

EVALUATION AND FITNESS CHECK (FC) ROADMAP			
TITLE OF THE EVALUATION/FC	Evaluation of the EU Agencies under the remit of DG EMPL: EUROFOUND, CEDEFOP, ETF and EU-OSHA		
LEAD DG RESPONSIBLE UNIT	DG EMPL, UNIT G4	DATE OF THIS ROADMAP	03.08.2016
TYPE OF EVALUATION		PLANNED START DATE	December 2016
		PLANNED COMPLETION DATE	December 2017
		PLANNING CALENDAR	http://ec.europa.eu/smart-regulation/evaluation/index_en.htm
This indicative roadmap is provided for information purposes only and is subject to change.			

A. Purpose

(A.1) Purpose

There are four decentralised agencies falling under the remit of DG EMPL: the European Foundation for the Improvement of Living and Working conditions (EUROFOUND), the European Centre for the Development of Vocational Training (CEDEFOP), the European Training Foundation (ETF) and the European Agency for Safety and Health and Safety at Work (EU-OSHA).

The purpose of the evaluation is to assess their relevance, effectiveness, efficiency, coherence and added value, both individually and in a cross-cutting perspective, identifying potential synergies and overlaps in their mandates, objectives and activities.

The supporting study, which will be conducted by external experts, will underpin the Commission Staff Working Document outlining the main results of the evaluation and will also provide useful evidence for the debate on the role of the Agencies in the next Multiannual Financial Framework (MFF). The evaluation will also contribute to assess whether further revisions of agencies' Founding Regulations would be needed, in addition to the revisions of the Founding Regulations of the three tripartite Agencies¹ – Cedefop, Eurofound and EU-OSHA currently in preparation (Commission proposal adoption foreseen in Q3/2016)².

(A.2) Justification

The evaluation will produce sound evidence for the debate on the role of the Agencies in the next Multiannual Financial Framework (MFF) and will provide robust basis for deciding whether further revisions of agencies' founding regulations would be needed (in addition to the revisions of the tripartite agencies founding regulations currently in preparation), in order to better exploit potential synergies and avoid overlapping regarding their objectives, activities and governance.

Legal basis for evaluation of the agencies

For ETF, Art.24 (2) of its Founding Regulation states that the Commission shall, every four years, in consultation with the Governing Board, conduct an evaluation of the implementation of the Regulation, the results obtained by the Foundation and its working methods in light of the objectives, mandate and functions defined in the Regulation.

There is no explicit requirement in the Founding regulations of the three tripartite agencies to conduct an evaluation of the agencies. However, the Commission's Better Regulation Guidelines and the Financial Regulation require periodic evaluation of EU interventions of over €5 million, which is applicable to all the four agencies, as their annual core budget are above that threshold.

Moreover, the Common Approach on EU decentralised agencies³ – the EU reference framework for these bodies - foresees that each agency's founding act should provide for a periodic overall evaluation, to be carried out by the Commission every five years and on the occasion of every second evaluation, a sunset/review clause should be included. Although the four agencies founding acts are yet to be aligned with the Common Approach, the latter could serve as a basis for the forthcoming evaluation.

¹ The tripartite nature of the three agencies is reflected both in its governance and functioning, as national authorities, trade unions and employer representatives participate into the governing bodies as well as into dedicated advisory committees of the agencies.

² The amendments included in the current on-going revision of the three tripartite agencies aim to align their founding regulations to the provisions of the Common Approach for EU agencies and would not significantly alter the fundamentals of the agencies in terms of mandate and tasks, as well as in terms of governance (namely in relation to its tripartite nature).

³ http://europa.eu/about-eu/agencies/overhaul/index_en.htm

B. Content and subject of the evaluation

(B.1) Subject area

1. EUROFOUND

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) was established in 1975 by Regulation (EEC) No. 1365/75 and, together with Cedefop, was one of the first two EU agencies created. The Founding Regulation has been amended so far 3 times, in 1993, 2003, and 2005, mainly to take account of enlargement or Treaty changes.

Eurofound main mission is to carry out research in the area of employment, industrial relations, living and working conditions. It operates two observatories, one on industrial relations and working conditions, and one on management of change/restructuring. It conducts regular surveys on developments at company level, working conditions and quality of life. The agency also carries out individual research projects in accordance with its multi-annual and annual rolling work programmes. The Foundation contributes to the analytical and policy work of the Commission and of the Union as a whole.

Eurofound is located in Dublin, Ireland. It has around 110 staff members and 21 million euro annual budget with – out of this – an operational budget of ca. 8 million euro.

