et qui produisent des résultats concrets en faveur des citoyens européens. La DG EMPL poursuivra le processus de réflexion stratégique interne initié fin 2008 et dont le but final sera de conduire une revue générale de nos politiques et de développer en réponse une stratégie coordonnée pour la DG. Les objectifs de cette revue seraient d'analyser les missions et les objectifs de la DG, de mieux évaluer les coûts et bénéfices, et d'élaborer des scénarios de réformes pour une action plus efficace et efficiente, apportant une réelle valeur ajoutée communautaire. Cette stratégie devrait influencer en partie la définition du prochain cycle de Lisbonne post-2010. Mais de manière plus proche, alimenter ce qui constituera le mandat de la prochaine Commission 2009-2013 pour les questions d'emploi et affaires sociales.

2.4. Resources

Human Resources (person / year)

ABB activity	Officials and temporary staff	Contractual agents	National detached experts	Other outside personnel	Total
ESF (0402)	207	55	27	1	290
Working in Europe – Social Dialogue and Mobility (0403)	89	8	8	0	105
Employment, Social solidarity and Gender Equality (0404)	187	31	18	0	236
EGF (0405)	7	0	0	0	7
IPA (0406)	6	0	0	13	19
ADMINISTRATIVE SUPPORT (AWBL 01)	100	25	0	32	157
POLICY STRATEGY AND COORDINATION (AWBL 02)	71	18	1	3	93
Total	667	137	54	49	907

Financial Resources (in € millions)

ABB activity (Million €)	PDB 2009		
	Operational Expenditure	Administrative Expenditure	Total
ESF (0402)	11793.147	16.725	11809.872
Working in Europe – Social Dialogue and Mobility (0403)	70.300	5.828	76.128
Employment, Social solidarity and Gender Equality (0404)	148.520	9.720	158.240
EGF (0405)		0.130	0.130
IPA (0406)	76.900	1.900	78.800
ADMINISTRATIVE SUPPORT (AWBL 01)		1.950	1.950
POLICY STRATEGY AND COORDINATION (AWBL 02)		1.070	1.070
Total	12088.867	37.323	12126.190



3. ABB Activities of DG EMPL for 2009

3.1. ABB Activity: European Social Fund: support to the Lisbon Strategy for growth and employment

3.1.1 Description and justification of the EU intervention

In accordance with article 159 of the EC Treaty on the role of Structural Funds and with article 146 on the European Social Fund (ESF), the latter 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 and social 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 employment”, particularly those of the European Employment Strategy. Thus, more than 90% of 76,1 billion Euros of the ESF budget is concentrated on the Lisbon Strategy's priorities for growth and employment (earmarking).

In 2009, the compliance assessment of the management and control systems in Member States to ensure sound financial management of the ESF will be combined with full 'cruising speed' of the Operational Programmes (OPs). However, the adjustment of OPs to deal with the employment and social consequences of the financial crisis will also be possible.

The results of ESF interventions are assessed on the basis of (i) annual implementation reports from Member States (ii) data on participation in ESF supported actions and (iii) evaluation studies conducted during and after the end of each programming period. These provide an assessment of the structural impact of ESF interventions in each Member State and in the EU as a whole. As 2006 was the most recent "non transition" year, it is taken as the baseline.

Preparatory activities for the ex-post evaluation of the ESF 2000-2006 programmes began in 2008, with two preparatory and two thematic studies and results will be available in early 2009. With regard to the current programming period the evaluation activities to be launched in 2009 include a synthetic overview of the operational programmes as well as the organisation of thematic evaluation working groups on Adaptability, Anti-discrimination and the Contribution of ESF to the Employment and Growth Strategy., in partnership with Member States.

The ongoing evaluations of the EQUAL Community Initiative and of the Article 6 programme on innovative approaches to management will add to the list of good and innovative practices to be mainstreamed in ESF programmes. In addition, the establishment of networks between ESF administrations will stimulate rapid sharing of approaches and experience, and facilitate the integration of good practice in the ESF programmes.

3.1.2. The impact and added value of the ESF

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

- (1) *Volume:* The ESF makes a direct and considerable contribution to attaining the European Employment Strategy targets. Community funds correspond to approximately 20% of total Labour Market Policy expenditures (not counting out-of-employment income maintenance and support and early retirement). It is estimated that during 2007-2013 the ESF will help reduce the gap with the Life Long Learning

'Lisbon' target by 30%, the gap with the employment target by 12.5% (by one third for women).

- (2) Scope: ESF action 'broadens' existing action by supporting groups or policy areas that would not otherwise receive support. The ESF is a responsive instrument and can be applied as new policy dictates (e.g.) on EES Recommendations. In response to the Lisbon target of increasing the number of older workers, ESF support to older workers represents 22% of the 'Lisbon' gap.
- (3) Role: The ESF fosters pilot or innovative projects and approaches which are then incorporated in mainstream programmes. For instance, the ESF has been instrumental in shifting from curative to preventative labour market policies.
- (4) Process: involvement in ESF programmes influences Member States and actors within them or increases the visibility or prominence of Community 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 and evaluation. One key process effect of the Structural Funds in general, and ESF in particular, has been the partnership principle. Partnership has been widely recognized in playing an important role in bringing together stakeholders on local, regional and national level, enhancing as such project and programme design and implementation. A growing awareness of gender equality issues is a type of impact commonly identified in evaluations.

3.1.3. Specific Objectives of the Activity

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 FSE supports the integration of all in the labour market, it improves the potential of employment 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: ESF raises competences and productivity (new skills, use of new technology, new forms and work organisation) of the labour force. ESF also develops and modernizes the structures and systems of anticipation and management restructuring;
- social inclusion: ESF reduces social disparities and poverty by supporting the sustainable integration of disadvantaged people and people with disabilities into the workforce and the promotion of partnerships for reform in the fields of employment and social inclusion. It supports also efforts for the development of institutional capacity at national, regional and local level.

