

European Commission



*Employment, Social Affairs and
Equal Opportunities*

Mid-term Evaluation of the European Action Plan 2003-2010 on Equal Opportunities for People with Disabilities

Final Report - Appendices

August 2009



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**Strategy & Evaluation
Services**

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Name	DG/ Unit/ Responsibility	
DG EMPL / G3		3
Inmaculada Placencia Porrero	DG EMPL/G3	1
Wallis Goelen	Former HoU of DG EMPL/G3	2
Fatima Ribeiro	Formerly DG EMPL/G3 (Responsible for pilot projects)	3
Commission officials – other DGs		28
Manfred Fuchs	DG ENTR	1
Martina Sindelar	DG ENTR, Standardisation Unit	2
Krystina Deiberova	DG COMP, Block Exemptions	3
Campo Mozo	DG COMP, Block Exemptions	4
Stefan Olssen	DG EMPL, Anti-discrimination Unit	5
Flaminia Bussacchini	DG EMPL, Deputy HoU DG01 (Employment and disability, Anti- discrimination)	6
Egbert Holthuis	DG EMPL, D2 EES (Representative on Employment Committee (EMCO))	7
Beata Zaborowska	DG EMPL, Unit D4 (Encouraging activity, flexicurity)	8
Vincent Depaigne	DG EMPL, G2 (Legal aspects Directive 2000/78/EC)	9
Alvaro Oliveira	DG EMPL, G2 (legal questions equality/discrim/new anti-discrimination Directive)	10
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Fiona Kinsman	DG EMPL (legal aspects of proposed new anti-discrimination Directive)	12
Katarina Lindahl	DG EMPL, E2 (social inclusion and social OMC)	13
Ruth Paserman	DG EMPL, E4 (Social protection)	14
Szylvia Kalman	DG TREN, DG EMPL/ESF Unit	15
Christophe Dussart	DG TREN (Passenger rights in air transport)	16
Veronique Bernard	DG Research (Scientific Support for Policies)	17
Paul Timmers	HoU DG INFSO (e-inclusion, e-accessibility)	18
Elena Loredana Puiu	DG MARKT, C3 (social criteria in public procurement)	19
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Anton Jensen	DG DEV, Unit DGA.B3 (Disability and social issues)	25
Antti Karjalainen	ESTAT	26
Dorota Kawiorska	ESTAT	27
Georgia Henningsen	Former DG EAC official	28
EU institutions - 1		
Richard Howitt MEP	Disability Intergroup of the European Parliament	1

CSES has also had contact with the offices of the following MEPs, who were not able to contribute to the evaluation due to time pressures.

Elizabeth Lynne MEP	Disability Intergroup of the European Parliament	2
Dieter Koch MEP	Disability Intergroup of the European Parliament	3

Other EU-level organisations		2
Axelle Grünberger	European Agency for Development in Special Needs Education	1
Amanda Watkins	European Agency for Development in Special Needs Education	2

Representatives on Disability High-Level Group (national authorities)		24
Andreas Reinalter (AT)	HLG MS Member	1
Nina Sherbetova (BG)	HLG MS Member	2
Christos Angelides (CY)	HLG MS Member	3
Christina Flourentzou(CY)	HLG MS Member	4
Charlotte Aastrup Poole (DK)	HLG MS Member	5
Monika Haukanomm (EE)	HLG MS Member	6
Markata Sugarkova (CZ)	HLG MS Member	7
Natividad Enjuto Garcia (ES)	HLG MS Member	8
Viveca Arrhenius (FI)	HLG MS Member	9
Patrick Gohet (FR)	HLG MS Member	10
Jean Wolas (FR)	HLG MS Member	11
Pierrette Tisserand (FR)	HLG MS Member	12
Stefanie Pagel (DE)	HLG MS Member	13
Hanna Pava (HU)	HLG MS Member	14
Romolo De Camillis (IT)	HLG MS Member	15
Ms. Eglé Caplikiene (LT)	HLG MS Member	16
Inta Vanovska (LV)	HLG MS Member	17
Malou Kapgen (LU)	HLG MS Member	18

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Alfred Bezzina (MT)	HLG MS Member	19
Wouter Den Ouden (NL)	HLG MS Member	20
Andreia Marques (PT)	MLG MS Member	21
Anna Gralberg (SWE)	HLG MS Member	22
Richard Timm (UK)	HLG MS Member	23
Stephen Thrower (UK)	HLG MS Member	24
Other stakeholders at EU and Member State level		6
Andrian Joyce	Architects Council of Europe, involvement in Build for All project and views on Mandate 420	1
Marily Christofy	Ministry of Transport Greece - Structural Funds accessibility expert	2
Helen Killaspy	Project coordinator, DEMOB project	3
Dr. Sakkas	POLIS project (Accessibility to built environment)	4
Raggi Alberto	MADHIE project (Increase analytical capacity)	5
Jean-Luc Proveniers	Passenger Process Manager, Brussels Airport Company (implementation of Regulation in air transport sector concerning passengers with reduced mobility)	6
Representatives on Disability High-Level Group (civil society)		6
Carlotta Besozzi	European Disability Forum	1
Jan Spooren	European Platform for Rehabilitation	2
Luk Zelderloo	European Association of Service Providers for Persons with Disabilities	3
Mary Collins	European Women's Lobby	4
Céline Simonin	Coface	5
Maryanne Rönnersten	Swedish Disability Federation (Agenda 22)	6
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Build for all	Info-Handicap – Conseil National des Personnes Handicapées a.s.b.l. (LU)	1
Mainstreaming mental disability policies	Inclusion Europe (EU)	2
Promoting the economic case for people with disabilities	ADECCO (ES)	3
Walking the Talk: mainstreaming as a process to inclusion	FENACERCI (PT)	4
Mainstreaming disability in regional and local policy	European Disability Forum (EU)	5
EDAMAT Mainstreaming Assessment Tool	Leonard Cheshire Foundation (UK)	6
Building Accessible Services (BAS)	Consiglio Nazionale delle Ricerche (IT)	7
Architecture and Urban planning: design for all from school to practice	Association pour la Recherche sur la Ville et l'Habitat (FR)	8

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Disability NGOs and Media Working in Partnership	Fundación ONCE (ES)	9
GISELA - Guidance and Information Services for less-abled Women	IRS EUROPA (IT)	10
Sexual education in women with disabilities – SWOD project	Fundación INTRAS (ES)	11
Disability Mainstreaming in Development Cooperation	Light for the World (AU)	12
Training as Vehicle to Employment (TVE)	Independent Living Institute (SE)	13
European Network For Accessible Tourism	EWORX S.A. (GR)	14
INTEGRA	Formation André Renard Asbl (BE)	15

Key Evaluation Issues

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B. KEY EVALUATION ISSUES

Evaluation Question (from Tender Specifications)	How Evaluation Question has been Addressed	Section of report which addresses Evaluation Question
(a) To what extent are the Action Plan objectives pertinent to evolving needs and priorities at both national and European level	<ul style="list-style-type: none"> • Questions relating to the relevance of the Action Plan to evolving needs and priorities in respect of disability policy at national and European levels have been assessed through the interview programme and assessment of the intervention logic • Issues relating to the pertinence of the Action Plan's objectives were included in the list of key evaluation issues and in the interview checklists. 	<ul style="list-style-type: none"> • The relevance of individual thematic priorities in each phase of implementation is set out in the introduction to the sections on 'Assessment of first phase of EU DAP'(section 3) and of second phase of EU DAP (section 4) • Key evaluation issues (section 6) also addresses questions relating to relevance
(b) To what extent are the objectives of the Pilot Projects calls relevant to the evolving needs and priorities on the achievement of equality for the disabled at both national and European level?	<ul style="list-style-type: none"> • Interviews with the lead partners involved in all Pilot Projects have been undertaken on a face to face basis in which the question of relevance was raised • A review of the objectives of the two Calls for Proposals was undertaken in order to ascertain the relevance of the thematic priorities identified to the needs of disabled people. 	<ul style="list-style-type: none"> • Appendix D provides a summary of the priorities identified in the Calls for Proposals of the Pilot Projects (VP/2004/008) and (VP 2005/006) • An overview of the pilot projects and the way in which they address the given priorities is also provided in Appendix D • Feedback from the pilot project coordinators in relation to the relevance of the call objectives is included in section 6 'Key evaluation questions'
(c) To what extent have the explicit intentions of the Action Plan been achieved?	<ul style="list-style-type: none"> • The EU DAP's achievements were explored through the interview programme with EU officials and wider stakeholders, including representatives from the DISG and from the DHLG • Two levels of analysis were undertaken. The first level related to the extent to which the objectives linked to the various thematic priorities have been achieved. The second related to the achievement of the Action Plan's strategic objectives • A review of progress against objectives has also been undertaken based on the key performance indicator framework (quantitative/ qualitative), although no baselines were set in respect of quantitative indicators 	<ul style="list-style-type: none"> • The conclusions at end of each thematic priority in Sections 3 and 4 provide an assessment of the extent to which progress has been made in respect of the achievement of key objectives Key evaluation issues (section 6) addresses questions relating to the achievement of objectives and impacts
(d) What other effects have been generated?	<ul style="list-style-type: none"> • As part of the assessment of direct and indirect impacts interviews with EU officials involved in management & implementation of activities feeding into EU DAP overall were held as well as 	<ul style="list-style-type: none"> • The review of partnership working in Section 5.3 includes consideration of the impact of the EU DAP at national level

Key Evaluation Issues

B

	<p>interviews with officials from national authorities</p> <ul style="list-style-type: none"> • Indirect impacts include the effects attributable to putting in place an Action Plan at EU level on the development of disability policies at national level • Direct and indirect impacts were built into the performance indicator framework 	<ul style="list-style-type: none"> • Key evaluation issues (section 6) addresses questions relating to direct and indirect impacts
(e) Have pilot projects achieved their objectives and what significant effects have they generated	<ul style="list-style-type: none"> • The impacts achieved through the implementation of the projects have been assessed through: • Desk-based review of the two Calls for Proposals VP/2004/008 and VP 2005/006 • Review of final reports and other project documentation • Face to face interviews with all 15 project lead partners 	<ul style="list-style-type: none"> • The extent to which the pilot projects, as a key instrument, have contributed towards the EU DAP's implementation is addressed in section 5.4 • Appendix D provides details of the results generated by the pilot projects
(f) How have pilot projects contributed to (c) and (d)?	<ul style="list-style-type: none"> • The pilot projects are considered as an integral part of the Action Plan and their contribution to evaluation questions (c) and (d) have been dealt with in the overall analysis (see above) For example, the focus in the pilot projects on supporting capacity building to promote a disability mainstreaming approach at national level will have contributed to the promotion of a systematic mainstreaming approach – one of the key strategic objectives of the EU DAP 	<ul style="list-style-type: none"> • The extent to which the pilot projects, as a key instrument, have contributed towards the EU DAP's implementation is addressed in section 5.4 • The overall contribution of the pilot projects, in terms of the achievement of objectives and impacts, is dealt with in section 6 on key evaluation issues
(g) What factors facilitated / hindered the achievements of the Action Plan and the achievements of the pilot projects?	<ul style="list-style-type: none"> • Interviews with EU officials involved in the implementation of the EU DAP overall, as well as in individual activities, explored which factors were perceived as having facilitated or conversely hindered the achievements of the Action Plan. The same applied to the interviews with pilot project coordinators. 	<ul style="list-style-type: none"> • Facilitating or hindering factors in achieving the objectives of the EU DAP are dealt with under the assessment of thematic priorities (sections 3 and 4) and in the analysis of the contribution of key instruments (section 5)
(h) What role have different 'key actors' played in Action Plan achievements?	<ul style="list-style-type: none"> • This question has been explored through interviews with key stakeholders such as EU officials involved in individual activities, members of the D-HLG (from both national authorities and civil society) and representatives from the DISG 	<ul style="list-style-type: none"> • The role played by key stakeholders is mostly explored in section 5.3 which looks at partnership working as part of the analysis of different instruments' contribution to the EU DAP
(i) What role has been played in the Action Plan's achievements by implementation arrangements and the different delivery mechanisms used?	<ul style="list-style-type: none"> • A review of key documentation relating to the EU DAP and the biennial updates was undertaken • A review was also undertaken of current implementation arrangements, including the various monitoring and follow-up structures and the mechanisms for cooperation with different stakeholders 	<ul style="list-style-type: none"> • Factual aspects relating to management and implementation arrangements are set out in section 2.3 • An assessment of the effectiveness of management and implementation arrangements is provided in section 6 on key evaluation issues