2. CEDEFOP

The European Centre for the Development of Vocational Training (Cedefop) was established in 1975 by Council Regulation (EEC) No 337/1975. It is the oldest decentralised EU agency. The Cedefop's Founding Regulation has been amended five times, in 1993, 1994, 1995, 2003 and 2004, mainly to take account of the EU enlargement or Treaty changes⁴.

Cedefop's main mission is to assist the Commission in encouraging, at EU level, the promotion and development of vocational training and of in-service training and to contribute to the implementation of a common vocational training policy. The Centre provides policy makers, researchers and practitioners of the EU with information to promote a clearer understanding of developments in vocational education and training (VET) as to enable them to take informed decisions for future action. It is therefore a key resource and instrument for the development and implementation of EU VET policy and European tools in the field of education.

Since its establishment in 1975, the Centre has adapted its activities to the overall societal, institutional and economic developments and emerging trends in European policies in the field of vocational education and training. Consequently, Cedefop's current activities go beyond vocational education and training and include work on qualifications, in particular the EQF⁵, on skills analysis and forecasting, and the validation of non-formal and informal learning.

Cedefop is located in Thessaloniki, Greece. It has around 122 staff and 18 million euro annual budget with – out of this- an operational budget of ca 5.5 million euro.

3. ETF

The European Training Foundation (ETF) was established under Council Regulation (EC) No 1360/90. A new Regulation on ETF (1339/2008) was adopted in December 2008 to allow the ETF to perform its activities within the framework of the new generation of EU policy and cooperation instruments for

⁴ The proposal for the revised Founding Regulation (currently ongoing) foresees to slightly adapt the mandate of the Agency by including the reference to the work carried out by Cedefop in the field of skills and qualifications policies.

⁵ European Qualifications Framework

external relations (the Instrument for Pre-accession Assistance - IPA2 - and the European Neighbourhood and Partnership Instrument).

The Foundation is expected to make an important contribution to human capital development in the context of the EU external relations policy, by calling upon experience gained within the EU in relation to education and training in a lifelong learning perspective. According to the ETF Regulation, the overall objective of the Foundation is to contribute, in the context of the external relations policies, to improving human capital development, defined as work, which contributes to the lifelong learning development of individuals' skills and competences through the improvement of vocational education and training systems in its partner countries: 1) European Neighbourhood South and East⁶, 2) Enlargement process: countries from the Enlargement region involved in the Instrument for Pre-accession Assistance⁷, and 3) a number of countries from Central Asia⁸.

The ETF is located in Torino, Italy. It has around 130 staff and 20 million euro annual budget with out of this – an operational budget of ca 5 million euro.

4. EU-OSHA

The European Agency for Safety and Health at Work (EU-OSHA) was established in 1994 by Council Regulation (EC) No. 2062/94. Its Founding Regulation has been amended three times, in 1995, 2003, and 2005, mainly to take account of EU enlargement or Treaty changes.

EU-OSHA's main mission is to develop, gather and provide reliable and relevant information, analysis and tools to advance knowledge, raise awareness and exchange occupational safety and health (OSH) information and good practice which will serve the needs of those involved in OSH. The Agency ensures the collection and dissemination of information and tools on health and safety at work relevant for stakeholders and policy makers at EU and national level, and carries out awareness-raising and networking activities in the field of OSH. It also anticipates change and new and emerging risks and develops tools for good OSH management.

EU-OSHA is located in Bilbao, Spain. It has around 66 staff and 16.7 million euro annual budget with – out of this- an operational budget of ca 8.2 million euro.

(B.2. Original Objectives of the intervention

See attached annex table, column: *“Objectives of the Agency”*

(B.3) How the objectives were to be achieved

See attached annex table, column: *“How the objectives were to be achieved? (Tasks/Activities)”*

C. Scope of the evaluation/FC

⁶ Algeria, Armenia, Azerbaijan, Belarus, Egypt, Georgia, Israel, Jordan, Lebanon, Libya, Moldova, Morocco, Palestine, Russia, Syria, Tunisia, Ukraine.

⁷ Albania, Bosnia and Hercegovina, the Former Yugoslav Republic of Macedonia, Iceland (until 2015), Kosovo (**This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence*), Montenegro, Serbia, Turkey.

⁸ Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan.

(C.1) Topics covered

Scope: All the activities of the four Agencies and all the countries covered by their activities. Regarding the ETF, in particular, the results from the on-going external ETF evaluation (July 2016) will be fully integrated into the planned Agencies evaluation to avoid repetition.