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, to coherence with the Strategy for Growth and Employment, 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 FSE for the 2007 – 2013 period is:

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 the 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

In Million euros (current prices)

With financial resources devoted to the objectives of the Lisbon Strategy for Growth and Employment, the ESF plays a considerable role in the achievement of Lisbon's objectives.

Thus every year:

- ▶ *9 million people are assisted by the ESF every year.*
- ▶ *ESF helps some 11% of Europe's unemployed into employment.*
- ▶ *ESF narrows the gap (Lisbon target vs. actual rate) for elderly workers and life long learning*

ABB Activity: European Social Fund Support to the Lisbon Strategy for growth and employment		
SPECIFIC OBJECTIVE 1: Increase access to employment and participation in the labour market		
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (averaged over the programming period)</i>
Number of citizens benefiting from ESF support in the form of training, employment or guidance : i) total in nb (women: in %) ii) unemployed or inactive in nb	(2006) i) 9 million (52% women) ii) 5 million	Maintain or even increase the high levels of performance achieved in 2006
ESF as a % of Active Labour Market Policies in EU (Based on Eurostat LMP expenditures categories 2 to 7 and ESF budget allocations to MS).	EU 15: 11.4% (2006) - 12% (2005) EU 27: 17.2% (2006) - 18% (2005)	Reduction (as MS increase their level of expenditure – see general objective 1.d)
Main policy outputs		
Support Lisbon Strategy / European Employment Strategy (Guidelines 18, 20, 23 and 24) in partnership with the Member States		
Contribution to the Commission's Strategic Initiative on the Annual Progress Report on the Lisbon Strategy		
Main expenditure-related outputs		
Commit €3 bn to this specific objective in 2009		
Comment: Current estimations show that, each year, an average of 50% (2 million out of 4 million) 'non disadvantaged' unemployed or inactive people move into employment after benefiting from an ESF project (It is estimated that 1 out of 5 million of unemployed or inactive people is disadvantaged).		
SPECIFIC OBJECTIVE 2: Enhance investment in human capital		
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (averaged over the programming period)</i>



Number of people supported in Life Long Learning	4 million = 50% of the gap between the actual percentage of people in the Life long Learning and the Lisbon target (2006) ¹	Increase the high levels of performance achieved in 2006 - move towards Lisbon target (See gen. obj. 2b)
Contribution of the ESF in combating early school leaving	Data available in mid-2009	Move towards Lisbon target (See gen. obj. 5d)

Main policy outputs

Support Lisbon Strategy / European Employment Strategy (Guidelines 18, 20, 23 and 24) in partnership with the Member States

Contribution to the Commission's Strategic Initiative on the Annual Progress Report on the Lisbon Strategy

Main expenditure-related outputs

Commit €3.8 bn to this specific objective in 2009

SPECIFIC OBJECTIVE 3: Enhance adaptability of the workforce and enterprises

<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (averaged over the programming period)</i>
Increase labour force productivity (expressed as numbers of employed and self-employed people benefiting directly from ESF support) - total in nb (women: men)	(2006) - total 4 million - women: 2,1 million - men: 1,9 million	Maintain the high levels of performance achieved in 2006
Number of elderly workers supported by ESF	1,3 million = 22% of the gap between the actual employment rate for elderly workers and the Lisbon employment rate target (2006) ¹	Increase the high levels of performance achieved in 2006 - move towards Lisbon target

Main policy outputs

Support Lisbon Strategy/European Employment Strategy (Guidelines 21 and 22) in partnership with the Member States

Main expenditure-related outputs

Commit €2 bn to this specific objective in 2009

SPECIFIC OBJECTIVE 4: Strengthen social inclusion and equal opportunities

<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (averaged over the programming period)</i>
Proportion of vulnerable persons in relation of the total number of citizens benefiting from ESF: (i) total (ii) disabled people (iii) migrants/minorities	2006: i) 10% ii) 4% iii) 7%	At least equal or higher than their presence in the labour market
Number of persons belonging to vulnerable groups benefitting from ESF support	2006 0.9 million	Maintain levels of performance achieved in 2006

Main policy outputs

Support Lisbon Strategy/European Employment Strategy (Guideline 19) in partnership with the Member States

Main expenditure-related outputs

Commit €1.5 bn to this specific objective in 2009

Comments: Current estimations show that an average of 20% of 'disadvantaged' unemployed or inactive people move into employment after benefiting from an ESF project (200 000 out of 1 million).

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



<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Number of Operational Programmes covered (in terms of compliance assessment and audit strategies)	66/117 OPs (Audit Strategy) 16/117 Ops (Compliance Assessment)	100% coverage
Main policy outputs		
Moving towards a positive DAS		
Main expenditure-related outputs		
Implementation of the Commission's Action Plan 2008		
Commission's Action Plan towards Integrated Internal Control Framework		
Implementation of the DG EMPL Implementation Plan towards a positive DAS for the European Social Fund		

3.1.4. Action plans in follow up to reservations from previous annual activity reports

"The implementation of the action plan to strengthen the Commission's supervisory role under shared management of structural action, presented in February 2008, is a high priority for the Commission and must be implemented on time" (Synthesis Report).

Delivery of the Commission Action Plan is on schedule with quarterly reports already delivered to the European Parliament in April, July and October 2008. The action plan will be completed in 2008, except where actions (by their nature) run into 2009.

The information included in the AAR has been reviewed in order to give detailed information on the different action plans, financial corrections, and justification of the inclusion or not of an OP in the reservation.

A policy of suspending payments by Commission decision as soon as possible following detection of serious weaknesses in national systems has been put in place in order to increase impact of the Commission audit activity. The necessary procedures will continue into 2009. Several actions such as seminars with managing authorities, guidance notes, regular reports on financial corrections and recoveries have been implemented.