Key Evaluation Issues

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		<ul style="list-style-type: none"> Section 5.3 looks at the effectiveness of the role of partnership working in strengthening the Action Plan's implementation and its monitoring
<p>(j) What policy coherence (and operational synergies) can be identified between the Action Plan and other Community instruments and programmes such as the PROGRESS programme and other programmes such as Gender Equality, EQUAL, the Youth Programme, etc.</p>	<ul style="list-style-type: none"> As part of the review of the background and EU policy context, an analysis of the relationship between disability and various relevant EU policy areas was provided, exploring links between these policy areas, key EU funding instruments and the EU DAP. The extent to which there is coherence and synergy between the Action Plan and relevant EU programmes was further explored through desk research and interviews with relevant EU officials 	<ul style="list-style-type: none"> Questions relating to policy coherence and synergies are especially examined in section 6.1 on Relevance.
<p>(k) What link can be established between the Action Plan and the UN Convention on the rights of people with disabilities?</p>	<ul style="list-style-type: none"> A review of the UN Convention on the rights of people with disabilities was carried out examining the extent to which the Action Plan already reflects the priorities of the Convention (<i>it should be pointed out that the mid-term evaluation covers the period 2003-2007 whereas the UN Convention mainly receives prominence in the 2008-09 biennial report</i>) The review was thus especially carried out with a view to shaping recommendations for a successor Action Plan post-2010 Professor Lisa Waddington has assisted CSES in examining links between the Action Plan and the UN Convention. 	<ul style="list-style-type: none"> The link between the Action Plan and the UN Convention is dealt with in section 2.1 (Background), throughout the analysis of individual thematic priorities (sections 3 and 4) and in the conclusions (section 6).
<p>(l) Beyond the immediate effects identified in the 2003 and 2005 sets of priorities, have wider impacts been generated by the Action Plan (including pilot projects), and in particular has it contributed to improving the mainstreaming of disability issues at EU and national levels?</p>	<ul style="list-style-type: none"> Through the interview programme with EU officials, national authority members of the D-HLG and pilot project leaders the direct and indirect impacts of the Action Plan were explored, both at EU and national level. 	<ul style="list-style-type: none"> An analysis of the Action Plan's impacts has been carried out throughout the assessment of thematic priorities in sections 3 and 4. Overall impacts are also dealt with under Key Evaluation Issues in sub-section 6.4.
<p>(m) To what extent can the effects generated at (c) (d) and (e) be expected to continue in the second phase of the Action Plan?</p>	<ul style="list-style-type: none"> The sustainability of results and impacts achieved to date in relation to the Action Plan overall and in respect of individual themes has been assessed throughout the interview programme with relevant stakeholders 	<ul style="list-style-type: none"> The question of sustainability and long-term impacts of the Action Plan has in particular been explored in connection with the analysis Key Evaluation Issues, sub-section 6.6

Timetable

C

C. TIMETABLE

Revised workplan - EU DAP

Months	June	July	August	September	October	November	December	January	February	March
Phase 2 - Desk and field research										
Further desk research to review activities supported through EU DAP										
Interview programme with key stakeholders in Action Plan implementation										
Case studies (note: to be confirmed by DG EMPL)										
Progress Reports				X		X				
Interim technical report						X				
Analysis of initial results, conclusions and recommendations to facilitate technical meetings										
Phase 3 - Reporting & Analysis										
Synthesis analysis of Phase 2 research										
Preparation of draft final report										
Draft Final report								X		
Final report									X	
Project management										
Review meetings with Commission	X	X		X	X	X		X		X
Wider Evaluation Steering Group meetings									X	

Pilot Projects

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D. PILOT PROJECTS

D1 Overview of the two Calls for Proposals for Pilot Projects and of Funded Projects

An important dimension of the EU Disability Action Plan was the provision of a budget line (04 04 10) for the funding of a number of pilot projects in support of the aim of facilitating the mainstreaming of disability issues across relevant policy areas. During the period under review (2004-2007), two open calls for proposals for transnational pilot projects were organised, one for each 2-year phase.

A first **Call for Proposals (VP/2004/008)** was organised in **June 2004** to support pilot projects intended to facilitate and encourage activities to mainstream disability actions in all relevant policy areas and at all stages of policy making. The specific priority areas supported in the 2004 call included:

- (a) Promoting equal opportunities for people with disabilities in all policies and activities (mainstreaming);
- (b) Promoting and developing the "disability economic and business case" by and/or to employers and producers of goods and services;
- (c) Promoting "accessibility for all" with regard to the built environment and public infrastructure.

The Commission encouraged a mainstreaming approach in the implementation of the projects, for example by insisting that those running projects should adhere to the Web Accessibility Initiative (WAI) guidelines when publishing information on the Internet so as to ensure accessibility for people with disabilities.

In 2004, eight projects were selected for support with total EU financing of 2,876,107 euros. The average project size in terms of the EU grant dimension was 359,513 euros. Typical EU co-financing rates varied between 77-80% of total budget size. The following projects were supported:

Title of project	Organisation	Priority area	Amount granted (€)
1) Build-for-All: promoting accessibility for all with regard to the built environment and public infrastructures	Info-Handicap – Conseil National des Personnes Handicapées (LU)	(c) Accessibility	354,954.52 (80%)
2) Mainstreaming disability for people with intellectual disability and mental health problems	Inclusion Europe (EU)	(a) Mainstream	445,593.86 (80%)
3) Promoting the economic case for the integration of people with disabilities into business and society throughout Europe	ADECCO (ES)	(b) Business case	493,086.09 (77.89%)
4) Waking the talk: mainstreaming as a process to inclusion	FENACERCI (PT)	(a) Mainstream	224,575.08 (78.34%)
5) Mainstreaming disability in policy making at regional and local level	European Disability Forum (EU)	(a) Mainstream	409,780.20 (78.16%)
6) European Disability Action for Mainstreaming Assessment Tool (EDAMAT)	Leonard Cheshire Foundation (UK)	(a) Mainstream	294,055.34 (80%)
7) Building Accessible Services (BAS)	Consiglio Nazionale delle Ricerche (IT)	(c) Accessibility	415,830.79 (80%)
8) Architecture and Urban planning: design for all from school to practice	Association pour la Recherche sur la Ville et l'Habitat (FR)	(c) Accessibility	238,231.08 (80%)
TOTAL			2,876,106.60

Pilot Projects

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In the **2005 Call for Proposals (VP/2005/006)**, priority was given to projects within the following areas of activity:

- (a) Integration of the equal opportunities dimension for people with disabilities in all policies and activities (mainstreaming);
- (b) Actions to mainstream the portrayal of people with disabilities in and by the media;
- (c) Research concerning the situation of women with disabilities and promotion;
- (d) Research on disability issues and promotion of networks and co-operation of disabled women's networks.

7 projects were supported under the 2005 call with a total EU contribution of 2,649,625 euros. The average project size was approximately 491,000 euros. Again, typical EU co-financing rates were between 68-80% of the total budget size with the remainder coming from national funding sources. The projects below were selected for receiving EU funding:

Title of project	Organisation	Priority action	Amount granted (€)
9) Disability NGOs and Media Working in Partnership	Fundación ONCE (ES)	(b) Media	482,667.39 (78.8%)
10) GISELA - Guidance and Information Services for less-abled Women	IRS EUROPA (IT)	(c) Women	294,662.40 (80%)
11) Sexual education in women with disabilities – SWOD project	Fundación INTRAS (ES)	(c) Women	188,650.84 (79.2%)
12) Disability Mainstreaming in Development Cooperation	Light for the World (AU)	(a) Mainstream	472,212.79 (76%)
13) Training as Vehicle to Employment (TVE)	Independent Living Institute (SE)	(a) Mainstream	463,988.91 (78.7%)
14) European Network For Accessible Tourism	EWORX S.A. (GR)	(a) Mainstream	452,106.41 (78.4%)
15) INTEGRA	Form'action André Renard asbl (BE)	(a) Mainstream	295,336.51 (68.3%)
TOTAL			2,649,625.20

A requirement was included in both Calls for Proposals for the pilot projects to be implemented on a **transnational basis** and involve the participation of partners from a minimum of five EU Member States. The call in 2004 placed a particular emphasis on encouraging projects which involved the new ten Member States which joined the EU in 2004.

D2 Description of the 15 Pilot Projects supported

Below we provide a short description of each of the 15 Pilot Projects.

1) Build-for-All

Lead partner: Info-Handicap – Conseil national des Personnes Handicapées (LU)

Partners: 4 national partners from Italy, Germany, Spain, Poland, as well as 10 transnational organisations specialised in field of accessibility or disability

Aim(s): Promote accessibility to the built environment through the implementation of 'Design for All'

Pilot Projects

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Target audience:	National and regional legislators, governments and public authorities as well as economic operators
Outputs/Results:	Build-for-All Reference Manual (Handbook and Toolkit); European launch event at European Parliament; 4 national training sessions; website
Website:	http://www.build-for-all.net/en/home/
Priority action:	(c) Promoting 'accessibility for all' with regard to the built environment and public infrastructure

Project description:

The Build-for-All project proposed to tackle the lack of awareness in the professional sector that has been identified as one of the most important obstacles to achieving accessibility in the built environment. The project addressed three main areas:

- 1) The need to provide public authorities with guidance on the establishment of essential accessibility criteria and a methodology for step-by-step implementation of accessibility as provided for by the Public Procurement Directives of the EU;
- 2) The need to inform the private sector and professional stakeholders about how to meet the demands of including accessibility criteria;
- 3) The need to bring together the representatives of disability organisations and older people's organisations at European, national and local level with their counterparts from the other professional and stakeholder groups - the local and regional authorities, the construction industry, the lift manufacturers and architects - in order to promote and create lasting and ongoing constructive dialogue.

In terms of the project outputs, a Handbook was produced providing background information for raising the awareness of decision makers and public servants about the importance of accessibility in the built environment for all citizens and the supporting role that Public Procurement can play in achieving this, and a Toolkit giving a practical approach for contracting authorities to include certain procedures and technical requirements in procurement, so as to ensure that accessibility criteria are met in design and construction work.

2) Mainstreaming Mental Disability Policies

Lead partner:	Inclusion Europe (BE – EU-level organisation)
Partners:	2 partners from each of Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia (16 in total), as well as 2 other transnational networks dealing with intellectual disability/mental health
Aim(s):	Build the capacity of people with intellectual disability and mental health problems to interact competently at all levels with political and administrative structures; contribute to change political and administrative structures responsible for employment and education to take into account the needs of people with mental disabilities; spread the idea and successful concepts of mainstreaming mental disability issues to people concerned.
Target audience:	People with intellectual disability and mental health problems, Policy decision-makers and administrations in partner countries
Outputs/Results:	'Easy-to-read' training manual and information leaflet (in all partner languages); Training of 2 experts with mental disabilities per partner country; 4 policy workshops; local disability policy planning groups established in each partner country; European conference; 16 national mainstreaming conferences (2 per partner country); website
Website:	http://www.inclusion-europe.org/main.php?lang=EN&level=1&s=83&mode=nav1&n1=160
Priority action:	(a) Promoting equal opportunities for people with disabilities in all policies and activities (disability mainstreaming)

Pilot Projects

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Project description:

The project builds on existing tools to promote self-advocacy and the mainstreaming of disability issues and complement these in areas where material is not available or not of sufficient quality. The material has been translated into the languages of the partner countries.

Experts with mental disabilities from all 8 partner countries were trained in using the material. They subsequently led Policy Mainstreaming Workshops in the partner countries for people with mental disabilities who would in turn start to interact with local, regional and national politicians and administrations to include their concerns in education and employment policies.

Policy decision-makers and administrations in the partner countries were also encouraged to set up Local Disability Planning Groups to engage in a structured consultation with people with mental disabilities.

Finally, two National Mainstreaming Conferences for administrations and policy-makers in each country to promote successful approaches of disability mainstreaming. In this connection, a number of assessment forms were also developed to be used to assess the extent to which the relevant authorities already employ mainstreaming in policies and services relating to education, employment and health care.

3) Promoting the economic case for people with disabilities (Business & Disability)

Lead partner:	ADECCO (ES)
Partners:	International private sector companies HP, IBM, Manpower and Schindler and the European Disability Forum (collectively known as Business & Disability: a European Network)
Aim(s):	Present and promote the economic and business case for inclusion of people with disabilities; encourage the exchange of information and best practices among business, political actors, people with disabilities.
Target audience:	European businesses and national and EU non-governmental organisations (NGOs)
Outputs/Results:	Best practice case studies to provide guidance on successful business solutions to the inclusion of PWD in the fields of accessibility, e-accessibility and employment (translated in 10 languages); 6 electronic newsletters; Meetings and road shows in 10 countries: Czech Republic, Finland, France, Germany, Hungary, Italy, the Netherlands, Poland, Spain and Sweden; 2 EU-level keynote events in Belgium and the UK (to launch and close project); website
Website/material:	http://www.businessanddisability.org/
Priority action:	(b) Promoting and developing the 'disability economic and business case' by and/or to employers and producers of goods and services

Project description

Business & Disability is a voluntary partnership of companies, which came together in 2003 under the auspices of the European Year of People with Disabilities (EYPD 2003). In 2004, they formalised their operations and submitted the project proposal to be able to further promote the inclusion of people with disabilities in all aspects of society. Apart from raising awareness of the business case for disability, the project was intended to promote disability inclusion initiatives and encourage the exchange of ideas amongst business, political actors and people with disabilities. The project partners were especially keen on promoting the rights of PWD through employment, accessibility and e-accessibility. The project was launched at a large international conference in Brussels. Subsequently, the project partners collected and translated a large number of best practice case studies to inspire other businesses and organised road-shows and meetings to promote their ideas in 10 European countries. The final conference, an EU-level keynote event, was organised in the UK.