Period: The evaluation period should cover the activities from 2011 to 2016. It covers a five years period in line with the requirements of the Common Approach for agencies. Moreover, starting in 2011 allows a perfect alignment with the on-going individual ETF evaluation, whose time coverage starts in 2011, and therefore allows that ETF evaluation results are fully integrated into the planned Agencies evaluation. It also allows to fill the gap with the most recent cross-cutting evaluation of all EU agencies (2009).

(C.2) Issues to be examined

The evaluation will assess the relevance, effectiveness and impact, efficiency, coherence, and added value of the four agencies' work, as well as potential synergies and overlapping.

In particular, the specific objectives of the evaluation are to:

- Assess the relevance, efficiency, effectiveness, impact, coherence, and added value of the four agencies' interventions in view of the key objectives, priorities and tasks defined in their Founding Regulations and guiding programming documents. Agencies shall be assessed individually as well as in a cross-cutting perspective (regarding ETF, the individual assessment will be completed through the ongoing external evaluation - July 2016-).
- Provide useful lessons and recommendations to enable the Agencies to face the forthcoming challenges, to exploit potential synergies and to avoid any duplication among agencies, as well as between the agencies and the Commission itself, concerning their mandates, objectives and activities. Possible duplications with agencies not falling under DG EMPL's remit but working in close areas (e.g. FRA⁹, EIGE¹⁰) should also be covered by the evaluation. These recommendations shall take into consideration, if necessary, possible revisions of the founding acts of agencies;
- Assess the extent to which the recommendations made by the latest external evaluations have been put into practice, as well as the implementation of the relevant recommendations from global evaluation reports that involved all EU agencies. The implementation of the recommendations, resulting from audits (Internal Audit Service, European Court of Auditors, discharge procedures of the European Parliament etc.) should also be assessed;
- Review the existing agencies' objectives/functions/governance and operational framework, proposing a new intervention logic for the agencies' interventions that clearly disentangles general, specific and operational objectives; (regarding ETF this task will be completed through the ongoing external evaluation - July 2016);
- Suggest a system for measuring the results and impact of the agencies' interventions according to the new proposed intervention logic (regarding ETF this task will be completed under the ongoing external evaluation - July 2016).

The evaluation should take particular account of the implications for the four agencies of the following key elements: 1) The Common Approach of the European Parliament, the Council and the European Commission¹¹, 2) the Commission's Roadmap for raising the effectiveness and improving the governance

⁹ EU Agency for Fundamental Rights.

¹⁰ European Institute for Gender Equality.

¹¹ http://ec.europa.eu/smart-regulation/impact/ia_in_other/docs/ii_common_approach_to_ia_en.pdf;

of the decentralised agencies¹², 3) the related work of the Inter-Institutional Working Group on agencies' resources set up in 2014; 4) the evolution of EU policy concerning the mandates of the four agencies and 5) the set-up of the Juncker's Commission with the allocation of the four agencies under the portfolio of the Commissioner of Employment, Social Affairs, Skills and Labour Mobility.

(C.3) Other tasks

Additionally, the external evaluator should:

- Prepare the questionnaire and background document for the Open Public Consultation (OPC), analyse and process the results and draft a synthesis report summarising the main findings from the OPC, according to BR guidelines, to be included in the final report of the evaluation.
- Draft a synthesis evaluation report (15-20 pages), including a 2 pages executive summary and two annexes: 1) “Stakeholder Consultation Synthesis Report” and 2) “Methods and Analytical Models used in preparing the evaluation”.
- Provide a brief statement about the validity of the evaluation results, i.e. to what extent it has been possible to provide reliable statements on all essential aspects of the interventions examined. Issues to be referred to may include scoping of the evaluation exercise, availability of data, unexpected problems encountered in the evaluation process, proportionality between budget and objectives of the assignment.
- Make a proposal for the dissemination of the evaluation results.
- Present the final report to DG EMPL and the ISSG.
- Present the final report to the Governing Boards of the agencies.

D. Evidence base

(D.1) Evidence from monitoring

Every year each Agency prepares a Consolidated Annual Activity Report (CAAR) which indicates the results of the activities as compared to the objectives set, the associated risks, the use made of the resources and the efficiency and effectiveness of the internal control systems (last available CAAR 2015).