Regarding both the Commission's Action Plan toward an Integrated Internal Control Framework, and the DG EMPL action plan of November 2007, actions already put in place include enhanced audit capacity through the increase of the number of auditors (10 posts) and the increase of the use of external auditors, and the development of an IT tool (A-REP) to improve the follow-up of the implementation of the recommendations of action plans following audits.

For the new programming round i.e. 2007 to 2013, compliance assessments and audit strategies are being and will be submitted by Member States over the coming months. These will be examined to ensure the provisions of the Regulations are met such as to deliver an effective management and control system.

3.2. ABB Activity: European Globalisation adjustment Fund (EGF)

3.2.1. Description and justification of the EU intervention

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 to ensure that workers who lose their jobs due to more open trade are not forgotten or ignored in a fast evolving economic environment. If redundant workers do not receive fast support to reintegrate into the labour market, they may become long-term unemployed. The EU has set up the EGF 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.

The European Globalisation adjustment Fund (EGF) was created in 2006 and came into operation at the beginning of 2007 (Regulation (EC) no. 1927/2006). Its objective is to support workers who have been made redundant due to changing global trade patterns causing economic disruptions. The EGF provides personalised active labour market measures for redundant workers, so that they can find a new job quickly. The budgetary authority has created a reserve of up to €500 million a year (p.m budget line) to finance the interventions of the EGF.

The economic climate in 2007 and most of 2008 was particularly favourable. Unemployment reached its lowest level for well over a decade, and the number of persons employed reached new heights. This, and the fact that the EGF and its procedures were new, meant that the number of applications for support from the Fund was limited. However, the implications of the financial crisis for employment could be negative and hence the EGF will be poised, in 2009, to respond to a likely increase in applications.

In the 12 applications for financial contributions already received, 15,054 workers were targeted - in the automotive industry, in the textiles sector and in the production of mobile phones. All of these requests have now been approved by the Commission and the budgetary authority. The average amount requested per person was € 4,500 which, together with national co-funding, meant that some €9,000 per capita was made available to re-integrate these workers into employment.

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 is therefore likely to increase the expenditure devoted to active labour market policy in the Union. This function is underpinned by the requirement for Member States to provide co-funding.

3.2.2. Specific Objectives of the activity

EGF action supports the Lisbon Strategy for Growth and Jobs, particularly guidelines 20, 21 and 24. In application of the subsidiarity principle, the EGF supports Member States' actions identified in the plans put forward in their applications. The eight 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 ready to support them by helping to set up an exchange network.

Results for each intervention are monitored on the basis of final reports prepared by the Member States. In order to facilitate the evaluation of the reported results, a specific reporting structure has been agreed with Member States.

The specific objectives of this activity are:

1. The retention in employment, or 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 adjustment Fund (EGF)		
SPECIFIC OBJECTIVE 1: Maintain participation in the labour market of workers made redundant as a result of changes of world trade patterns.		
<i>Result Indicators</i>	<i>Latest known result UPDATE</i>	<i>Target (mid-term)</i>
Number of workers reintegrated into employment	None yet available (*)	At the end of the intervention (i.e.12 months after the adoption of the decision) an average of 50 % of the workers who benefitted are employed
Main policy outputs		
Rapid re-integration of workers made redundant through globalisation by additional targeted help in the form of ALMP measures.		
Main expenditure-related outputs		
Deploy additional ALMP - measures for workers made redundant as a result of changes in world trade patterns. (EU contribution currently 4,500 euros per worker)		
Organisation of exchanges of good practice and mutual learning between Member States.		
SPECIFIC OBJECTIVE 2: Raising awareness of the EGF, as an expression of solidarity, among the general public.		
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Numbers of visitors to the EGF web site.	6.900 on average	10% growth in the number of visitors in 2009.
Level of awareness for the general public (Eurobarometer)	Not yet available	10% by 2010
Main policy outputs		
Demonstration of EU support to citizens		
Main expenditure-related outputs		
Communication activities (web, publications, conferences)		

3.3. ABB ACTIVITY: Instrument for Pre-Accession Assistance (IPA) – Human Resources component

3.3.1. Description and justification of the EU intervention

Sur la base de l'article 181 A du Traité, l'Instrument de Pré Adhésion (IPA) a pour objectif de soutenir les pays qui s'alignent progressivement aux standards et aux politiques de l'UE, ainsi qu'à l'acquis communautaire dans l'optique d'une future adhésion. Ils sont classés en deux catégories: pays candidats et pays candidats potentiels. Les premiers bénéficieront d'une assistance supplémentaire pour se préparer à la mise en œuvre des Fonds Structurels et de Développement Rural après leur adhésion. IPA comportera 3 volets : développement régional, développement rural et développement des ressources humaines, le dernier volet tombant sous la responsabilité de la DG EMPL.

Le champ d'application de ce volet sera comparable à celui du Fonds Social Européen : adaptabilité des travailleurs et des entreprises, augmentation du taux d'activité, renforcement de l'inclusion sociale et promotion du partenariat pour la réforme de l'emploi et de l'inclusion sociale et renforcement de la capacité administrative. Ainsi, IPA servira à préparer le futur système de gestion du Fonds Social Européen. La mise en œuvre de IPA sera marquée par deux spécificités: la concentration financière marquée, vu les moyens financiers limités ; et l'importance accordée au "learning by doing".

La mise en œuvre de l'IPA par la DG EMPL repose sur un double partenariat:

- avec 3 autres Directions Générales (ELARG, REGIO, AGRI). IPA est un instrument financier dont la responsabilité globale est assurée par la DG ELARG ("chef de file"), la DG EMPL étant responsable de la composante 'Ressources Humaines'.
- avec les pays candidats, l'objectif étant de gérer la composante Ressources Humaines de l'IPA de manière décentralisée avec contrôles ex-ante réalisés par les Délégations de la Commission pendant une période transitoire au niveau de l'organisation des appels d'offres, des appels à propositions et de l'attribution de marchés et subventions. A ce titre, l'écriture des programmes, et la mise en œuvre des projets sont de la responsabilité du pays candidat.