Pilot Projects

D

4) Walking the Talk

Lead partner:	FENACERCI (IT)
Partners:	NGOs from Hungary, Estonia, Latvia and the UK dealing with people with intellectual disabilities and their families
Aim(s):	Identify how intellectual disability is reflected in mainstream policies in each country; find out how people with intellectual disabilities, family members, professionals and policy-makers understand and view the impact of these policies; make proposals advancing the mainstreaming agenda at the national and European levels.
Target audience:	People with intellectual disabilities (self-advocacy), their families, professionals and policy makers in the 5 project countries
Outputs/Results:	Survey leading to 5 national mainstreaming reports (available in national languages, English and easy-to-read versions); comparative report in English (+easy-to-read version); Resource pack (training) to raise awareness and share good practice; 8 national seminars and several meetings; European conference in Portugal; website
Website:	http://www.wtt-mainstreaming.org/index.html
Priority action:	(a) Promoting equal opportunities for people with disabilities in all policies and activities (disability mainstreaming)

Project description:

The project addressed the problem that people with intellectual disabilities do not have much access to public life and need accessible information so as to allow them to establish contacts with politicians and decision-makers. Concentrating on the key policy areas of education, health and employment, the project attempted to make people aware of their rights, and to raise awareness of how the political system works.

Apart from the development of five national reports on mainstreaming and non-discrimination policies in each project country and the resource & training pack, as well as the organisation of national seminars and meetings in partner countries to discuss mainstreaming policies and the resource pack, 3 discussion groups were organised with politicians, people working on the ground, and people with intellectual disabilities. It turned out to be quite difficult to get access to politicians.

5) Mainstreaming Disability in regional and local Policy

Lead partner:	European Disability Forum (BE)
Partners:	Disability Councils from Belgium, Czech Republic, Denmark, Italy, Estonia, Latvia, Slovakia, Slovenia, Sweden and the Netherlands (the two latter as experts) and the Council of European Municipalities and Regions
Aim(s):	Increase the mainstreaming of disability in policy making at regional and local level; disseminate the so-called Agenda 22 (methodology prepared by HSO-Sweden on the basis of the UN Standard Rules; raise awareness among decision-makers by developing structured dialogue between public authorities and representative disability organisations.
Target audience:	Organisations of people with disabilities; Regional and local public authorities; Regional and local service providers
Outputs/Results:	Country-specific action plans on mainstreaming disability at regional/local level (based on a common framework methodology and taking into account the specificities of each country); meetings/seminars in 9 countries; European conference; various reports

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- Website: http://www.edf-feph.org/Page_Generale.asp?DocID=13369&la=1&langue=EN
- Priority action: (a) Promoting equal opportunities for people with disabilities in all policies and activities (disability mainstreaming)

Project description:

The project aimed to put into practice disability mainstreaming in policy planning at regional and local level and to raise awareness among decision-makers by developing structured dialogue between public authorities and representative disability organisations. Another objective was to ensure that mainstreaming happened on the basis of a human rights based approach to disability, in such a way as to guarantee the respect of disabled people's Human Rights in all areas of life. As a framework to conceive the strategy of the project, the project partners used Agenda 22, a method designed in the 90s by the Swedish Disability Federation (HSO) for the implementation of the United Nations Standard Rules of the Equalization of Opportunities for Persons with Disabilities.

6) European Disability Action for Mainstreaming Assessment Tool (EDAMAT)

- Lead partner: Leonard Cheshire Foundation (UK)
- Partners: 6 disability or social solidarity organisations from Greece, Malta, Ireland, Portugal, Spain and the UK
- Aim(s): Assess and promote the effective mainstreaming of disability in general policies, legislation and programmes
- Target audience: Policy-makers at local, regional, national and European levels, representatives of organisations of persons with disabilities, disabled persons
- Outputs/Results: A set of mainstreaming assessment guidelines assembled in the EDAMAT Toolkit (published in 5 languages); CD-Rom; a series of focus groups with disabled persons were held in each partner country followed by meetings with key policy-makers; research fed into 4 transnational project seminars; final conference to present the EDAMAT tool in November 2006
- Website/material: <http://www.lcint.org/?lid=3142>
- Priority action: (a) Promoting equal opportunities for people with disabilities in all policies and activities (disability mainstreaming)

Project description:

The EDAMAT project focuses on 4 key principles that are at the basis of the effective mainstreaming of disability issues. These principles emerged from interviews and focus group discussions that took place in the early stages of the project as critical issues to disabled persons, namely 1) **engagement** (wide involvement of persons with disabilities working in partnership with policy-makers), 2) **access** (to the decision-making processes and mechanisms – both physically and in terms of information and communication), 3) **resourcing** (adequate resources to make two first points possible) and 4) **enforcement** (gradual removal of inequalities and monitoring).

Following a series of focus groups in the partner countries with disabled persons and meetings with key policy-makers, several phases of research alternated with transnational project seminar to design the detail of the toolkit.

The EDAMAT toolkit consists of 3 main elements that can be used as stand-alone components or work together as a comprehensive tool: Element 1: Framework for Mainstreaming Disability in the Planning of Laws, Policies and Programmes; Element 2: Checklist for Assessing the Mainstreaming of Disability in Laws, Policies and Programmes; Element 3: Advocacy Guidelines for Mainstreaming Disability in Laws, Policies and Programmes.

The finished toolkit was presented at an international conference in November 2006 in Brussels. Finally, the EDAMAT tool was disseminated through disability networks, governmental social policy departments, NGOs and other policy-making bodies at national/international level.

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7) Building Accessible Services (BAS)

Lead partner:	Consiglio Nazionale delle Ricerche, Istituto per le Tecnologie della Costruzione (IT)
Partners:	Research and technology based partners in Greece, Poland, the UK, Belgium, Sweden, Hungary and Italy
Aim(s):	Undertake dissemination and training activities in the area of building and urban space accessibility, by means of defined case studies on 15 different types of buildings and their surroundings across the EU; develop novel methodologies for measuring building accessibility; provide tools and methodology for the development of universal design in different education programmes
Target audience:	Disability organisations; decision makers; standard making organisations (at a secondary level)
Outputs/Results:	Publication: 'the Orange Book' (showcase of building and urban space accessibility); corresponding CD-Rom; demonstration and training conferences (4 transnational training conferences, 2 enlarged transnational conferences); website
Website:	http://www.basproject.itc.cnr.it/
Priority action:	(c) Promoting 'accessibility for all' with regard to the built environment and public infrastructure

Project description:

The BAS project aimed to undertake extensive dissemination and training activities in the area of building and urban space accessibility, by means of well defined and self contained case studies on a number of approximately 15 different type of buildings and their surroundings across the EU, whereby the level of accessibility will be in detail assessed and specific interventions elaborated, cost evaluated and proposed. The project will also provide tools and methodology for the development of universal design in different education programmes.

BAS is essentially a practical awareness raising and dissemination activity novel methodologies for measuring building accessibility, among which a primary, yes not exclusive, importance is laid on the – now referenced in the literature as BAM (building accessibility metrics).

8) Architecture & Urban Planning – Design for All from school to practice

Lead partner:	Association pour la Recherche sur la Ville et l'Habitat (FR)
Partners:	8 partners in design and architecture from Czech Republic, Greece, France, Poland and Slovakia
Aim(s):	Co-ordinate specialised training for university studies and continuous training to promote accessibility for all in urban planning/ architecture; enlarge and reinforce existing networks in order to develop and disseminate training tools on accessibility for all.
Target audience:	Decision-makers; investors; designers (town planners and architects)
Outputs/Results:	Pedagogical tools aimed at universities, decision-makers and designers (12 different training modules), a number of eLearning tools, e-Library; best practice guide; international conference
Website:	www.dfa-archi-urban.org
Priority action:	(c) Promoting 'accessibility for all' with regard to the built environment and public infrastructure

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Project description:

The main purpose of this project was to develop and coordinate a number of specialised training materials which involve the principles of 'Design for All' in architectural projects and urban planning with a view to getting the various professionals to integrate the needs of people with disabilities into their conceptual work. Once developed, the project aimed to disseminate the training materials through an ever increasing network of training organisations, universities and multi-media professionals (a European federation of teachers and trainers on accessibility).

Although the need for taking into account the various types of handicaps in urban and architectural projects is recognised by all the city and construction professionals, there is a lack of knowledge and training, and practice is often limited to simply respecting the legal minimum standards, thus mostly way below the real needs. It was therefore seen as essential to strongly imply to those directly responsible for urban and architectural projects (whether they act as decision makers, administrative investors or originators) that they take account of these principles. However, the process must start at the initial university training and accompany all the professional life.

CALL FOR PROPOSALS VP/2005/006

9) Disability NGOs and Media Working in Partnership

Lead partner:	Fundación ONCE (ES)
Partners:	Disability bodies from 9 different countries: Denmark, Germany, Hungary, Italy, Poland, Slovenia, Spain, Sweden, UK
Aim(s):	Establish co-operation (mainly at national level) between mainstream media and disability organisations in an attempt to change the current unsatisfactory situation
Outputs/Results:	Development of a Guide on 'Media and Disability'; cooperation network between the media world and disability NGOs; website
Target audience:	Producers, broadcasters, publicity and communication agencies in mainstream media in the partner countries, as well as disability organisations
Website:	http://www.mediaanddisability.org/index.htm
Priority action:	(b) Actions to mainstream the portrayal of people with disabilities in and by the media

Project description:

This pilot project took its idea from the general perception that people with disabilities are vastly underrepresented in mainstream media, compared with the fact that they constitute 10% of the population. Not only do people with disabilities rarely appear in mainstream programmes or in mainstream advertising spots, they also tend to be portrayed in a stereotyped or stigmatising way. Furthermore, very few people with disabilities work in the media industry.

In response to this unsatisfactory situation, the project aimed to establish cooperation between mainstream media and disability organisations in order to initiate a process of change.

With support from a number of experts from media, advertising and disability NGOs with profound knowledge in this rather new field of expertise, the project has developed a series of examples of how things can be done in a more respectful and attractive way, and put these examples together with already existing material in a 'Guide on Media and Disability' which was disseminated to a number of stakeholders in the mainstream media industry (producers, broadcasters, publicity and communication agencies and others), as well as to disability organisations.

10) GISELA – Guidance and information Services for less-abled Women

Lead partner:	IRS Europa (IT)
Partners:	Partner organisations from Poland, Germany, Lithuania, the Netherland and Italy specialised in labour market training and/or disability

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Aim(s):	Identify and develop best practices of specific guidance and placement services for women with disabilities in order to encourage their access to and participation in training and labour markets in Europe
Target audience:	Direct targets: Women with disabilities and guidance counsellors in the 5 partner countries; indirect targets: organisations representing people with disabilities and their families, social parties and key actors interested in a political dialogue on disability issues on European and national level
Outputs/Results:	Set of best practice examples based on results from desk research and survey; Handbook/guidelines for guidance counsellors working with disabled women; website; 5 editorial committees managing part of the website; Final conference to present results; website
Website:	www.gisela-project.eu (no longer accessible)
Priority action:	(c) Research concerning the situation of women with disabilities and promotion

Project description:

The project addresses the situation that men and women with disabilities do not have equal opportunities regarding their employment chances and that women risk suffering from 'multiple discrimination' due both to their disability and their gender.

The project identified and developed **best practices** of specific guidance and placement services for women with disabilities in order to encourage their access to and participation of in training and labour market in Europe. To this end, **desk research** was carried out from both a legislative and a practical point of view on the situation of the female population with disabilities in the 5 partner countries, focused on their situation in the labour market and their access and participation in education and training systems. A **survey** on guidance services for women with disabilities was equally organised.

In order to produce a **handbook** providing **guidelines** for guidance counsellors working with disabled women, a series of interviews were held with so-called "privileged testimonies" or experts in the training and labour sectors.

5 editorial committees were created (one in every partner country) consisting of women with disabilities themselves, who will manage the "news-events" area of the web site.

The results of the project will be presented during a **final conference** to be held in November 2007, which will include the organisation of a round table of experts on the theme of guidance counselling.

11) SWOD - Sexual Education in Women with Disabilities

Lead partner:	Fundación INTRAS (ES)
Partners:	Disability and women organisations in 6 countries: Latvia, Estonia, Italy, Denmark, Germany and Spain
Aim(s):	Assess the situation of women with disabilities concerning their access to sex education, body control and reproductive rights compared to men with disabilities; identify specific needs and priorities; identify good practice in the field of sexual and reproductive rights and access to equal sex education for women with disabilities and disseminate results and good practices; sensitise key personnel and relevant actors at all levels on this issue; foster collaboration between organisations dealing with people with disabilities and women's organisations, starting with partners in this project
Target audience:	Women with disabilities and professionals working in the field
Outputs/Results:	Manual ' <i>Sexuality and women with disabilities: contributions, good practices and guidelines</i> '; 2 working sessions with people with disabilities; a comparative study of the needs of disabled women and men in 4 countries (DE, LV, IT, ES)
Website:	-

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Priority action: (c) Research concerning the situation of women with disabilities and promotion

Project description:

The end result of this project, the Manual '**Sexuality and women with disabilities: contributions, good practices and guidelines**', was developed on the basis of a number of sub-activities:

- 2 working sessions between the project partners and different group of people with disabilities (in Rome and Tallinn),
- the appraisal of good practice examples in the field of women and sexuality collected by each of the project partners,
- a comparative study of women and men with different types of disability (physical, intellectual, mental, visual and auditory disability) from 4 partner countries (Germany, Latvia, Italy and Spain), dealing with their level of knowledge, difficulties and needs,
- expert sexology input and coordination of collected material provided by AEPS (State Association of Professionals in Sexology)

The Manual aims to be a reference guide for professionals working with people with disabilities in different training environments, informing them about the importance of sex education, although its overall purpose is the promotion of and respect for the sexuality of the women with disabilities. The Manual specifically deals with situations where women with disabilities are at danger of double discrimination on account of both gender and disability.