Moreover, Cedefop and Eurofound have additional evidence from monitoring:

- **Cedefop:** Data from Performance Management System are available on an annual, semi-annual or quarterly basis.
- **Eurofound:** It carries out a regular self-assessment in the context of its Eurofound Performance Monitoring System (EPMS). The system was set up to monitor the Agency's progress in achieving its strategic objective. The EPMS includes various performance-measurement techniques, ranging from a set of nine key performance indicators (KPIs) and extensive metric data collections to a comprehensive user satisfaction and evaluation programme. The system is currently under revision, in the framework of the new programming phase 2017-2020.

¹²http://europa.eu/agencies/documents/2012-12-18_roadmap_on_the_follow_up_to_the_common_approach_on_eu_decentralised_agencies_en.pdf

(D.2) Previous evaluations and other reports

These are the most recent external evaluations that have been carried out :

- **EUROFOUND:** *Evaluation of the work programme 2009-2012*, carried out by the agency itself, between June 2014 and February 2015. It assessed Eurofound's performance during the completed programme period 2009-2012, and provided input to improve Eurofound's capacity to implement the subsequent four year programme.

See under: <http://www.eurofound.europa.eu/evaluation>

- **CEDEFOP:** *External evaluation (2013)*, covering the period from 2007 to mid-2012,. In addition to assess its individual performance, and following a request of the European Parliament in the 2011 horizontal discharge report, the evaluation also focus on the cooperation and potential for synergies between Cedefop and three other EU Agencies: ETF, Eurofound and the EU-OSHA.

See under: <http://www.cedefop.europa.eu/en/content/final-report-external-evaluation-cedefop-9-december-2013>

- **ETF:** *External Evaluation of the European Training Foundation*, Ecorys, July 2016. Overall assessment of the agency covering all the evaluation criteria according to new BR guidelines, for the 2011-2014 period.

See under: http://ec.europa.eu/dgs/education_culture/more_info/evaluations/index_en.htm

- **EU-OSHA:** *External mid-term evaluation of EU-OSHA (2011)*, an overall evaluation of its performance focusing on its Strategy for the period 2009-2013.

See under: https://osha.europa.eu/en/publications/evaluation_reports/mid-term-evaluation-eu-osha-strategy_2009-2013_en.pdf/view

Additionally, the European Commission has also commissioned global evaluation reports that involved all Union agencies and provide comparison between the agencies:

- *Meta-study on decentralised agencies: cross-cutting analysis of evaluation findings*, Euréval, September 2008

See under:

http://europa.eu/agencies/documents/synthesis_and_prospects_en.pdf

http://europa.eu/agencies/documents/conclusions_at_system_level_en.pdf

(D.3) Evidence from assessing the implementation and application of legislation (complaints, infringement procedures)

n.a.

(D.4) Consultation

As part of the external evaluation, several consultation activities will be carried out, designed and implemented by the Commission and the external evaluators. Regarding the ETF, in particular, the results from the consultation activities under the on-going external evaluation (July 2016) will be fully integrated

into the present agencies evaluation to avoid repetition. The following stakeholder consultation activities per type of stakeholders are planned:

- **Scoping consultations: high level interviews** during the inception phase to further refine the intervention logic of the four agencies and clarify operational structures and processes.
 - ✓ *Type of stakeholders:* Agencies' Governing Board members, European Commission staff (DG EMPL), EU-OSHA Focal Points.
 - ✓ *Period:* 1Q 2017
- **In-depth interviews** with organisations involved in the agencies' policy frameworks, delivery and governance.
 - ✓ *Type of stakeholders:* European Commission staff (DG EMPL and other DGs – EAC, GROW, HOME, ESTAT, JRC, RTD, SANTE, JUST, NEAR, DEVCO, EEAS), Agencies managerial staff, Agencies Governing Boards members (i.e. governmental representatives and social partners at both national and European level), other EU and international organisations.
 - ✓ *Period:* 1Q 2017
- **Surveys of stakeholders and beneficiaries** to gather objective data and opinion on the impact of the four agencies.
 - ✓ *Type of stakeholders:* Agencies EU level stakeholders; Agencies beneficiaries at national level
 - ✓ *Period:* 2Q 2017
- **Surveys of agencies' staff** to gather objective data and opinion on the impact of the agencies
 - ✓ *Type of stakeholders:* Agencies staff.
 - ✓ *Period:* 2Q 2017
- **Interviews with beneficiaries through case studies** to address in particular the cross-cutting perspective.
 - ✓ *Type of stakeholders:* Agencies staff.
 - ✓ *Period:* 3Q 2017
- **Workshop** in the final phase of the evaluation to test the evaluation conclusions
 - ✓ *Type of stakeholders:* Agencies' Governing Board members
 - ✓ *Period:* 4Q 2017

The Stakeholder Consultation Strategy will make extensive use of targeted consultations to all agencies stakeholders and will include an **online public consultation**: The online consultation will be open to any interested party or individual over a period of 12 weeks, during 2Q 2017. The open public consultation will be accessed via Your Voice in Europe portal. It will be a clear announcement on DG EMPL website and an announcement to stakeholders in each Agency website.