3.3.2 Objectifs Spécifiques de l'activité

SPECIFIC OBJECTIVE 1: Promote an increased participation in the labour market by creating within the candidate country the necessary conditions for ESF implementation		
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Number of Framework and Financing Agreements entered into force.	<ul style="list-style-type: none"> - Commission decision on accreditation of structures and systems for Croatia in inter-service consultation - Receipt of accreditation package for Turkey - Commission Decision approving a Model Financing Agreement for components III and IV - Framework Agreement with Croatia and FYROM (Ratification and entry into force) - Framework Agreement with Turkey (signature) 	<ul style="list-style-type: none"> - Receipt of the accreditation package for FYROM, - Commission decision on conferral of decentralised management to Candidate Countries - Ratification of Framework Agreements - pre- financing payment to all CC
Sectoral HRD Monitoring Committee in each CC	N.A.	Securing proper functioning of the Sectoral HRD Monitoring Committee in each CC i.e. 3 monitoring committees
Main policy outputs		
Completion of accreditation process and effective start-up of implementation of the HRD OP (for all candidate countries)		

Main expenditure-related outputs		
Commitment of 2009 credits (€55.6 million for Turkey, €14.2 million for Croatia, €7.1 million for FYROM, total: € 76.9 millions €)		
SPECIFIC OBJECTIVE 2: Progress towards implementation of IPA policies in Employment Social Affairs and Equal opportunities.		
Result Indicators	Latest known result	Target (mid-term)
Number of calls for proposals and call for tenders launched in HRD policy areas	N.A	Launch of 50% of calls for tenders and proposals by July 2009 foreseen in procurement (work)plans for the 2007 – 2009 period.
Absorption level	N.A.	First intermediate payment before July 2010
Main policy outputs		
Ensure efficient management and control in view of the future management of ESF		
Main expenditure-related output s		
Payment of pre-financing instalments (€47.6 million for Turkey; €11.5 million for Croatia; €4.9 million for FYROM; total: €64 million)		

3.4. ABB Activity: Employment, Social Solidarity and Gender Equality

3.4.1. Description and justification of the EU intervention

The EU creates the conditions 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 whilst the main responsibility for action in these areas lies with Member States. While national welfare systems have developed their own dynamic and reform agendas, the main challenges for the future are largely common to all Member States. 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 actors. In the critical context which EU economies are facing at the end of 2008, the supporting and facilitating role of the Commission will be particularly important. Caring for employment and social vigilance, ensuring that structural reforms also help responding to adverse conditions, in the short run and stimulate social innovation, promoting gender equality and non-discrimination, will drive the EU contribution on the Lisbon framework and the social OMC as well.

As to the process, the EU contribution in 2009 will aim at supporting Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To that effect, the EU is instrumental in:

- providing analysis and policy advice on employment, social solidarity and gender equality policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in employment, social solidarity and gender equality policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- relaying the views of stakeholders and society at large.

To ensure that the EU can perform its role in the most effective and efficient manner and deliver real results for European citizens, the Community programme for employment and social solidarity PROGRESS has been established. PROGRESS is implemented through a results-based management using a strategic framework which defines the *PROGRESS* mission, its long-term and specific outcomes and performance measurement. The Strategic Framework is complemented with a set of performance measures; such a results-based management constitute a novelty compared to previous EC programmes. As a first operational step baseline data have been collected. Those data are reported under "latest known result" for the needs of the Annual Management Plan.

The evaluation of PROGRESS is part of the Commission's effort to ensure that Community programmes are operating as intended and are achieving effective and efficient results, and that its related policies, procedures and processes are operating effectively and efficiently. PROGRESS outcome mid-term evaluation will focus on:

1. Assessing key contributions (outputs) leading to progress made towards the outcome, and in particular progress made towards the ultimate outcome;
2. Assessing the factors affecting the outcome ;
3. Assessing key Programme management's contribution to outcomes and
4. Assessing the partnership strategies established between stakeholders

For 2009, the definition and decision of the priorities are linked to the new focus and evolving priorities of the renewed Social Agenda. The renewed Social Agenda highlighted the need to build consensus among stakeholders on the common challenges facing European societies and on the need to develop an integrated, comprehensive approach in response — covering aspects of employment, new skills and qualifications for new jobs, health including health inequalities, mobility, integration, education, equality and non-discrimination. This priority encompasses work on developing impact assessment and forward-looking analytical capacity with a view to paving the way for the post-2010 Lisbon cycle in line with the policy priorities highlighted by the Commission i.e. low-carbon economy, human capital, employment, skills and migration, and the external dimension of the Lisbon strategy.

Social issues are often complex and multi-dimensional, cutting across the boundaries of different services and the limits of responsibility between the EU and the Member States. Engaging with relevant stakeholders will contribute to building consensus and creating momentum for change and action. In particular this implies improved ownership and mobilisation of EU and national stakeholders in support of EU objectives and priorities. Priority will be assigned to ensure cross-fertilisation and mutual learning through strategic use of peer reviews and other mechanisms such as exchange of good practice, and transfer of knowledge at both national and European levels with a view to ensuring a critical base for support.

2009 financial appropriation (EU-27 and EFTA-EEA) amounts to 101.30432 million € i.e. a 2,34% increase compared to the 2008 Budget. This increase results from the additional budget of 100 million € which was agreed in the context of the 2006 Inter-institutional Agreement and which will be spread over the remaining duration of the program (2008-2013).