12) Disability Mainstreaming in Development Cooperation

Lead partner: Light for the World – Christoffel Development Cooperation (AU)

Partners: 11 partner organisations from Luxembourg, Belgium, Germany, the Netherlands, Sweden, France, Italy, Slovakia and the UK

Aim(s): Promote a coherent and coordinated approach to mainstream disability transnationally in the development co-operation policies of 25 EU Member States, the European Institutions, and European NGOs working in the fields of development cooperation and humanitarian aid

Target audience: The EU Institutions, government agencies and non-state actors working in the field of development cooperation

Outputs/Results: Mapping exercise of current development policies/programmes across the EU; 10 national reports on the results of the mapping exercise and a comparative report; 18 national training workshops and seminars on a series of development related issues; training manuals and reports from the courses; project cycle management guidelines; 2 EU-level conferences in Brussels and Bratislava

Website: <http://www.make-development-inclusive.org/index.php?wid=1024>

Priority action: (a) Integration of an equal opportunities dimension for people with disabilities in all policies and activities (mainstreaming)

Project description:

This project facilitates and encourages actions to mainstream disability issues in development co-operation on national, transnational and international level, and at the same time, addresses the commitment of the EU and its Member States to poverty reduction and human rights. Promoting inclusion in development co-operation policies and practice has an important impact on the situation of people with disabilities in developing countries and strengthens their rights to equal participation in development processes.

People with disabilities and their representing organisations have actively participated in the implementation of the project, either as dialogue partners or as resource persons, and the project has fostered partnerships between Disabled People Organisations (DPOs), NGOs, research and training institutions, respective ministries of the project countries and various DGs at the European Commission.

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Furthermore, a number of training tools have been developed for mainstreaming disability at policy, planning and implementation level, based on a detailed mapping of the actual situation in 10 EU Member States and the EU level (less detailed mapping of the remaining 15 Member States).

13) Training as Vehicle to Employment

Lead partner:	Independent Living Institute - STIL (SE)
Partners:	Organisations (mostly Independent Living Institutes) from 8 countries: Germany, Finland, Greece, Ireland, Latvia, Poland, Spain, Sweden and Bulgaria (associated partner)
Aim(s):	To develop, test and promote a set of measures to make national government agencies' traineeships inclusive regarding persons with disabilities. The contacted state agencies were questioned about their training positions, disability policies and accessibility work
Target audience:	National government agencies' traineeship programmes around Europe
Outputs/Results:	Survey of 1500 government agencies; comparative report on several government agencies' training positions, disability policies and accessibility work; 6 newsletters on best practice and accessibility; Information booklet on traineeships as recruitment tool
Website:	http://www.independentliving.org/training/
Priority action:	(a) Integration of an equal opportunities dimension for people with disabilities in all policies and activities (mainstreaming)

Project description:

The overall goal of the project was to ensure that government agencies providing trainee and internship programmes are open to qualified people with disabilities.

In order to improve the possibilities of disabled youth in the labour market, the project members listed training opportunities where disabled youth can gain valuable work experience and insight into the operations of top level agencies (some of these have been published on the website <http://www.independentliving.org/studyworkabroad/>). The project also disseminated information about this in different international arenas.

The aim has been to highlight the question and to increase the understanding that people with disabilities should not be regarded as an isolated item but should be included within all sectors of society (rights for equal opportunities throughout Europe) and to create a network, where an ongoing exchange of information and thoughts could take place.

The agencies in the different countries work on different levels with the issue of equal opportunities. Therefore, considerable time was devoted to finding an overall working method, which could be adapted to local conditions in each participating country and to finding measurable variables enabling comparisons between countries. Still, the project coordinators had a very tough task to compile answers from the agencies regarding their readiness to offer training positions to young people with disabilities, but in course of time the project developed and designed a number of working models which could realize the many aims of the project.

14) European Network for Accessible Tourism

Lead partner:	EWORX S.A. (GR)
Partners:	8 tourism and disability organisations from Spain, Belgium, Sweden, Ireland, the UK and Greece
Aim(s):	Establish and run the 'European Network for Accessible Tourism' (ENAT); provide active publicity and outreach to the community of stakeholder in 'accessible tourism'
Target audience:	All actors and stakeholders in the EU-25 tourism and disability sectors

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Outputs/Results: Creation of the ENAT network; recruitment of members (370 at end of project); various publicity material; 3 studies to identify industry' most important problems; database of good practices (accessible to members); 2 international ENAT workshops/conferences; website including an on-line resource centre

Website: <http://www.accessibletourism.org/>

Priority action: (a) Integration of an equal opportunities dimension for people with disabilities in all policies and activities (mainstreaming)

Project description:

This pilot project established and ran the ENAT network which acts as the European focal point for information and dialogue about disability and accessibility issues in tourism. It has contributed to awareness-raising, and promoted mainstreaming through targeted policy recommendations and actions that can improve the situation of disabled tourists and disabled workers in the EU tourism sector. It has worked to foster a spirit of common purpose and partnership in policy development and practical problem-solving, involving the industry, public authorities, social partners and NGOs.

The Network aims to build bridges between travel and tourism businesses operating in Europe, specialist advisors, policy-makers, researchers, tourism education institutions, consumer organisations and Non-Governmental Organisations, all of whom share the goal of creating more accessible destinations and offers for tourists.

In the two-year period of the pilot project, ENAT established contacts with businesses and other organisations in all the Member States of the EU and other European countries, leading to a Network of 370 members (28 of which associate members from non-European countries) that enable providers, consumer representatives and specialists to share experiences and promote better policies and practices in accessible tourism.

The Network also organised a number of international events where Members and interested parties could meet, exchange ideas and plan further initiatives and a number of on-line discussion forums have been

Furthermore, ENAT has undertaken 3 studies to identify the most important problem facing accessible tourism and benchmark the progress that is being made in the tourism sector towards improving the accessibility of hotels and destinations, showing how disabled and elderly tourists are being better served by the industry.

15) INTEGRA

Lead partner: Form'action André Renard asbl (BE)

Partners: 9 partners from Belgium, France, Germany, Spain, Poland and Czech Republic

Aim(s): Contribute to removing the obstacles that disabled workers encounter when seeking access to the labour market; attempting to change attitudes to make the employment of persons with disabilities be seen as a positive factor for the company

Target audience: Trade union representatives, company human resource managers, training professionals, people with disabilities

Outputs/Results: Development of 3 different tools: inventory of good integration practices in the partner countries, inventory of awareness-raising activities to sensitize the labour market, training module and material for workers representatives; 4 seminars; website

Website: <http://www.eu-integra.org/>

Priority action: (a) Integration of an equal opportunities dimension for people with disabilities in all policies and activities (mainstreaming)

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Project description:

The Integra project addresses the need for an integrated approach for people with disabilities in the normal labour market.

In most respects, society is constructed to fulfil the needs of the average, non-disabled citizen, thus excluding certain people from enjoying the same rights and opportunities. This project aims to contribute to removing the obstacles that disabled workers encounter when seeking access to the labour market and attempts to change attitudes in order to make the employment of persons with disabilities be seen as a positive factor for the company.

The project had developed a number of tools:

- a) a common knowledge base about the different practices that have been put in place in each partner country to integrate people with disabilities into the labour market and highlight the best examples of good practice;
- b) an inventory of good practice in the partner countries in the field of awareness-raising which was used to raise awareness among relevant actors in the labour market in a position to favour the integration of people with disabilities;
- c) a training module and training material specifically targeted at workers' representatives in order to sensitize them and spur them into action.

Finally the project organised 4 seminars in Barcelona, Prague, Rzeszow in Poland (85 participants) and Brussels (60 participants).

Summary Analysis – EU DAP Progress to Date

E

E. SUMMARY ANALYSIS – EU DAP PROGRESS TO DATE

In this appendix, we provide a summary assessment of the extent to which activities have gone ahead, gone ahead partially, or not gone ahead at all. The objective was to analyse the extent to which the activities described in the 2003 Action Plan and in subsequent biennial updates have gone ahead on the basis expected. This is useful to assess given that an objective of the evaluation is to examine whether or not corrective actions are needed to rectify performance to date.

The findings are summarised below and then set out in further detail in the table:

- Over half (33) of the 56 planned priority actions have gone ahead and been fully implemented;
- In a further 20 cases, the EU DAP actions are estimated to have been partially implemented; and
- In 3 cases, the activities concerned appear not to have shown much progress

This relatively simplistic approach to classifying the activities, while helpful in providing a snapshot overview as to what has been achieved, does of course have limitations. The nature of the activities carried out in the period between 2004 and 2007 was varied and some activities lend themselves more easily than others to the approach adopted in the summary table.

For example, it is much easier to assess whether a concrete activity such as ‘Developing a toolkit on accessibility design’ has gone ahead and whether its intended outcomes have been achieved than is the case for an activity such as ‘Encouraging universal building design’, where there may be differing views on whether successful outcomes have been achieved as a result of a number of mainstreaming activities. Similarly, there is scope for differing interpretations concerning the quality of outcomes and/or their utility as far as different stakeholders and target groups are concerned. Nonetheless, the exercise provides a good overall picture of where the EU DAP stood at the end of its second phase in terms of achieving the activities that were planned for its two first phases.

Key: ● = activity fully achieved; ◐ = partial progress; ○ = no significant progress

56 PRIORITY ACTIONS AS DESCRIBED IN SCOREBOARD		
1. Access to and remaining in employment (2004-2005)		Progress made
1.1	Awareness-raising activities relating to Directive 2000/78/EC on Equal Treatment in Employment and Occupation	●
1.2	Implementation of Directive 2000/78/EC	◐
1.3	Promoting access to active labour market measures (ALMP) for disabled persons	◐
1.4	Monitoring of disability issues through national statistical systems with a focus on employability aspects	●
1.5	Promoting and disseminating new and innovative practises in labour market integration of disabled people	●
1.6	Supporting Social Partner commitments in the Declaration on the Employment of People with Disabilities	○
1.7	Promoting awareness of CSR approaches in employment of disabled persons	●
2. Education, training and youth policies and programmes (2004-2005)		Progress made
2.1	Assessing DG EAC Programmes from the viewpoint of equal opportunities	●

Summary Analysis – EU DAP Progress to Date

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2.2	Incorporating special needs of people with disabilities in e-learning	●
2.3	Improving the PLOTEUS information system on lifelong learning opportunities	◐
2.4	Incorporating disability issues into the lifelong learning concept and processes	◐
2.5	Incorporating disability issues into the European Year of Education through Sport (EYES)	●
3. Using the potential of new technologies (2004-2005)		Progress made
3.1	Establishing international dialogue on accessibility concerns and guidelines	●
3.2	Addressing accessibility as horizontal matter in eEurope 2005	●
3.3	Preparing i2010 Communication and contributing with eInclusion aspects	●
3.4	Supporting European accessibility requirements for public procurement of products and services in ICT domain	◐
3.5	Promoting the "Design for All" concept among professionals	●
3.6	Establishing a structured and coherent EU dialogue with producers of Assistive Technologies (AT)	●
3.7	Improving Web Accessibility	◐
3.8	Promoting eAccessibility in relation to independent living through FP6 research projects	●
3.9	Promoting eAccessibility generally	●
4. Accessibility to the public built environment (2004-2005)		Progress made
4.1	Encouraging universal building design	◐
4.2	Promoting specialised training and awareness on urban planning and architecture	●
4.3	Developing a toolkit on accessibility design	●
4.4	Improving information on accessible tourism for disabled people	◐
5. Encouraging activity (2006-2007)		Progress made
5.1	Encouraging EU MS and Social Partners to improve access of disabled people to open labour market and to mainstream disability issues in Reform Programmes	◐
5.2	Promoting use of Structural Funds to support employment, training and equal opportunities for disabled people and the development of accessible environment	○
5.3	Reviewing European Commission Block Exemption Regulation on employment and training aids for the employment of disadvantaged categories of workers (EC) No 2204/2002 of 12.12.2002	●
5.4	Promoting good practice approaches for integration of social criteria into public procurement processes	●
5.5	Encouraging EU Social Partners to assess impact of framework agreements on disabled people and to increase participation of PWD in their organisations	○
5.6	Analysing impact in disability area of mobility in European labour market and free movement of persons	◐
5.7	Raising disability awareness among SMEs and industry about concept of Corporate Social Responsibility	●
5.8	Encouraging mainstreaming of disability issues in the area of education and training, including regular monitoring of developments in the field of special needs education	●