Analysis of the results of the online 12-week Public Consultation will be summarised in a report, specific for this online Public Consultation, which will be included in the final evaluation report. The results from the whole Consultation Strategy will be summarised in a Synopsis Report to be added as an annex to the

Staff Working Document (SWD).

(D.5) Further evidence to be gathered

E. Other relevant information/ remarks

ANNEX TABLE TO THE ROADMAP FOR THE EVALUATION OF THE EU AGENCIES UNDER THE REMIT OF DG EMPL:

EUROFOUND, CEDEFOP, ETF and EU_OSHA

	Legal basis	Objectives of the Agency <i>(point B.2 of the roadmap)</i>	How the objectives were to be achieved? <i>(point B.3 of the roadmap)</i>	Governance	Geographic scope
Eurofound	For Eurofound: Regulation (EEC) No 1365/75 setting up the European Foundation for the improvement of living and working conditions	<u>Art. 2 of the Founding Regulation (FR)</u> <i>1. The aim of the Foundation shall be to contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development.</i> <i>2. With this aim in view, the tasks of the Foundation shall be to develop and to pursue ideas on the medium - and long-term improvement of living and working conditions in the light of practical experience and to identify</i>	<u>Art. 3 of the FR:</u> <i>1. In order to achieve its aim, the Foundation shall foster the exchange of information and experience in these fields and shall, where appropriate, set up a system of information and documentation. It may, for example:</i> <i>(a) facilitate contact between universities, study and research institutes, economic and social administrations and organizations</i>	Eurofound is governed by the Governing Board, which is composed of three representatives per Member State (Member State governments, employers' and employees' organisations representatives), plus three representatives of the Commission (i.e. 87 members since the last enlargement of the EU). The Chair and the three Vice-Chairs (the Commission covers	EU Member States, EEA, third countries in the context of certain activities (e.g. surveys)

	<p><u>For evaluation:</u></p> <p>There is no explicit reference to conduct an evaluation of the Agency).</p> <p>Art. 12 b (2) FR refers to annual report to budgetary authority (The Centre shall forward annually to the budgetary authority any information relevant to the outcome of the evaluation procedures.)</p>	<p>factors leading to change. The Foundation shall take the relevant Community policies into account when carrying out its tasks. It shall advise the Community institutions on foreseeable objectives and guidelines by forwarding in particular scientific information and technical data.</p> <p>3. As regards the improvement of living and working conditions, it shall deal more specifically with the following issues, determining the priorities to be observed:</p> <ul style="list-style-type: none"> - man at work, - organization of work and particularly job design, - problems peculiar to certain categories of workers, - long-terms aspects of improvement of the environment, - distribution of human activities in space and in time. <p><u>Priorities identified in the Multi-annual work programme 2013-2016</u> <i>"From crisis to recovery: Better informed policies for a competitive and fair Europe":</i></p> <p>The strategic objective for 2013–2016 is to provide high-quality, timely and policy-relevant knowledge as input to better informed policies in four priority areas:</p> <ol style="list-style-type: none"> 1. Increasing labour market participation and combating unemployment by creating jobs, improving labour market 	<p>and encourage concerted action;</p> <p>(b) set up working groups;</p> <p>(c) conclude study contracts, participate in studies, promote and provide assistance for pilot projects and, where required, itself carry out certain studies;</p> <p>(d) organize courses, conferences and seminars.</p> <p>2. The Foundation shall cooperate as closely as possible with specialised institutions, foundations and bodies in the Member States and at international level. In particular, the Foundation shall ensure appropriate cooperation with the European Agency for Safety and Health at Work, without prejudice to its own aims.</p> <p><u>According to the Multi-annual work programme 2013-2016:</u></p> <p><i>Eurofound will provide facts and figures, show trends and analyse policies and practices as the basis of evidence-based advice for the development of policy responses in these four policy priority areas.</i></p>	<p>one of the Vice Chair positions) of the Governing Board are part of the Bureau, which consists in total of eleven members. Besides the Chair and the three Vice-Chairs the Bureau is made up of one coordinator and another member per group (i.e. three representatives per group) and an additional representative from the Commission.</p> <p>The Bureau takes decisions which are urgent or necessary for the management of the agency between meetings of the Governing Board, subject to ratification by the latter at its next meeting or through written procedure. It also does preparatory work for the Governing Board meetings.</p> <p>The Chair is elected for a period of 1 year renewable. On the basis of a gentlemen's agreement, the role of a chair is assumed in turns by each of the three groups and the Commission does normally not take the role as Chair of the Board.</p>	
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		<p>functioning and promoting integration.</p> <ol style="list-style-type: none"> 2. Improving working conditions and making work sustainable throughout the life course. 3. Developing industrial relations to ensure equitable and productive solutions in a changing policy context. 4. Improving standards of living and promoting social cohesion in the face of economic disparities and social inequalities. 	<p>Areas of activity identified in the <u>Multi-annual work programme 2013-2016:</u></p> <ul style="list-style-type: none"> • monitoring trends and developments in the quality of work and life, industrial relations and structural change, • exploring and assessing policies and practices, and • communicating knowledge and organising debate and exchange with its target groups. 		
Cedefop	<p><u>For Cedefop:</u></p> <p>Regulation (EEC) 337/75 of the Council of 10 February 1975</p> <p>(Cedefop's Founding Regulation = FR)</p>	<p><u>According to the Founding Regulation</u> (Article 2 of the FR):</p> <p><i>1. The aim of the Centre shall be to assist the Commission in encouraging, at Community level, the promotion and development of vocational training and of in-service training.</i></p> <p><i>To that end, within the framework of the guidelines laid down by the Community, it shall contribute, through its scientific and technical activities, to the implementation of a common</i></p>	<p><u>According to the FR, main tasks of the Centre shall be:</u></p> <p>— to compile selected documentation relating in particular to the present situation, the latest developments and research in the relevant fields, and to matters of vocational training structure;</p> <p>— to contribute to the development and coordination of research in the above fields;</p> <p>— to disseminate all useful</p>	<p>Cedefop is governed by the Governing Board, which is composed of three representatives per Member State (Member State governments, employers' and employees' trade union organisations representatives), plus three representatives of the Commission (i.e. 87 members since the last enlargement of the EU). The Commission has three votes.</p> <p>The Chair and the three Vice-</p>	<p>EU Member States + Iceland & Norway</p>