3.4.2. Specific Objectives of the activity

In order to strengthen the EU contribution in support of Member State's commitments and efforts to create more and better jobs and to build a more cohesive society, the following pluri-annual common objectives are pursued across all five sections (employment, social protection and inclusion, working conditions, non-discrimination, gender equality):

1. Help bring about effective application of EU law on matters related to health and safety, labour law and working conditions and information and consultation of workers, non-discrimination and gender equality in all Member States

Effective application of EU law will create a level playing-field and guarantee a common level of legal protection to all people. This activity supports the monitoring, effective application and enforcement of a large body of EU legislation developed in the fields of labour law, health and safety, gender equality and non-discrimination.

The effectiveness of EU law is largely determined by its implementation at national, regional and local levels. However, problems with the application and enforcement of EU law persist, as illustrated by the growing number of infringement cases and complaints of non-compliance with Community law. The need for better implementation has thus been recognised as a key priority in the context of the Better Regulation agenda. This includes measures to improve compliance with Community rules on the protection of workers and citizens' rights, the promotion of improved standards of inspection, monitoring and enforcement by Member States and a more systematic review of the application of EU legislation in the *'Employment, Social Solidarity and Gender Equality'* areas across the Member States.

2009 funding priorities: PROGRESS will promote clarity and consistency in rights and obligations under EU law through guidance and information

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

The central elements for the Lisbon Strategy in the next years will revolve around the necessity to adapt to globalisation, technological change and demographic change (including migration). In the framework of the Lisbon Strategy, Member States have agreed on common guidelines and medium-term targets to inform, co-ordinate and strengthen their national reforms programmes. Member States have also defined common objectives within the Open Method of Coordination on Social Protection and Social Inclusion, and the Commission has put forward – as part of the Renewed Social Agenda – a set of proposals to reinforce the Social OMC and to improve its interaction with the Growth and Job strategies. These processes are essentially based on peer group review and benchmarking. Positively changing the understanding among key EU and national policy and decision-makers and other stakeholders and promoting ownership of the EU objectives and priorities are necessary pre-requisites to favour the convergence of national policies towards those EU objectives and priorities. Improved shared understanding and ownership implies 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.

With a view to re-affirm the EU commitment to the long-standing objective of fighting poverty and social exclusion, the institutions have decided to designate 2010 as the "European Year to combat poverty and social exclusion". The preparatory work has already started, and will intensify in 2009, and will include the execution of a first, important tranche of the budget that has been allocated.

Priorities for funding in 2009:

PROGRESS will finance activities aimed in particular at

- delivering an ongoing series of high-quality, authoritative, comparative policy research and analysis studies on
 - flexicurity,



- the development and coordination of forecasting and foresight instruments on new skills for new jobs,
 - recent labour market trends and evolution of employment policies and instruments against the background of climate change, economic downturn, demographic and technological changes and globalisation,
 - recent evolution of anti-poverty policies in the Member States, and the current practices in setting quantified targets to combat poverty,
 - in-work poverty and extreme poverty in EU-27,
 - national strategies in primary care and their contribution to improved access, quality and financial sustainability,
 - supplementary pension practices and changes in the structure of occupational pension schemes,
 - functioning and development of social services of general interest,
 - posting of workers
 - cooperation between national authorities in preventing and combating undeclared work
 - occupational safety and health issues,
 - supported employment for people with disabilities,
 - use of age and disability in the insurance and banking sectors.
- partnering EU and national policy/decision-makers and stakeholders in identifying best practice

3. 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 a 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.

Priorities for funding in 2009:

- PROGRESS will continue to finance in particular the operations of various EU-level networks active in the:
- fight against discrimination on grounds of racial or ethnic origin, disability, age and sexual orientation;
 - integration of disabled people;
 - integration and defence of the Roma people rights;
 - fight against poverty and social exclusion;
 - active inclusion and social experimentations;
 - enhancing administrative cooperation in the field of posting of workers
 - promotion of gender equality;
 - promotion of women in decision-making;
 - promotion of better working conditions, in particular as far as safety and health aspects are concerned;
 - promotion of non-discrimination laws and policies (network of national equality bodies);
 - promotion of active inclusion (networks of local authorities/observatories).



- PROGRESS will finance activities aimed at mobilising all key EU and national policy/decision-makers and stakeholders to provide information on and influence the development of EU law, policies and objectives

The breakdown by policy section is as follows:

ABB ACTIVITY: Employment, social solidarity and gender equality																						
SPECIFIC OBJECTIVE 1: Bring about effective application of EU law on matters related to health and safety, labour law, non-discrimination and gender equality in all Member States																						
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>																				
Transposition rate of EU law on matters relating to: 1. labour law 2. health and safety 3. antidiscrimination 4. gender equality	a) Transposition rate: Total 98.6% 1. 99.4 % 2. 99,5% 3. 100 % 4. 96 % b) Fragmentation factor ¹ : Total 15.9% (10 Dir.) 1. 14.3 % (3 directives) 2. (1 directive) 3. 0 % 4. 30.8 % (3 directives)	Increase transposition rate																				
Effectiveness of application of EU law relating to: 1. Labour law 2. Health and Safety 3. Antidiscrimination 4. Gender equality	a) Nbr of infringements cases handled satisfactorily ² : <table border="1" data-bbox="643 913 1086 1079"> <thead> <tr> <th></th> <th>Closed</th> <th>Pending</th> <th>Sent to the ECJ</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>9</td> <td>44</td> <td>2</td> </tr> <tr> <td>2.</td> <td>8</td> <td>12</td> <td>3</td> </tr> <tr> <td>3.</td> <td>16</td> <td>52</td> <td>0</td> </tr> <tr> <td>4.</td> <td>17</td> <td>64</td> <td>1</td> </tr> </tbody> </table> b) Degree of awareness of EU law protection ³ : Discriminations prohibited by EU law when hiring employees: disability (51%), race or ethnic origin (36%), religion or belief (35 %), age (31%) and sexual orientation (30%).		Closed	Pending	Sent to the ECJ	1.	9	44	2	2.	8	12	3	3.	16	52	0	4.	17	64	1	Highest proportion of infringement procedures handled satisfactorily
	Closed	Pending	Sent to the ECJ																			
1.	9	44	2																			
2.	8	12	3																			
3.	16	52	0																			
4.	17	64	1																			
Main policy outputs																						
Legislative Proposal to amend several labour law directives to include seagoing workers or vessels in their scope (CLWP 2008)																						
Consultations (1 st and 2 nd) of the European social partners on the revision of Directive 2004/40 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields)																						
2 nd Consultation of the European social partners on the content of a legislative initiative banning tobacco smoking at work places																						
Proposal for a Council and EP directive on the protection of workers against the risk factors leading to work related musculo-skeletal disorders																						
Study on the situation of women with disabilities in Europe in the light of the UN Convention on the Rights of People with Disabilities																						
Study on challenges and good practices in the implementation of the UN Convention on Rights of Persons with Disabilities																						
Active contribution to inter-institutional negotiations on recently adopted Community legislation's proposals																						
Implementation reports of Community legislation																						
Infringements proceedings management																						
National, thematic reports from the European Networks of legal experts (gender, labour law, non-discrimination) including annual legal seminar																						
Main expenditure-related outputs																						
Accurate monitoring/assessment of implementation and impact of EU law and policy in PROGRESS areas, particularly through expert networks on labour law, non-discrimination and gender equality																						