Summary Analysis – EU DAP Progress to Date

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6. Promoting access to quality support, care and health services (2006-2007)		Progress made
6.1	Reinforcing mainstreaming of disability issues through Open Method of Coordination (OMC) on social inclusion and social protection	◐
6.2	Reflecting disability issues in Communication on social and health services of general interest	●
6.3	Studying economic and financial case of community based settings to support the de-institutionalisation process (when appropriate)	◐
6.4	Studying possible risks of specific discrimination of disabled people with high dependency or complex needs	●
6.5	Following up on findings of the Commission Study on Access of Disabled Persons to Assistive Technologies	●
6.6	Providing better access to information on health	◐
6.7	Developing an EU strategy on mental health	●
6.8	Promoting and developing concept of independent living of disabled people	●
7. Fostering accessibility of goods and services (2006-2007)		Progress made
7.1	Development of a toolkit for evaluating accessibility of ESF projects to people with disabilities	◐
7.2	Contributing to review of e-communication Framework Directives	●
7.3	Measuring progress of eAccessibility in Europe	◐
7.4	Promoting ICT accessibility related issues in RTD projects	●
7.5	Defining RTD needs with regards to ICT accessibility related issues in new research programmes	●
7.6	Developing a European standard harmonising requirement for accessibility in ICT	●
7.7	Promoting web accessibility of public web sites and Design for All in ICT	●
7.8	Pushing forward Commission proposal for Regulation on rights of persons with reduced mobility when travelling by air	●
7.9	Pushing forward Commission proposal for a Regulation on international rail passengers' rights and obligations	●
7.10	Examining possibility for a legislative proposal regulating rights of mobility impaired persons when using international maritime transport	◐
7.11	Ensuring follow-up to the 2005 Services Working Paper on the rights of passengers in international bus and coach transport	◐
8. Increasing the EU capacity of analysis (2006-2007)		Progress made
8.1	Measuring health and disability in Europe: supporting policy development through scientific knowledge	◐
8.2	Developing and analysing valid statistics on disabled persons and their integration into society	◐
8.3	Developing new survey instruments for disability items	◐
8.4	Reporting on and disseminating outputs of Commission pilot projects on mainstreaming of disability issues at decentralised level	●

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- From Rome to Nice in a Wheelchair - The Development of a European Disability Policy, Professor Lisa Waddington, Chair in European Disability Law at Maastricht University. Europa Law Publishing, 2006, ISBN-10:90-76871-68-x
- Walking the talk – Equal Rights in an enlarged EU, Professor Gerald Quinn, University of Galway, Presentation Paper European Commission Conference, Prague 5-6 July 2004

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- The application of Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (main report and appendices). Brussels, 19.6.2008, COM(2008) 225 final
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treatment between persons irrespective of religion or belief, disability, age or sexual orientation

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- Reasonable Accommodation under the Framework: Are there lessons from the experience of reasonable adjustments under the Disability Discrimination Act 1995? Caroline Gooding, Special Adviser Disability Rights Commission
- The Fight against Discrimination in Daily Practice - the Transposition Process – presentation by Professor Gerald Quinn, University of Galway, Trier 2005

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- Commission's annual Joint Employment Reports to European Council 2004-2008 (http://ec.europa.eu/employment_social/employment_strategy/employ_en.htm)
- Member States' National Action Plans for Employment (produced until 2005) and National Reform Programmes 2005-2008 (http://ec.europa.eu/growthandjobs/key/nrp2005-2008_en.htm)
- Employment in Europe Report 2006, 2007, 2008 - Directorate-General for Employment, Social Affairs and Equal Opportunities, Unit D.1
- Commission Working Paper: 'Disability mainstreaming in the European Employment Strategy' of 1.7.2005 (EMPL/A/D(2005) EMCO/11/290605)
- Qualitative study on the European Employment Strategy (EES): Analysis of the attitudes of the main actors in employment policy in 28 European countries (July 2007), Optem http://ec.europa.eu/employment_social/incentive_measures/studies/qual_study_ees_en.pdf
- Study of compilation of Disability Statistical Data from the Administrative Registers of the Member States (2007), APPLICA & CESEP & EUROPEAN CENTRE (financed by DG EMPL) http://ec.europa.eu/employment_social/index/comp_disb_final_en.pdf
- The Labour Market Situation of People with Disabilities in EU25, European Centre for Social Welfare Policy Research (report based on the above statistical research document)
- Mid-Term Evaluation of ESF Interventions http://ec.europa.eu/employment_social/evaluation/docs/midtermeval_esf_2000-2006_en.pdf
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- EQUAL Community Initiative Report 'Recognising Ability'- Promoting Employment for People with Disabilities (ETG1-DOC-007-EN-Recognising Ability)
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- Commission Regulation (EC) No 800/2008 of 6.8.2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation)
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- Directive 2004/18/EC of 31 March 2004 on the coordination of procedures for the award of public works contracts, public supply contracts and public service contracts (OJ L 134, 30.4.04)
- Study on the incorporation of Social Considerations in Public Procurement in the EU, Proposed Elements for taking account of the Social Considerations in Public Procurement (July 2008), DG EMPL (<http://ec.europa.eu/social/main.jsp?catId=331&langId=en>)
- Declaration of the Social Partners for the European Year of People with Disabilities – Promoting equal opportunities and access to employment of people with disabilities, 20 January 2003
- 2004 Joint Report on Social Partners Actions in the Member States to implement the European Employment Guidelines (Guideline 7) http://www.etuc.org/IMG/pdf/Joint_Report-Employment_Guidelines11.pdf
- 2005 Eurobarometer survey on geographical and labour market mobility http://www.lex.unict.it/eurolabor/documentazione/altridoc/Mobility_Europe_October_06.pdf

Social inclusion

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- Member States' National Strategies on Social Protection and Social Inclusion 2006-2008 and 2008-2010
- Commission Communication COM(2005) 33 final of 9.2.2005 on the European Social Agenda 2005-2010
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- Commission Communication COM(2008)412 final of 2.7.2008 'Renewed Social Agenda: Opportunities, access and solidarity in 21st Century Europe'
- Evaluation of the EU Programme to promote Member State co-operation to combat social exclusion and poverty (December 2006), the Tavistock Institute for DG EMPL http://ec.europa.eu/employment_social/spsi/docs/social_inclusion/evaluation_full_text_en.pdf

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- European Council Joint Report on Social Inclusion 15223/01 of 12 December 2001 (http://ec.europa.eu/employment_social/soc-prot/soc-incl/15223/part1_en.pdf)
- Commission Communication COM(2001) 678 final of 21.11.2001 'Making a European area of lifelong learning a reality'
- 'Detailed work programme on the follow-up of education and training systems in Europe' (2002/C 142/01) OJ C142 of 14.6.2002
- Council Resolution on 'Equal opportunities for pupils and students with disabilities in education and training' of 5 May 2003 (2003/C 134/04) OJ C 134 of 7.6.2003
- Evaluation externe des activités entreprises par la DG Education et Culture à l'appui des politiques d'égalité des chances de l'Union européenne (Janvier 2007), Eureval-C3E
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- Global Implementation Plan for the European Portal on Learning Opportunities – implementation of the second phase (PLOTEUS II)
- Commission White Paper on Sport COM(2007) 391 final of 11.7.2007
- Decision 1720/2006/EC of 15 November 2006 establishing an Action Programme in the field of Lifelong Learning, OJ L 327 of 24.11.2006 (Integrated Lifelong Learning Programme 2007-13)
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- Commission Communication COM(2002) 72 final of 13.2.2002 "Commission's Action Plan on skills and mobility"
- Commission Communication COM(2003) 449 final of 24.7.2003 promoting Language Learning and Diversity – An Action Plan 2004 -2006

Using the potential of new technologies

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- Commission staff working paper: Delivering e-accessibility. Improving disabled people's access to the Information Society (SEC(2002) 1039)
- Council Resolution 'eAccessibility for People with Disabilities', 2-3 December 2002 (preparatory note 14680/02 of 27.11.02), OJ C 39, 18.2.2003
- Commission Communication COM(2005) 229 final 'i2010 – A European Information Society for growth and employment'
- Commission Communication COM(2005) 425 final of 13.9.2005 on 'eAccessibility'
- MeAC - Measuring Progress of eAccessibility in Europe - Assessment of the Status of eAccessibility in Europe (October 2007)
- Commission Communication COM(2007) 694 final of 8.11.2007 'European i2010 initiative on e-Inclusion – To be part of the information society'
- Commission Communication COM(2007) 332 final of 14.6.2007 'Ageing well in the Information Society - An i2010 initiative - Action Plan on Information and Communication Technologies and Ageing'
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- Directive 2004/18/EC of 31 March 2004 on the coordination of procedures for the award of public works contracts, public supply contracts and public service contracts (OJ L 134, 30.4.04)
- 'The Public Procurement Directives: Transposition in EU Member States' (IP/A/IMCO/OF/2006-071) Briefing Note for EP committee on Internal Market and Consumer Protection
- European Parliament resolution on specific problems in the transposition and implementation of public procurement legislation and its relation to the Lisbon Agenda, EP Reference number A6-0226/2007 / P6-TA-PROV(2007)0273
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- Project documentation on the FP6 projects 'Reasonable Access' and 'PT Access' (SSP Programme, priority 2.4 'Quality of life issues relating to handicapped/disabled people (including equal access facilities)' (<http://cordis.europa.eu/lifescihealth/ssp.htm>)
- Project documentation for the following EU DAP Pilot Projects:
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 - Building Accessible Services (BAS)
 - Architecture and Urban planning: design for all from school to practice
- DG ENTR brochure 'Improving information on accessible tourism for disabled people'(June 2004)http://ec.europa.eu/enterprise/tourism/docs/studies/improving_information_on_accessibility/improving_accessibility_en.pdf

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- Commission Communication COM(2006) 177 final of 26.4.2006 on Social Services of General Interest (SSGI)
- Position paper on the 'Quality of the Social Services of General Interest delivered to persons with disabilities', High Level Group on Disability (D-HLG), October 2007
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- Directive 2002/20/EC of 7 March 2002 on the authorisation of electronic communications networks and services (Authorisation Directive), OJ L108 of 24.4.2002
- Directive 2002/21/EC of 7 March 2002 on a common regulatory framework for electronic communications networks and services (Framework Directive), OJ L108 of 24.4.2002
- Directive 2002/22/EC of 7 March 2002 on universal service and users' rights relating to electronic communications networks and services (Universal Service Directive), OJ L108 of 24.4.2002
- Directive 2002/58/EC of 12 July 2002 concerning the processing of personal data and the protection of privacy in the electronic communications sector (Directive on privacy and electronic communications), OJ L 201 of 31.7.2002
- Commission Communication COM(2006)334 of 29.6.2006 on the Review of the EU Regulatory Framework for electronic communications networks and services
- *ICTs and eAccessibility*

Many of the documents already mentioned above under 'Using the potential of new technologies' are also relevant here:

- Commission Communication COM(2005) 425 final of 13.9.2005 on 'eAccessibility'
- MeAC - Measuring Progress of eAccessibility in Europe - Assessment of the Status of eAccessibility in Europe (October 2007)
- Commission Communication COM(2007) 694 final of 8.11.2007 'European i2010 initiative on e-Inclusion – To be part of the information society'
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- FP7 ICT Work Programme 2009-2010 (ftp://ftp.cordis.europa.eu/pub/fp7/ict/docs/ict-wp-2009-10_en.pdf)
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- Commission Communication COM(2005) 46 final of 16.2.2005 on strengthening passenger rights within the European Union
- Regulation (EC) 1107/2006 of 5.07.2006 on the rights of disabled people and people with reduced mobility when travelling by air
- Commission proposal COM(2004) 143 final of 3.3.2004 for a Regulation on international rail passengers' rights and obligations
- Regulation (EC) 1371/2007 of 23.10.2007 on rail passengers' rights and obligations
- Commission Staff Working Paper "Rights of passengers in international bus and coach transport" (14.7.2005) - Consultation document
- Study on 'The protection of the rights of maritime passengers: assessment of the current situation and possible development of the Community legislation' (2004/05)
- Various position papers and inputs to public consultations concerning the above legislative proposals
- Project documentation for 2 FP6 projects 'Euro Access' and 'PT Access' (SSP Programme, priority 2.4 'Quality of life issues relating to handicapped/disabled people (including equal access facilities)' (<http://cordis.europa.eu/lifescihealth/ssp.htm>))

Analytical capacity at EU level

A number of studies are already listed under the above thematic headings

- Website of the European Health Service System
http://ec.europa.eu/health/ph_information/dissemination/reporting/ehss_en.htm
- Various Eurostat datasets addressing disability issues: the Labour Force Survey (LFS), the Survey on living conditions (SILC) and the European Disability and Social Integration Module (EDSIM) and work on disability surveys within the European Health Survey System
- Men and women with disabilities in the EU: statistical analysis of the LFS ad hoc module and the EU-SILC (2006), Study by APPLICA & CESEP & ALPHAMETRICS (financed by DG EMPL)
http://ec.europa.eu/employment_social/index/lfs_silc_analysis_on_disabilities_en.pdf
- Study on compilation of disability statistical data from the administrative registers of the Member States (2007), APPLICA & CESEP & EUROPEAN CENTRE (financed by DG EMPL)
http://ec.europa.eu/employment_social/index/comp_disb_final_en.pdf
- Regulation (EC) No 1338/2008 of the European Parliament and of the Council of 16 December 2008 on Community statistics on public health and health and safety at work
- in 2008-09 biennial report which provides an update in the scoreboard on progress made in respect of statistical aspects relating to PWD
- FP6 projects: 'MHADIE' measuring health and disability in Europe: supporting policy development through scientific knowledge' <http://www.mhadie.it/> and 'Euro Access' – disability statistics in the transport sector (designed to plug gaps in data availability)
http://ec.europa.eu/research/fp6/ssp/euro-access_en.htm

EU-financed networks of disability representative organisations

Various selected position papers, feedback and contributions to policy and legislative consultation processes have been examined, as well as evaluation documentation relating to EU funding for disability representative organisations. This includes the following:

- Évaluation du programme communautaire d'action de lutte contre les discriminations
- Disabled people's organisations and the European Structural Funds 2007-2013 (Toolkit for disability mainstreaming), European Disability Forum (DOC EDF 06/09 – 10/2006)

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- Inclusion Europe - Education for all. Diversity as an opportunity for school education
- Inclusion Europe - Disabled Children in Institutions
- ENIL - Independent Living and Centres for Independent Living as an Alternative to Institutions
- EASPD Position Paper on Active Inclusion. Feedback to COM(2007) 620 Final – Modernising social protection for greater social justice and economic cohesion: taking forward the active inclusion of people furthest from the labour market
- EASPD Position on the EU Green Paper on Mental Health

SUMMARY TABLE – STRENGTHS & WEAKNESSES OF EU DAP

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G. SUMMARY TABLE – STRENGTHS & WEAKNESSES OF EU DAP

Below, we summarise the positive and less positive aspects of the EU DAP's implementation to date.