<p><u>For evaluation</u> There is no explicit reference to conduct an evaluation of the Agency).</p> <p>Art. 12 b (2) FR refers to annual report to budgetary authority (<i>The Centre shall forward annually to the budgetary authority any information relevant to the outcome of the evaluation procedures.</i>)</p>	<p><i>vocational training policy.</i></p> <p><i>It shall, in particular, encourage the exchange of information and the comparison of experience.</i></p> <p><u>Specific priorities as defined in Medium Term Priorities (MTP) 2012-2016</u> of the Agency:</p> <ul style="list-style-type: none"> ▪ supporting modernisation of VET systems ▪ Careers and transitions – Continuing VET, adult and work-based learning ▪ Analysing skills and competenceneeds to inform VET provision 	<p>documentation and information;</p> <p>— to encourage and support any initiative likely to facilitate a concerted approach to vocational training problems. The Centre's activity in this respect shall deal in particular with the problem of the approximation of standards of vocational training with a view to the mutual recognition of certificates and other documents attesting completion of vocational training;</p> <p>— to provide a forum for all those concerned.</p> <p><u>Specific tasks (supporting MTP 2012-2016) include:</u></p> <ul style="list-style-type: none"> - Policy analysis and reporting - monitoring and reporting on progress of European VET cooperation (Copenhagen process), Refernet, VET policies and systems, statistics and indicators on VET; - Further developing and supporting implementation of common European tools and principles (in close cooperation with the European Commission, Member States and social partners): European qualifications framework (EQF), national qualification frameworks (NQFs), European credit system for VET (ECVET), European 	<p>Chairs of the Governing Board (GB) are part of the Bureau, which consists in total of eight members. Beside the Chair and the three Vice-Chairs the Bureau is made up of one coordinator per group (i.e. two representatives per group) and one representative from the Commission.</p> <p>The Bureau takes decisions which are urgent or necessary for the management of the agency between meetings of the Governing Board, subject to ratification by the latter at its next meeting or through written procedure. It also does preparatory work for the GB meetings.</p> <p>The Chair is elected for a period of 2 years. On the basis of a gentlemen's agreement, the role of a chair is assumed in turns by each of the groups and the Commission does normally not take the role as chair of the board.</p>	
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			<p>quality assurance framework for VET (EQAVET), Europass website.</p> <ul style="list-style-type: none"> - Support for EU actions on apprenticeships, early leaving and VET, adult learning, continuous VET (CVET), work-based learning, teachers and trainers professional development. - Skills forecasting, analysing sectoral and occupational skill needs, skill mismatch, contribution to work on lifelong guidance, EU Skills Panorama. 		
ETF	<p><u>For ETF:</u></p> <p>Regulation (EC) No 1339/2008 of the European parliament and of the Council of 16 December 2008 establishing a European training Foundation (recast)</p>	<p><u>Article 1 of the FR</u></p> <p><i>Objective and scope</i></p> <p>The mandate of the Foundation is formulated in terms of objectives and functions:</p> <ul style="list-style-type: none"> - The overall objective of the Foundation is to contribute, in the context of the external relations policies, to improving human capital development -defined as work which contributes to the lifelong learning development of individuals' skills and competences- through the improvement of vocational education and training systems in its so far 30 partner countries: 	<p><u>Article 2 of the FR</u></p> <p><i>Functions</i></p> <p><i>For the purpose of achieving the objective set out in Article 1(1), the Foundation, within the limits of the powers conferred on the Governing Board and following the general guidelines established at Community level, shall have the following functions:</i></p> <ul style="list-style-type: none"> (a)to provide information, policy analyses and advice on human capital development issues in the partner countries; (b)to promote knowledge and analysis of skills needs in national and local labour markets; (c)to support relevant stakeholders in 	<p><u>Article 7 of the FR</u></p> <p>5. <i>Governing Board</i></p> <p>1. <i>The Foundation shall have a Governing Board consisting of one representative of each Member State, three representatives of the Commission, as well as three non-voting experts appointed by the European Parliament.</i></p> <p><i>In addition, three representatives of the partner countries may attend meetings of the Governing Board as observers.</i></p> <p><i>Representatives may be replaced by alternates appointed at the same time.</i></p> <p>2. <i>The Member States and the Commission shall each appoint</i></p>	<p>29 non-EU countries:</p> <ul style="list-style-type: none"> -Western Balkans plus Turkey; -European Neighbourhood (East) -European Neighbourhood (South)