¹ Percentage of the outstanding Directives that have not been transposed in at least one Member State

² Those where the DG has either been able to close the case following successful discussions with the MS involved or where a decision has been taken to bring a case in front of the European Court of Justice.

³ Discrimination in the European Union // Special Eurobarometer 263, January 2007

Research and analysis related to Employment, Social solidarity and Gender equality policy areas to (1) inform Commission internal decision-making (impact assessment, ex ante evaluation), (2) to monitor the implementation of the policy and legal processes and (3) to inform and influence forthcoming policy debates

Identification and dissemination of good practices in related policy areas

Enhance administrative cooperation in the field of posting of workers through the setting up of an Expert Committee.

Relevant training and mutual learning targeted to legal and policy practitioners in Employment, Social solidarity and Gender equality policy areas

Development of an appropriate model (data/statistics) to continue the harmonisation of statistics related to Health and Safety at work (accidents ESAW and diseases EODS)

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, social solidarity and gender equality policy areas

<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Attitudes of decision makers, key stakeholders and general public regarding EU objectives in 1. employment 2. social protection and inclusion 3. working conditions 4. antidiscrimination 5. gender equality	Attitude of general public i.e. % with positive opinions with regard to Progress policy areas ⁴ 1. General in employment field 56% 2. Social inclusion 71% 3 Working Conditions 70% 4. Antidiscrimination 75% 5. Gender Equality 76%	Increase % of positive opinion
Extent to which national policy discourses or priorities reflect EU objectives related to : 1. employment 2. social protection and inclusion 3. antidiscrimination 4. gender equality	1. - All MS agreed to report on Flexicurity policies in their 2008 National Reform Prpgrammes - A number of MSs having national activities aiming at anticipating and matching of LM needs 2. In the National strategy reports on the Social OMC 66% of MS report policy or strategies consistent with EU objectives (2006) 3. a)visibility of disability issues * in Employment NRPs (2008) (<i>available in 1st Q 2009</i>); * in 100% of Social Inclusion Reports in the OMC (2008) b) Visibility of other discrimination grounds : * Roma 62%, Young people 91%, Ederly 100%, Gay&Lesbian 4%, Ethnic minorities & 2 nd generation migrants 50%, migrants 71% 4. Visibility of gender issues: (<i>new figures available in December08</i>) * in 66% of Employment NRPs (2007); * in 66% of Social Inclusion Reports in OMC (2006)	All Member States by 2010
Existence of common ground/consensus among policy and decision-makers and stakeholders on EU objectives and policies	- more than 75% observed a strong or large degree of consensus/common ground on the major policy objectives - the majority (around half) of all actors indicated than the consensus/common ground was neither increasing nor decreasing ⁵	Increase

Main policy outputs

Support Lisbon Strategy/European Employment Strategy in partnership with the Member States (including Staff Working Paper on Flexicurity stocktaking, Employment Guidelines, Interim report on the implementation of the Job Mobility Action Plan 2007-2010)

Post-Lisbon preparation (Study on "Identification of employment challenges for the next decade to be used in the context of the political debate on the post-2010 Lisbon strategy")

Communication on the implementation of the Social Agenda

Staff working papers: child poverty and in-work poverty

Restructuring Report 2009 (DTS) – Main results of the sectoral studies

Communication on the implementation results and overall assessment of the 2007 European Year for Equal Opportunities for all

Communication on Health Inequalities

⁴ Eurobarometer 2006: European Employment and Social Policy. No.261. cited in PPMI "baseline assessment report"

⁵ Dedicated survey on partnership (June-July 2008) among 518 people (EC officials, EU-wide network/NGO representatives, MS representatives sitting in EU committees in the PROGRESS policy areas