Positive	Less positive
<p>Action Plan Content / Structure</p> <ul style="list-style-type: none"> Action Plan's strategic objectives and thematic priorities enjoys broad support among relevant stakeholders, including disability representative organisations and the Member States <p>Achievement of objectives</p> <ul style="list-style-type: none"> EU DAP has become reference point for key stakeholders at European and national levels in respect of policies / initiatives to promote equal opportunities for disabled people Visibility of disability issues in EU policies has increased as result of implementation of mainstreaming approach EU DAP has reinforced promotion of rights-based approach to disability based on the social model of disability EU DAP has provided strategic cooperation framework for joint working between the EU and the Member States on disability policies Good progress has been made towards the achievement of the specific objectives linked to most thematic priorities identified in the first two phases Positive progress has been made towards achievement of strategic objectives (mainstreaming, accessibility for all and the effective implementation of 2000/78) <p>Partnership working</p> <ul style="list-style-type: none"> Improved coordination and cooperation within Commission on disability issues through DISG Evidence of strengthened partnership working with the Member States through the DHLG Active contribution by EU-level disability representative organisations through the DHLG to various mainstreaming working papers Direct involvement of disabled people in some EU DAP activities, including annual keynote conference which is tied in with European Day of People with Disabilities <p>Performance measurement</p> <ul style="list-style-type: none"> Majority of activities included in EU DAP have now been implemented - with a description of what took place included in scoreboard form Legal framework at EU level has been strengthened (protection from discrimination, 	<p>Action Plan Content / Structure</p> <ul style="list-style-type: none"> Description of individual themes in each implementation phase confuses objectives with activities. Clearer set of objectives is needed Biennial update on situation of disabled people differs in structure and content between different implementation phases. To properly assess progress, there needs to be a consistent structure, with a baseline set to include key context indicators e.g. labour market Rolling nature of thematic priorities in each 2 year implementation phase has added additional layer of complexity to EU DAP Continuity needed in tackling long-term challenges such as increasing participation in employment and strengthening accessibility to the built environment (these have remained in focus in different implementation phases, but rotating thematic headings every two years can detract from core business of making progress in these areas) <p>Partnership working</p> <ul style="list-style-type: none"> In other policy areas, e.g. employment, SPSI, the Open Method of Coordination provides a mechanism for joint working and encourages buy-in of national authorities Member States should be more closely involved in drawing up Action Plan for 2011-2020 and in monitoring framework to assess its implementation. Not all national authorities viewed Action Plan as having had much impact at MS level. In some countries, policy agenda was perceived as 'already ahead of EU DAP' <p>Performance measurement</p> <ul style="list-style-type: none"> Scoreboard could be improved. It is descriptive only, and does not make an analytical judgement with regard to how useful activity has been It is hard to separate what impacts can be attributed specifically to Action Plan, as opposed to those that would have taken place anyway It should be clearer in Action Plan which DG or other organisation was responsible for leading on particular activities, and also which institutions/ organisations played a supporting role. There is a need to specify which activities involved inputs from the Disability Unit. Problems linked to quality of disability statistics in

SUMMARY TABLE – STRENGTHS & WEAKNESSES OF EU DAP

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<p>greater attention to non-discrimination issues, strengthened accessibility requirements)</p> <ul style="list-style-type: none"> • Wider availability of practical mainstreaming tools e.g. accessibility to built environment, active inclusion of PWD in labour market • Improvements in disability statistics through harmonised survey modules (especially in labour market, education and health) • Evidence of indirect impacts. Action Plan has encouraged some MS to develop national disability strategies and/ or action plans • Scoreboard approach to setting out key achievements in each 2 year phase provides useful overview of activities supported 	<p>terms of comparability between Member States</p> <ul style="list-style-type: none"> • Due partly to gaps in availability of disability statistics, baselines were not set, making it more difficult to assess progress since Action Plan was adopted • No indicators put in place to monitor and measure the Action Plan's implementation (this is not to suggest indicators are needed for each and every activity – issues around what it is realistic to monitor) • Challenges for successor Action Plan in relation to monitoring implementation of UN Convention on the Rights of Persons with Disabilities – measurement implications
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INDICATORS

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H. INDICATORS

H.1 Lessons from experience – disability performance indicators

Lessons from international and European experience in measuring the outcomes of other policies and programmes designed to promote equal opportunities are now considered. This could help inform the performance monitoring framework for the EU DAP in 2011-2020.

As far as international experience is concerned, the UN has produced some useful research work on the development of disability indicators. This was undertaken in order to improve performance monitoring and measurement in respect of the *World Programme of Action concerning Disabled Persons*, part of the United Nations Decade of Disabled Persons. The paper¹ notes several trends which will increase attention on disability statistics and on measuring progress against objectives in respect of disability policies and programmes.

These include the increased recognition of the human rights of people with disabilities and rapidly increasing demand for information and survey research on disability among key stakeholders and civil society. The approach to monitoring relies mainly on context indicators. In this regard, it defines some of the key attributes which context indicators in the area of disability should have.

'First, they must be viewed as useful by disabled persons, their families and other interested constituencies. Second, they should be determined to be useful reflectors of what they purport to measure through standard scientific criteria. Finally, there should be a reasonable, non-arbitrary limit on their number.'

Work of relevance in measuring progress towards the EU DAP's objectives has also been undertaken at an EU level. For example, in the area of social inclusion and social protection, a working group comprised of representatives from the Member States has worked on indicators in the field of poverty and social exclusion since 2001 together with the Social Protection Committee (SPC). More recently, this work has been continued through the OMC as a cooperation mechanism through which the EU and Member States can work together in order to agree 'commonly agreed and defined' indicators.

In the set of indicators developed through the SPC working group, there was a focus on indicators that addressed social outcomes rather than the means by which these were achieved. Three levels of indicators were defined:

- **Primary indicators**² - the most important indicators leading to social exclusion
- **Secondary indicators** - supporting the main indicators and describing the problem in more detail
- **Third-level indicators** – decided by individual Member States and included voluntarily in National Action Plans on Social Protection and Social Inclusion

Primary and secondary indicators are 'commonly agreed and defined' between the Commission and the Member States. The approach adopted to indicators in the area of SPSI could be an interesting model for the new Action Plan monitoring framework, in terms of determining appropriate context indicators through which the situation of people with disabilities might best be assessed.

¹ <http://www.un.org/esa/socdev/enable/monitor/dme41.htm> - Programme Monitoring and Evaluation; The Disability Perspective in the Context of Development

² Examples of 'primary' social inclusion indicators include: income threshold below 60% of median income, the persistence of low income, long-term unemployment rates and the percentage of people living in jobless households, self-perceived health status

² Examples of 'secondary' social inclusion indicators include: very long term unemployment rates, the number and percentage of persons with low educational attainment rates

INDICATORS

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Another example of potential applicability to the EU DAP is the experience gained in measuring the integration of migrants and reporting on their situation across the different Member States. The Council of Europe³ has carried out extensive work in this area in the late 1990s, and the European Commission's DG JLS has undertaken further work⁴ since then on measuring integration, notably through the commissioning of the European Handbook on Integration (which includes chapters on monitoring). Again, the example is more concerned with context indicators than with measuring progress towards EU DAP objectives.

Two categories of indicators are potentially relevant: (1) indicators to describe the actual situation of migrants in their host country and (2) indicators on the attitudes of migrants and of the majority population towards migrants. Measurement indicators are also used to assess equal treatment (inclusion in the labour market as well as access to services in the health, education, and housing sectors) and participation in social, political and cultural life. This approach is of potential relevance in reporting biennially on the situation of disabled people in the EU. The types of indicators mentioned appear in keeping with the UN Convention, which also emphasises the importance of ensuring rights in practice, not just in theory.

Experiences from the Member States in devising appropriate indicators to measure the performance of disability policies and programmes are also worth examining. In **Ireland**, the Disability Sectoral Plan 2006 produced by the Department of Social and Family Affairs sets out a series of objectives, activities and performance indicators. A combination of activity indicators and context indicators have been used to 'measure' progress against objectives.

<i>Objective in Strategy Statement</i>	<i>Activities Proposed</i>	<i>Performance Indicators</i>
Ensuring that income supports and associated benefits do not create financial barriers to seeking, accepting or improving employment	Ongoing analysis of the incentive effects of payment levels and structure of schemes for people with disabilities along with the assessment of impact of such traps on actual participation activity	Changes to employment and training participation rates by people in receipt of disability payments. Yearly analysis completed for period 2007/2009. Make policy changes as required in budgetary context to provide incentives for greater participation.
Ensure that payments and supports to carers are efficient and effective, recognising their needs and adequately addressing poverty and social exclusion and are adaptable to the needs of carers in a changing care environment	Improve income supports for carers in line with the commitments in the Programme for Government	Review of Carers Allowance and Carers Benefit carried out and appropriate measures put in place

In the **UK**, the Office for Disability Issues (ODI) within the Department for Work and Pensions has also undertaken work on indicators, and has sought to engage with disabled people's organisations and with people with disabilities themselves in order to determine how best to 'measure' progress towards equality outcomes. In particular, there is a commitment to reporting progress towards the 2025 vision of equality for disabled people. In 2007, an ODI consultation, 'Equality for Disabled People: how will we know we are making progress?', involved disabled people in a debate about how progress towards the goal of equality should be measured. As a result of this consultation, an indicator system was developed to track progress towards equality in different key areas, including: disabled children and young people; employment outcomes and opportunities; disability poverty; discrimination and attitudes;

³ Measurement and indicators of integration Council of Europe, 1995

⁴ Handbook on Integration for Policy Makers and Practitioners, DG JLS, 2004

INDICATORS

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participation in positive activities (volunteering / civic participation), access and use of goods and services, accessibility and suitability of housing and crime and justice.

A number of indicators are monitored under each heading. For example, data is collected in relation to disability poverty on children living in income poverty and material deprivation, individuals living in income poverty, and individuals living in persistent poverty. A small number of key indicators (currently 10) are then included in the Office for Disability Issues Annual Report⁵:

<i>Indicators ODI annual report</i>	
1. Full size buses with low floor wheelchair access	2. Volunteering
3. Employment rates	4. Civic participation
5. Unfair treatment at work	6. Participation in cultural, sporting and leisure activities
7. Percentage of children living in income poverty	8. Use of childcare services
9. Individuals living in income poverty	10. Percentage of disabled people experiencing any difficulties in using transport related to their health problem or disability

In reporting back on progress against disability context indicators, two key variables are highlighted, firstly the trend in respect of a given indicator since the baseline (positive, neutral, negative) and secondly, the direction of the most recently available data (positive, neutral, negative).

In summary, lessons from experience elsewhere include: the importance of involving disabled people themselves in determining how progress towards equality should be measured, and the need to ensure that objectives are clearly defined since this is an essential starting point in defining indicators. Another lesson is the need for different types of indicators to be incorporated into the indicator system, including both activity indicators (so as to measure progress across different areas of the Action Plan, as well as overall) and context indicators (to observe wider trends of relevance to the EU DAP's objectives). Lastly, indicators should be kept proportionate – it would be difficult to collect information on large numbers of indicators.

2.4.3 Performance measurement in the future Action Plan 2011-2020

In the new Action Plan, 2011-2020, a more rigorous monitoring framework should be put in place, supported by a proportionate number of performance indicators in order to 'measure' progress towards objectives, and to capture outcomes achieved during the Action Plan's implementation.

A distinction should be made in the measurement framework between different types of performance indicators required to assess progress towards objectives at different levels of the EU DAP's implementation. The indicator framework for the EU DAP should include:

- **Global indicators** - to measure progress in relation to the achievement of the EU DAP's strategic objectives, such as the systematic mainstreaming of disability considerations in EU policies and legislation, the full and effective implementation of disability-related legislation
- **Thematic indicators** – indicators at the level of 'specific objectives' i.e. the individual EU DAP thematic priorities, such as promoting access to, and retention in the labour market, maximising the potential of new technologies, etc.