	<p><u>For evaluation:</u></p> <p>Art.24 (2) <i>The Commission shall, every four years, in consultation with the Governing Board, conduct an evaluation of the implementation of the Regulation, the results obtained by the Foundation and its working methods in light of the objectives, mandate and functions defined in the Regulation.</i></p>	<p>- In order to achieve its objective, the Foundation may provide assistance to partner countries in:</p> <p>(a) <i>facilitating adaptation to industrial changes, in particular through vocational training and retraining,</i></p> <p>(b) <i>improving initial and continuing vocational training in order to facilitate vocational integration and reintegration into the labour market,</i></p> <p>(c) <i>facilitating access to vocational training and encouraging the mobility of instructors and trainees and particularly young people,</i></p> <p>(d) <i>estimulating cooperation on training between educational establishments and firms,</i></p> <p>(e) <i>developing exchanges of information about and experience in issues common to the training systems of the Member States,</i></p> <p>(f) <i>increasing the adaptability of workers, particularly through increased participation in education and training in a lifelong learning perspective,</i></p> <p>(g) <i>designing, introducing and implementing reforms in education and training systems, in order to develop employability and labour market relevance.</i></p> <p>- The mid-term perspective (MTP) objectives 2014-17:</p>	<p><i>partner countries in building capacity in human capital development;</i></p> <p>(d) <i>to facilitate the exchange of information and experience among donors engaged in human capital development reform in partner countries;</i></p> <p>(e) <i>to support the delivery of Community assistance to partner countries in the field of human capital development;</i></p> <p>(f) <i>to disseminate information and encourage networking and the exchange of experience and good practice between the EU and partner countries and amongst partner countries in human capital development issues;</i></p> <p>(g) <i>to contribute, at the Commission's request, to the analysis of the overall effectiveness of training assistance to the partner countries;</i></p> <p>(h) <i>to undertake such other tasks as may be agreed between the Governing Board and the Commission, within the general framework of this Regulation.</i></p>	<p><i>their own representatives and their alternates on the Governing Board.</i></p> <p><i>The representatives of the partner countries shall be appointed by the Commission from a list of candidates proposed by those countries on the basis of their experience and expertise in the Foundation's areas of work.</i></p> <p><i>The Member States, the European Parliament and the Commission shall endeavour to achieve a balanced representation of men and women on the Governing Board.</i></p> <p><i>3. The term of office of representatives shall be five years. It shall be renewable once.</i></p> <p><i>4. The Governing Board shall be chaired by one of the representatives of the Commission. The term of office of the Chairperson shall expire when his or her membership of the Governing Board ceases.</i></p> <p><i>5. The Governing Board shall adopt its rules of procedure.</i></p>	<p>-Central Asia</p>
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		<p>1. Reinforce evidence-based VET policy analysis</p> <p>2. Modernise VET systems in a lifelong learning perspective</p> <p>3: Increase the relevance of VET provision in respect of the labour market, economic and social cohesion.</p>			
EU-OSHA	<p><u>For EU-OSHA:</u></p> <p>Council Regulation (EC) No 2062/94 of 18 July 1994. (EU-OSHA's Founding Regulation = FR)</p> <p><u>For evaluation:</u></p> <p>There is no explicit reference to conduct an</p>	<p>Art. 2 of FR</p> <p>1. <i>The aim of the Agency shall be to provide the Community bodies, the Member States, the social partners and those involved in the field with the technical, scientific and economic information of use in the field of occupational safety and health (OSH).</i></p> <p>2. <i>The Agency shall work as closely as possible with the existing institutions, foundations, specialist bodies and programmes at Community level in order to avoid any duplication. In particular, the Agency shall ensure appropriate cooperation with the EUROFOUND.</i></p>	<p>Art. 2.2 of FR</p> <p><i>.The main tasks of the Agency shall be to:</i></p> <p><i>(a) collect, analyse and disseminate technical, scientific and economic information in the Member States in order to pass it on to the Community bodies, Member States and interested parties; this collection shall take place to identify risks and good practices as well as existing national priorities and programmes and provide the necessary input to the priorities and programmes of the Community;</i></p> <p><i>(b) collect and analyse technical, scientific and economic information on research into OSH and on other research</i></p>	<p>The Agency is governed by a tripartite Governing Board and supported by a national Focal Points network including representatives from all Member States.</p> <p>The Governing Board (GB), which is composed of three representatives per Member State (Member State governments, employers' and employees' organisations representatives), plus three representatives of the Commission (i.e. 87 members since the last enlargement of the EU), each member having one vote and taking decisions by an absolute majority. The term of</p>	<p>EU Member States + Iceland, Lichtenstein, Norway</p>