<p>Flagship Reports</p> <ul style="list-style-type: none"> - Employment in Europe + Joint Employment Report - Joint Report on Social Protection and Social Inclusion 2009 - Commission proposal for the Joint Report Social Inclusion and Social Protection 2010 - Equality between women and men 		
Main expenditure-related outputs		
Information and communication activities, conferences and events in Employment, Social Solidarity and Gender Equality policy areas		
Conference on effectiveness and efficiency of public spending		
Accurate monitoring/assessment reports on implementation and impact of EU law and policy in the related areas		
Development of appropriate statistical tools, methods, indicators related to Employment, Social Solidarity and Gender Equality policy area		
Restructuring Forums: sectoral studies, climate change		
Appropriate policy advice, research and analysis related to the activity's policy areas to (1) inform Commission internal decision-making (impact assessment, ex ante evaluation), (2) to monitor the implementation of the policy and legal processes and (3- to inform and influence forthcoming policy debates		
Relevant training and mutual learning targeted to legal and policy practitioners in the related policy areas		
SPECIFIC OBJECTIVE 3: Reinforce effective partnerships with national and pan-European stakeholders in support of outcomes related to employment, social solidarity and gender equality policy areas		
Result Indicators	Latest known result	Target (mid-term)
Identification and involvement by the EU of key actors in a position to exert influence or change at EU and national levels	<ul style="list-style-type: none"> • 64% of the general public has a positive perception of the EU's ability to involve the key actors (trade unions, employers) through dialogue⁶ - Shared view among EC and the EU-supported networks on positive influence of EU networks on policy process, , Yet key EU networks are significantly more successful at the EU than at national level - MS reps indicated that quite a number of important non-governmental actors were involved but definitely not all of them.⁷. 	<p>Increase or maintain % of positive perception</p> <p>Increase the involvement of national actors and organisation on EU related issues</p>
Main policy outputs		
Presidency Conferences (Flexicurity, Social Services, Gender equality, Protection of senior citizens)		
Study on "the role of Public Employment Services (PES) related to Flexicurity" in the European Labour Market		
Study on "New Skills for New Jobs"		
Outcomes of the sectoral studies concerning jobs and occupations		
Launch of Anticipedia (interactive website)		
First outcomes of the national seminars		
Staff working document on Social Services of General Interest quality		
Awareness raising actions on poverty and social exclusion		
Main expenditure-related outputs		
Organising exchanges of policies and promoting the debate about employment challenges and policies via a mutual learning program. CSR, PES networks and MISEP, MISSOC with member States representatives		
Capacity building : (i) Support to NGOs (Framework Partnership Agreements) and other's networks activities (National Equality Bodies, women in decision-making position in politic 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, local observatories and developing a bottom up approach to quality in social services		

⁶ Eurobarometer 2006 European Employment and Social Policy. No.261

⁷ Dedicated survey on partnership (June-July 2008) among 518 people (EC officials, EU-wide network/NGO representatives, MS representatives sitting in EU committees in the PROGRESS policy areas

3.5. ABB Activity: Working in Europe – Social Dialogue and Mobility

3.5.1. Description and justification of the EU intervention

Social Dialogue

Fundamental changes in the economy and the labour market are accelerating in all Member States, not least as a response to the economic crisis. Smooth and peaceful implementation of restructuring requires new collective responses which take on board the (often conflicting) expectations of both workers and employers.

In accordance with Articles 138 and 139 of the Treaty, 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. Particular attention is given to respecting the autonomous social dialogue between employers and trade unions, including the possibility of their reaching agreements.

DG EMPL supports cross-industry and sectoral social dialogue at European level through meetings of the Social Dialogue Committee (representatives of cross-industry employers and trade unions), working groups, and Sectoral social dialogue committees, thus facilitating negotiations between the social partners, associating them to 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. On average, one new autonomous agreement is adopted each year, either in a specific sector or at cross-industry level, which addresses issues relevant for the whole economy. DG 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 2009 the additional challenges of improving awareness of the results of European social dialogue at national level, and even greater efforts to strengthen the administrative capacity of the social partners, particularly in the new Member States, will be undertaken to ensure an effective follow-up of the autonomous agreements and frameworks for action and thus to ensure a real impact.

Mobilité

En vertu des articles 39 et 40 du Traité instituant la Communauté européenne, la Commission a la tâche d'assurer et de stimuler la libre circulation des travailleurs et de leurs familles dans toute l'Union, liberté fondamentale prévue par le Traité. En 2009, cette tâche aura encore plus d'importance du fait de la réaction des flux d'emploi à la crise économique.

La Commission veille à l'application des règles de la libre circulation des travailleurs ainsi que des règles de coordination de la sécurité sociale obligatoire qui en sont le corollaire.

En contact direct avec les demandes des citoyens comme avec l'ensemble des administrations nationales de sécurité sociale, la Commission surveille la bonne application du Traité et contribue à la conception, la simplification et la modernisation législative dans le processus législatif communautaire.

La Commission gère ainsi le portail EURES et son réseau des conseillers, dont l'objectif est de promouvoir la mobilité des travailleurs européens et de contribuer à l'émergence d'un

marché du travail à l'échelle européenne. Ce portail européen aide à la recherche d'emploi et au recrutement en Europe. Le réseau de conseillers offre, pour sa part, une assistance de proximité aux travailleurs et à leurs familles. Dans la mise en œuvre de ces objectifs, la Commission coopère étroitement avec les Services Publics de l'Emploi des États membres ainsi que d'autres organisations partenaires du réseau EURES, notamment les partenaires sociaux. **Le renforcement de la plateforme EURES et de son champ d'action est une des quatre priorités du plan d'action sur la mobilité de travailleurs 2007-2010.**

The EURES network is subjected to a systematic assessment (every three years) with a view of constantly improving its operation. An evaluation study **launched in 2008 and to be carried out in 2009** should address such issues as the effectiveness and added value of EURES services.

Situation sociale et Démographique

Enfin, cette activité répond à l'exigence du Traité (article 143) de fournir régulièrement un rapport sur l'évolution de la réalisation des objectifs sociaux tels qu'évoqués dans l'article 136 (promotion de l'emploi, l'amélioration des conditions de vie et de travail, protection sociale adéquate, dialogue social, développement des ressources humaines permettant un niveau d'emploi élevé et durable et la lutte contre l'exclusion. Un tel éclairage requiert de développer une analyse à la fois quantitative – conduisant à l'élaboration d'indicateurs et de statistiques sociales – et prospective, destinée à mettre en évidence les faits et tendances, en particulier démographiques, ayant une portée significative pour l'avenir de l'Union. Les objectifs de cette sous-activité se réalisent en coopération avec EUROSTAT, en utilisant des ressources propres d'études et en mobilisant les financements communautaires de recherche socio-économique.