⁵ The most recently available publication is the Office for Disability Issues Annual Report, Annex on Indicators, December 2008

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- **Activity indicators** – indicators at the level of individual activities supported through the EU DAP against which outcomes can be measured
- **Context indicators** – neutral, objective indicators to measure the situation of disabled people in the EU, to be compared against an established baseline

In devising an indicator system, there will firstly be a need to define what objectives the EU DAP is seeking to achieve in qualitative terms (where possible supported by quantitative indicators). These have to be defined both in relation to 'specific' and 'global' objectives. Once the objectives have been defined, performance indicators then need to be developed against which progress towards these goals can be measured.

Experience suggests that a largely qualitative approach should be used, given that it is difficult to 'measure' progress against objectives quantitatively, given the nature of many of the activities supported through the EU DAP. For example, disability mainstreaming is often about working to heighten awareness among relevant actors in particular policy areas to encourage greater consideration of the needs of people with disabilities.

Progress against qualitative indicators can be assessed by adopting an essentially evaluative approach. Having defined the objectives and supporting indicators, in order to 'measure' progress, views should be sought from key stakeholders participating in the Action Plan (EU officials, EU-funded networks of disability NGOs, national authorities responsible for disability policy etc.) on what has been achieved, and how this compares with objectives.

The performance measurement framework adopted by PROGRESS 2007-2013 could serve as a useful model. Quantitative and qualitative performance indicators have been developed within the framework of an intervention logic model. These were debated and agreed with the Member States to ensure their buy-in. Regular opinion-based questionnaires - to be completed by key stakeholders participating in the programme (Commission officials, national authorities and NGOs) - will be used to monitor progress against objectives. The performance indicator system did include some quantitative indicators at the 'outputs' level, but will largely depend on qualitative indicators at results and impacts level.

In line with the approach adopted to monitoring and indicators through the employment and social OMCs, and through the PROGRESS programme, in the next Action Plan, the Member States should be more closely involved in formulating the performance monitoring framework and in defining indicators. This process will be driven in part by the UN Convention on the rights of persons with disabilities, which will have a considerable impact on the shape of the EU DAP in 2011-2020 and will require closer joint working between the EU and the Member States on disability policy issues, data collection and monitoring activities.⁶

Where possible, it will be important to capture outcomes in respect of the implementation of individual activities quantitatively. However, the present evaluation has demonstrated that with the exception of data on the number of disability-oriented projects funded through particular EU Programmes (and expenditure on these), there is not much in the way of meaningful quantitative information that can be collected. While indicators should ideally be quantified at the level of individual activities, in practice, it will often be difficult to do so at the level of 'results' and 'impacts' given that many EU DAP activities seek to achieve quite subtle changes in policy making through the implementation of a disability mainstreaming approach.

A further argument in favour of using an essentially qualitative approach is the difficulty in determining the extent to which changes in a particular indicator (especially impact indicators) can be attributed to

⁶ Article 31 of the Convention deals with statistics and data collection, and Article 33 deals with national monitoring systems

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the EU DAP activity in question rather than wider factors / variables. This can only be properly assessed through discussions with key stakeholders involved to obtain views on the extent to which progress against qualitative indicators has been achieved.

In relation to **context indicators**, the evaluation identified a need for a small number of indicators to be developed in order to better assess the situation in respect of disabled people in the EU, measured against a clear baseline. This needs to be consistently applied in each biennial update reporting on the situation of disabled people in the EU. As the current Action Plan itself states, *'Assessing the effectiveness of disability policies is hampered by a lack of data and quantitative and qualitative evaluation of outcomes. This makes it vital to develop context indicators, which are comparable across Member States'*.

As a result of efforts by the Disability Unit working together with Eurostat to improve the quality and availability of disability data in key areas – such as the labour market, lifelong learning and health, there is now better data availability in comparison with the Action Plan's launch in 2003. EU DAP initiatives such as the commissioning of a study on *Disability statistical data from the administrative registers of the Member States (2007)* have helped contribute towards improved context data on disability. This should make the setting of robust context indicators supported by baseline information easier to put in place in the successor Action Plan.

H.2 Examples of context indicators

In the table below, examples of possible context indicators which could be incorporated in the successor EU DAP in 2011-2020 are provided. The suggested data sources are outlined in the final column.

Priority area	Indicator(s)	How performance assessed	Measurement source(s)
Access to employment/ retention in labour market	Labour market statistics on situation of disabled people: -Labour market participation rates -Inactivity rates -Unemployment rates	Comparison with non-disabled (or with average participation rates) Progress compared with baseline Change in trend in different EU MS	Disability Statistics of the Administrative Registers of the Member States (2007) Periodic reviews of available statistical data
Access to employment/ retention in labour market	-No. of people in sheltered workshops, -No. of people with a recognised disability in ordinary employment	Progress compared with baseline Change in trend in different EU MS	Disability Statistics of the Administrative Registers of the Member States (2007) Periodic reviews of available statistical data
Increasing participation in education, training and lifelong learning	-Participation rates among disabled people in lifelong learning	Comparison with non-disabled or with average participation rates Progress compared with baseline Change in trend in different EU MS e	Disability Statistics of the Administrative Registers of the Member States (2007) Periodic reviews of available statistical data
Increasing participation in education, training and lifelong	-No. of children with special educational needs in special education Data to be disaggregated by	Progress compared with baseline Change in trend in different EU MS	Disability Statistics of the Administrative Registers of the Member States (2007)

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learning	gender, school type e.g. primary, secondary etc.		Data on SEN provided by national education authorities/ statistical offices
Promotion of independent living	-No. of people with disabilities receiving services which help them to live independently % of disabled people living in an institutional setting (estimate per MS)	Progress compared with baseline Change in trend in different EU MS	Disability Statistics of the Administrative Registers of the Member States (2007) Estimates provided by national authorities

ANALYSIS OF PROGRAMME EXPENDITURE FEEDING INTO EU DAP

I. ANALYSIS OF PROGRAMME EXPENDITURE FEEDING INTO EU DAP

I.1 Expenditure under EQUAL indirectly feeding into the objectives of the EU DAP

Although not specifically linked to the implementation of the EU DAP, the EQUAL Community Initiative⁷ has funded a large number of projects targeting people with disabilities. The impact of these projects can obviously not be attributed to the EU DAP, but their effect is likely to be considerable in terms of indirect impacts on the situation of disabled persons in relation to labour market access in general and issues such as "convincing and involving employers", improving "integration services" and "empowering people with disabilities", which all contribute to fulfilling the EU DAP's overall 'Employment priority'. Furthermore, the support from EQUAL does not only affect the situation of people with disabilities at a purely national level. Due to the requirement for Development Partnerships (DPs) to conclude transnational co-operation agreements with DPs from different Member States to create platforms of common objectives and interests, there is ample scope for cross-border exchange of experience, peer reviews, joint seminars, policy fora, etc. in the field of disability. These transnational activities in turn allow for the validation, exploitation and long-lasting dissemination of project results which is another indication of the potential impact that EQUAL projects can have on the inclusion of people with disabilities into society.

With a basis in the EU strategy to combat discrimination (based on gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation), EQUAL has sought to combat all forms of discrimination and inequalities in the labour market. Selected projects have therefore targeted a wide group of different beneficiaries with a potential disadvantage in relation to the labour market, such as migrants, ethnic minorities, young people, older workers, women with caring responsibilities, long-term unemployed, ex-prisoners, the homeless as well as persons with various types of disabilities. Rather than targeting one particular type of beneficiary, many projects have taken a regional approach, addressing imbalances and social exclusion in their local labour market from a global perspective involving many different disadvantaged groups. For the purpose of this evaluation, however, only the projects which explicitly addressed disability issues have been taken account of.

Two calls for proposals for EQUAL projects in the Member States have taken place, the first one in 2001, the second one in 2004. Given the period under review in this evaluation (2004-2007), only projects from the second call for proposals have been taken into account.

In order to identify the disability-related EQUAL projects to include in the calculation of EU funding sources having fed into the EU DAP objectives, a search on the EQUAL Common Database (ECDB) (<https://webgate.ec.europa.eu/equal/jsp/index.jsp?lang=en>) took place. An initial 274 projects came up within the second project round (projects initiated between 2004 and 2006). However, at closer examination it turned out that many of these projects included disabled people as part of a wider target group of disadvantaged persons as described above.

It was therefore decided only to count **projects which were completely centered around disability-related issues**, or where **at least 60% of project beneficiaries were people with disabilities**. Using these principles, it is estimated that a **total of 134 disability-related projects** across the Member States received funding from EQUAL during round 2.

⁷ The EQUAL Initiative was set up in 2001 with funding from the European Social Fund in order to promote the European Employment Strategy and the Social Inclusion process and seeking to combat all forms of discrimination and inequalities in the labour market. The Initiative also formed part of the EU strategy to combat discrimination (based on gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation). The Initiative was different from earlier ESF programmes in that it operated a thematic approach and a focus on innovation and exploring new ways of delivering EES policy priorities. By bringing together key stakeholders at national, regional or local level in Development Partnerships (DPs), EQUAL also favoured empowerment of all actors, including beneficiaries. Another difference was the emphasis on active transnational co-operation between DPs to ensure exchange of experience between Member States. With national authorities having the responsibility for implementing their own Community Initiative programmes, EQUAL has co-financed activities in all EU Member States, with a total EU contribution of 3.274 billion euros matched by national funding. Two calls for proposals for EQUAL projects have taken place, the first one in 2001, the second one in 2004.

ANALYSIS OF PROGRAMME EXPENDITURE FEEDING INTO EU DAP

Calculating the budgetary value of the selected projects presented some difficulty. The EQUAL database does not provide exact budgets for selected projects, but instead it indicates the funding range for the action for which a project has been approved, for example 'Budget for Action 2: 1,000,000-1,500,000 euros'. There are seven different funding brackets as shown in the table below. In order to obtain an estimation of budgetary value, it was therefore decided to use the middle value of the given range, or in the case of the end values (<250,000 euros at the lower end and >5m euros at the top end), the given amount was used. As a result of these calculations, the **estimated budgetary value of the 134 disability-related projects amounts to 183,450,000 euros**. The table below provides a breakdown of the selected 134 disability-related EQUAL projects

**Disability-related projects that received funding through EQUAL in round 2 (2004-06)
by country, level of funding (in €) and thematic field⁸**

Funding range	<250,000	250,000-500,000	500,000-1,000,000	1,000,000-1,500,000	1,500,000-2,000,000	2,000,000-5,000,000	>5,000,000	Total projects	Total (€) (estimate)
AU				1 (1A)	7 (1A)			8	13,500,000
BE –fr		2 (1A)	1 (1A)					3	1,500,000
BE -nl		1 (3E)	1 (3E)					2	1,125,000
CY								n/a	n/a
CZ	1 (4G)	1 (2C)						2	625,000
DK					1 (3E)			1	1,750,000
EE		1 (1A) 1 (4G)						2	750,000
FI	1 (2D)	1 (1A)		2 (2D)	1 (2D)			5	4,875,000
FR		4 (1A)	3 (1A)	5 (1A) 1 (2C) 2 (3E)	1 (1A) 1 (4G)			17	17,250,000
DE				1 (3E)		9 (1A) 3 (2C) 1 (2D) 1 (2D)20%	1 (1A) 1 (3E) 1(4G)	17(+1)	61,750,000 + 700,000 ⁹
GR				4 (1A) 1 (2D)				5	6,250,000
HU	1 (1A)	3 (3E)		2 (3E)				6	3,875,000
IE				1 (1A)	1 (3F)			2	3,000,000
IT			10 (1A) 2 (2D) 1 (3E) 1 (4H)	1 (1A) 1 (3E)				16	13,000,000
LV								n/a	n/a
LT								n/a	n/a
LU								n/a	n/a
MT								n/a	n/a
NL		1 (3E)	2 (1A) 1 (2C) 1 (3F)	2 (1A) 1 (2D)		1 (3E)		9	10,625,000
PL		1 (2D)	1 (1A) 1 (4G)	1 (2D)	3 (1A)	1 (1A) 1 (2D) 1 (3F)		10	18,875,000
PT			1 (3F)					1	750,000
SI		4 (1A) 1 (3E)						5	1,875,000

⁸ The nine thematic fields (1A to5) are set out below the table with the total no. of projects under each theme.

⁹ In the case of one German project where the overall budget was between 2m and 5m euros, it was decided to include the 20% of the project which related to disabled people, as the overall value of this was higher than many projects in their own right.