<p>evaluation of the Agency).</p> <p>Art. 12 b (2) FR refers to annual report to budgetary authority (<i>The Centre shall forward annually to the budgetary authority any information relevant to the outcome of the evaluation procedures.</i>)</p>	<p>- In its Multi-annual Corporate Strategy 2014–2020 the Agency has identified six priority areas for its activities:</p> <ol style="list-style-type: none"> 1. anticipating change and new and emerging risks, by the Agency's European Risk Observatory through its Foresight activities; 2. gathering and disseminating information, through the European Survey of Enterprises on New and Emerging Risks (ESENER), for example; 3. developing tools for good OSH management, such as an Online interactive Risk Assessment tool (OiRA) 4. raising awareness, particularly through the biannual Healthy Workplaces Campaigns; 	<p><i>activities which involve aspects connected with OSH and disseminate the results of the research and research activities;</i></p> <p><i>(c) promote and support cooperation and exchange of information and experience amongst the Member States in the field of OSH;</i></p> <p><i>(d) organize conferences and seminars and exchanges of experts from the Member States in the field of OSH;</i></p> <p><i>(e) supply the Community bodies and the Member States with the objective available technical, scientific and economic information they require to formulate and implement judicious and effective policies designed to protect the safety and health of workers; in particular, provide the Commission with information it requires to fulfil its tasks of identifying, preparing and evaluating legislation and measures in the area of OSH, notably as regards the impact of legislation on enterprises, with particular reference to SMEs;</i></p> <p><i>(f) establish, in cooperation with the Member States, and coordinate the network, taking into account the national, Community and international bodies and organizations which provide this type of information and services;</i></p>	<p>office of members of the BG is three years, renewable.</p> <p>The Chair and the three Vice-Chairs of the GB are elected one from each of the three groups referred to above and one from among the Commission representatives for a period of one year, renewable, and they are part of the Bureau, which consists in total of eleven members. Additional members of the Bureau include one coordinator per group and one more representative of each group and of the Commission.</p> <p>The Bureau monitors the implementation of the decisions of the GB and takes all necessary measures for the proper governing of the Agency between the GB meetings. It also does preparatory work for the GB meetings.</p> <p>The role of a Chair is assumed in turns for one year by each of the groups. The Commission does</p>	
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