3.5.2. Specific Objectives of the activity

Afin de soutenir le dialogue social et de surmonter les obstacles subsistant à la libre circulation et ainsi contribuer à l'émergence d'un véritable marché du travail au niveau européen, cette activité met l'accent sur la promotion de la mobilité géographique et professionnelle des travailleurs en Europe.

Ceci est réalisé principalement par la fourniture et la coordination d'une infrastructure commune d'échange, de services d'information, guidance et placement s'adressant à la fois aux demandeurs d'emploi et aux employeurs, et de soutien aux partenaires.

Ce cadre de travail permet l'échange de l'ensemble des offres d'emploi notifiées aux Services Publics d'Emploi à travers l'Europe, ainsi que l'échange de bonnes pratiques, et d'informations pertinentes quant à la mobilité géographique. Il soutient, encourage et encadre les partenaires dans leur activité de formation, de communication et de coopération autant à l'intérieur du réseau qu'avec les autres acteurs du domaine.

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.		
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Total number of social dialogue committees in existence	Cross-industry Social Dialogue Committee 36 Sectoral Social Dialogue Committees	1-2 new SSDC in 2009

Number of consultations on the basis of article 138 of the Treaty	4 consultations in 2008	4 consultations in 2009
Number of autonomous agreements adopted by social partners	14 framework agreements negotiated by the social partners since 1997	2-3 new agreements in 2009
Implementation reports by social partners on autonomous agreements after 4 years	Stress at work report 2008 Crystalline silica interim report 2008	Crystalline Silica final report in 2010

Main policy outputs

Autonomous dialogue between the social partners at EU level
 Support for negotiation of an autonomous agreement by cross-industry social partners on inclusive labour markets
 Evaluation of functioning of Sectoral Social Dialogue Committees
 Support for negotiation of an autonomous agreements (inland waterways on working time, railways on working time, Agriculture-Agripass, Horeca on skills)

Main expenditure-related outputs

Pre-consultations between the European trade union representatives to facilitate the adoption of their opinions on EU policies.
 Presidency conferences
 Social dialogue negotiation meetings

SPECIFIC OBJECTIVE 2: Promouvoir la mobilité géographique et professionnelle des travailleurs en Europe afin de surmonter les obstacles subsistants à la libre circulation et contribuer à l'émergence d'un véritable marché du travail au niveau européen.

<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Number of vacant posts offered to the European citizens through the EURES platform.	Daily average for 2008 as of June 2008: 1, 468,234 vacant post (1,3 million for 2007)	Increase the number of vacant post offered to 1,600,000 in 2009 and 1,800,000 in 2010 ⁸
Number of visitors of the EURES platform.	Monthly average for first eight months of 2008 : 1, 400,000 visitors (800.000 in 2007)	Increase the number of visitors to 2,000,000 per month in 2009 and 3,000,000 per month in 2010
Number of individual personal contacts of the EURES advisers with jobseekers, workers and employers as indicator of one of the main services provided by the EURES network	Monthly average of 102,790 individual contacts in first six months of 2008 (90,000 in 2007)	Increase the number of contacts to 125,000 per month in 2010
Nombre de Cartes européenne de santé délivrées aux citoyens	172 millions de cartes délivrées en 2007	Accroissement de 5% par an
Disponibilité de l'information sur les droits en matière de libre circulation et la sécurité sociale des travailleurs migrants	Mise à jour des guides pour l'information des citoyens et lancement d'une campagne sur la CEAM	Amélioration et regroupement des sites d'information
Nombre de décisions de la Commission administrative mettant en œuvre le règlement de coordination	Environ 200 décisions adoptées (à examiner dans le cadre du nouveau paquet législatif).	Toutes les décisions doivent faire l'objet d'une réévaluation (suppression, modification, prolongation) avant juin 2010. Adaptation d'au moins 40 décisions en 2009
Accélération du suivi des infractions	49 cas en cours en octobre 2008 dont 25 ont plus de 2 ans	Réduction de la part des dossiers de plus de deux ans à moins d'un tiers
Nombre d'actions de formation et d'information en matière de libre circulation	27 séminaires organisés par le réseau TRESS et le réseau d'experts sur la libre circulation	Au moins un séminaire par an et par EM en 2009. Cible de deux séminaires ou réunions bilatérales par an et par EM en 2010.

Main policy outputs

Commission biennial report to the European Parliament on EURES activities during the period 2006-2007
 Decisions and recommendations of the Administrative Committee of the European Communities on Social Security for Migrant Workers
 Launch of EESSI ((Electronic Exchange of Social Security Information)
 Reinforcement of the application of Community Law, e.g. by launching of and follow-up to infringements

⁸ The number of vacancies will increase due to improved data quality and connectivity. The total number of vacant jobs will depend on the development of the European labour market and the economy in general.

<i>Main expenditure-related outputs</i>		
Support of Public Employment Services in contributing to the development of European Labour Markets open and accessible to all through EURES		
Job Days 2009		
Presidency conferences		
SPECIFIC OBJECTIVE 3: Promote better policy responses in the Member States to demographic and social challenges by producing and disseminating comparative information		
<i>Result Indicators</i>	<i>Latest known result</i>	<i>Target (mid-term)</i>
Availability and dissemination of comparative information on demographic and social challenges across the EU as well as on social conditions.	3 reports in 2008 (Social Situation Report 2007 adopted, Social Situation Report 2008 and Demography Report 2008 under preparation)	1 report (Social Situation Report 2009)
<i>Main policy outputs</i>		
Social Situation Report 2009		
<i>Main expenditure-related outputs</i>		
Support of OECD project on measurement of well-being		
Support of OECD family data base		
Renewal of Social Situation Observatory		
Meetings of the Expert's Group on Demography		
Renewal of contract for updating the portal of European Alliance for Families		