ANALYSIS OF PROGRAMME EXPENDITURE FEEDING INTO EU DAP

SK		1 (1A) 6 (2D) 1 (3F)						8	3,000,000
<i>Funding range</i>	<i><250,000</i>	<i>250,000-500,000</i>	<i>500,000-1,000,000</i>	<i>1,000,000-1,500,000</i>	<i>1,500,000-2,000,000</i>	<i>2,000,000-5,000,000</i>	<i>>5,000,000</i>	<i>Total projects</i>	<i>Total (€) (estimate)</i>
ES								n/a	n/a
SV				1 (4H)		1 (3E)		2	4,750,000
UK-GB				5 (1A) 1 (2C) 1 (2D) 1 (3E) 1 (3F)	1 (3E)			10	13,000,000
UK-NI	1(1A)	1 (1A)						2	625,000
	4x250	30x375	26x750	36 x1,250	16x1,750	18x3,500	3x5,000	133(+1)	
Total (1,000€)	1,000	11,250	19,500	45,000	28,000	63,000 + 700	15,000		183,450,000

Thematic fields

- 1A - Employability - (Re-)integration to the labour market - **74 projects**
- 1B - Employability - Combating racism – **0 projects**
- 2C - Entrepreneurship - Business creation – **7 projects**
- 2D - Entrepreneurship - Social economy- **19 (+1) projects**
- 3E - Adaptability – Life-long learning – **20 projects**
- 3F - Adaptability - Adaptation to change and NIT – **6 projects**
- 4G - Equal opportunities - Reconciling family and professional life - **5 projects**
- 4H - Equal opportunities - Reducing gender gaps and desegregation – **2 projects**
- 5 - Asylum seekers – **0 projects**

I.2 Expenditure to support pan-European Networks representing disabled people

Another financial contribution of indirect influence on the Action Plan comes from the EU participation in the operational costs of a number of **networks representing disabled persons**. In order to ensure that people with disabilities are able to contribute to EU decision making processes in relevant policy areas and in the area of legislation, a number of European networks of disability NGOs are financed by the EU. This includes the European Disability Forum (EDF), Inclusion Europe, Autism Europe, the European Blind Union, the European Union for the Deaf, and Mental Health Europe, and from 2007, the European Association of Disability Service Providers (EASPD), Spina Bifida and the European Network on Independent Living (ENIL).

This arrangement was initially funded through the Community Action Programme to Combat Discrimination (2001-06), and continued under the PROGRESS programme from 2007 when the Action Programme came to an end. An analysis of the EU's financial contribution to these various organisations is provided below.

EU Participation in the operating costs of Networks representing disabled people (2003-2007) in €

	2003	2004	2005	2006	2007	Total (€)
European Disability Forum (EDF)	850,000.00 (VS/2003/0089)	868,292.24 (VS/2004/0090)	857,946.34 (VS/2005/0134)	857,734.40 (VS/2006/0137)	913,986.50 (VS/2008/096)	4,347,959.48
Inclusion Europe		123,000.00 (VS/2004/0251)	123,000.00 (VS/2005/0325)	41,000.00 (VS/2006/0364)	124,924.78 (VS/2008/113)	411,924.78
Autism-Europe		122,590.75 (VS/2004/0252)	122,488.33 (VS/2005/0331)	40,757.69 (VS/2006/0363)	123,801.80 (VS/2008/098)	409,638.60
European Union of the Deaf		123,000.00 (VS/2004/0253)	123,000.00 (VS/2005/0329)	36,471.78 (VS/2006/0362)		282,471.78
Mental Health Europe			123,000.00 (VS/2005/0317)	41,002.15 (VS/2006/0365)		164,002.15

ANALYSIS OF PROGRAMME EXPENDITURE FEEDING INTO EU DAP

European Blind Union		123,000.00 (VS/2004/0250)			125,000.00 (VS/2008/099)	248,000.00
Eur. Assoc. Service Providers for Disabled (EASPD)					122,893.27 (VS/2008/114)	122,893.27
Spina Bifida					125,000.00 (VS/2008/112)	125,000.00
Eur. Network Independent Living (ENIL)					123,000.00 (VS/2008/111)	123,000.00
Total (€)	850,000.00	1,359,882.99	1,349,434.67	1,016,966.02	1,658,606.35	6,234,890.06

MONITORING EU LEGISLATION

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J. FRAMEWORK FOR MONITORING EU LEGISLATION

In the table below, we summarise key EU legislation (EU Directives and Regulations) of relevance to people with disabilities. While monitoring activities during the current EU DAP have focused on the implementation of Directive 2000/78/ EC, in future this could be extended to include monitoring of a broader range of legislation of relevance. Some of these legislative developments have already taken place, others have been identified in the EU DAP scoreboard or are likely to take place in the near future.

Policy area	Directive/ Regulation	Responsibility for monitoring
Employment	Directive 2000/78/ EC (protection from discrimination in area of employment)	Equality bodies could be encouraged to collate monitoring data on incidence of employment discrimination cases on the grounds of disability Legal Unit within DG EMPL / Directorate G responsible for monitoring the effective transposition into national legislation
Access to goods and services, housing, education (latter if included in scope of final text of Directive)	Forthcoming Directive on protection from discrimination outside the area of employment	Equality bodies could be encouraged to collate monitoring data on incidence of discrimination cases in relation to access to goods and services on the grounds of disability Legal Unit within DG EMPL / Directorate G responsible for monitoring the effective transposition into national legislation
Transport	Regulation 1107/2006 on the rights of disabled people and people with reduced mobility when travelling by air	National enforcement bodies to monitor the implementation of the Regulation. These were appointed in 2008. Unit G3 to liaise with DG TREN to monitor the incidence of complaints with regard to non-compliance by air service providers and infrastructure operators
Transport	Regulation 1371/2007 on rail passengers' rights and obligations	National enforcement bodies to monitor the implementation of the Regulation. These were appointed in 2008. Unit G3 to liaise with DG TREN to monitor the incidence of complaints with regard to non-compliance by rail services providers
Internal market	2004 Public Procurement Directives Directive 2004/17/EC and Directive 2004/18/EC	Unit G3 to liaise with DG MARKT to monitor i) the transposition process and ii) the impact of the Directives
Audiovisual services	Second review of Directives. Forthcoming legislative revisions likely	Unit G3 to liaise with DG INFSO once revised Directive adopted

INDICATOR FRAMEWORK

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K. INDICATOR SYSTEM

The indicator system set out on the following page in landscape was developed during Phase 1 by CSES. It seeks to capture the outputs and outcomes (measured in terms of results and impacts) attributable to the implementation of specific activities in the EU DAP. It should be emphasised that no indicator system was put in place when the EU DAP was set up and that an effective monitoring system in future will need to strike the right balance in terms of having sufficient monitoring data to provide useful management information without having too many indicators on which it would be difficult to collect reliable information.

INDICATOR FRAMEWORK

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Priority actions identified in Scoreboard	Activities identified in Scoreboard	Output indicators	Results indicators	Specific impact indicators	Verification sources / way in which outcomes will be assessed
1. Access to and remaining in employment (2004-2005)					
1.1 Awareness-raising activities relating to Directive 2000/78/EC on Equal Treatment in Employment and Occupation	<ul style="list-style-type: none"> Stop discrimination website information campaign Disability summer school Other dissemination events 	<ul style="list-style-type: none"> No. of people trained at summer school No. of information and dissemination activities % information campaign funds allocated to disability 	<ul style="list-style-type: none"> No. of people reached through information campaign <p>Note: there may be difficulties obtaining accurate data but there are likely to be estimates (from which assumptions can be made with regard to % reached in relation to disability strand)</p>	<ul style="list-style-type: none"> Trend in level of awareness of legislation prohibiting discrimination <p>Note: awareness of disability strand of Directive to be examined, Eurobarometer report provides baseline data</p>	<p>Impacts to be assessed through:</p> <ul style="list-style-type: none"> Interviews with EU officials involved in awareness-raising activities and information campaign Interviews with small no. of beneficiaries having attended Disability Summer School Levels of awareness: Eurobarometer Special Survey January 2007 (http://ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/stud/eurob07_en.pdf). <p>Eurobarometer includes questions on levels of awareness (i) awareness of the laws prohibiting discrimination, ii) awareness of what action to take in case of discrimination & iii) knowledge of rights as a victim of discrimination</p>
1.2 Implementation of Directive 2000/78/EC	<ul style="list-style-type: none"> Monitoring implementation of Directive 2000/78/EC Measures to support effective implementation of law 	<ul style="list-style-type: none"> No. of legal reviews of Directive published No. of specific measures supported to promote effective implementation 	<ul style="list-style-type: none"> No. of infringement proceedings against MS (relating to transposition of disability strand) No. of ECJ cases concerning disability (judgements reached, verdicts pending) No. of anti-discrimination legal cases concerning disabled persons (by MS) <p>Note: there may be difficulties getting hold of reliable / comparable data on third indicator</p>	<ul style="list-style-type: none"> Effective transposition of Directive into national law Effective implementation of Directive at national level <p>An explanation as to how CSES will assess the effective implementation of Directive 2000/78/EC is provided in section 3.3.3 (effectiveness)</p> <ul style="list-style-type: none"> Trend in incidence of discrimination against PWD in employment <p>Note: comparable baseline data may be difficult to obtain and we will therefore need to rely on perceptions of these trends</p>	<ul style="list-style-type: none"> Impacts relating to effective implementation of Directive to be assessed through review of Biannual European Anti Discrimination Law Review prepared by the European Network of Legal Experts on non-discrimination Infringement procedures related to 2000/78/EC and ECJ judgements available from: (http://ec.europa.eu/employment_social/fundamental_rights/legis/lginfringe_en.htm) this provides examples of reasoned opinions sent to the Member States Discussion with legal expert within DG EMPL on Directive 2000/78/EC Views of stakeholders at national level on impact of increased legal protection against discrimination in employment of disabled persons (no's of discrimination cases, deterrent effect of legislation being in case)

INDICATOR FRAMEWORK

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<p>1.3 Promoting access to active labour market measures (ALMP) for disabled persons</p>	<ul style="list-style-type: none"> Promotion and dissemination of Commission working paper 'Disability Mainstreaming in the EES' 	<ul style="list-style-type: none"> No. of dissemination activities undertaken 	<p>- No. of National Reform Programmes (NRPs) in which disabled persons are identified as a target group for ALMP</p>	<ul style="list-style-type: none"> Change in degree of emphasis placed on ALMP targeted at disabled persons in NRPs Change in amount of attention given to disability issues in NRPs <p>Note: to be established through comparison with pre-DAP national employment strategies</p>	<p>Impacts to be assessed through:</p> <ul style="list-style-type: none"> A review of the Joint Employment Report and National Reform Programmes and of extent to which these have incorporated ALMP targeted at disabled persons Comparison with treatment of disabled persons in previous national employment strategies Discussions with EU officials responsible for promotion and dissemination of mainstreaming working paper Discussions with representatives from the EU's Employment Committee (EMCO)
<p>1.4 Monitoring of disability issues through national statistical systems with a focus on employability aspects</p>	<ul style="list-style-type: none"> Surveys/studies to monitor national and European statistical systems in this regard 	<ul style="list-style-type: none"> No. of national statistical surveys and studies in employment field which have included a disability dimension 	<ul style="list-style-type: none"> Inclusion of disability modules in national and European survey modules/ statistics No. of national statistical systems that include figures on disability in relation to employment 	<ul style="list-style-type: none"> Improved quantity and quality of statistical data on employment situation of disabled persons <ul style="list-style-type: none"> at EU level at MS level <p>There is also an issue over the extent to which data sets on PWD-related indicators have been harmonised across the EU.</p>	<ul style="list-style-type: none"> Results and impacts to be assessed through discussions with Eurostat officials and with representatives from national statistical offices <p>Other sources:</p> <ul style="list-style-type: none"> Study MEN AND WOMEN WITH DISABILITIES IN THE EU: STATISTICAL ANALYSIS OF THE LFS AD HOC MODULE AND THE EU-SILC, http://ec.europa.eu/employment_social/index/lfs_silc_analysis_on_disabilities_en.pdf Study of compilation of disability statistical data from administrative registers of Member States (2007) Study on measuring progress in combating discrimination and promoting equality (2008) Eurostat and LFS data
<p>1.5 Promoting and disseminating new and innovative practises in labour market integration of disabled people</p>	<ul style="list-style-type: none"> International events and conferences to promote best practices Best practice reports /publications 	<ul style="list-style-type: none"> No. of awareness-raising and dissemination events held No. of people attending events No. of reports/ publications 	<ul style="list-style-type: none"> Improved understanding as to how to integrate PWD into labour market 	<ul style="list-style-type: none"> Change in amount of attention given to disability issues in NRPs Evidence of innovative practices in labour market integration of disabled people in NRPs <p>Note: comparison with treatment of disability issues in national employment strategies</p>	<ul style="list-style-type: none"> Discussions with EU officials responsible for conferences / events Interviews with representative sample of those having attended event to gauge impacts (i.e. representatives from EU MS responsible for employment policies relating to disadvantaged groups in the labour market) Review of conference materials and of good practice documentation disseminated Review of NRPs to assess their treatment of the promotion of the labour market integration of disabled people. Comparison with national

INDICATOR FRAMEWORK

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				pre-EU DAP	<p>employment strategies pre-EU DAP</p> <ul style="list-style-type: none"> Contextual review of labour market participation data and inactivity rates of disabled persons Study MEN AND WOMEN WITH DISABILITIES IN THE EU: STATISTICAL ANALYSIS OF THE LFS AD HOC MODULE AND THE EU-SILC, http://ec.europa.eu/employment_social/index/lfs_silc_analysis_on_disabilities_en.pdf
<p>1.6 Supporting Social Partner commitments in the Declaration on the Employment of People with Disabilities</p>	<ul style="list-style-type: none"> Commission support to encourage the Social Partners to review their joint framework agreements on employment of PWD 	<ul style="list-style-type: none"> No. of conferences organised together with the Social Partners 	<ul style="list-style-type: none"> No. of joint framework agreements on employment of PWD having been reviewed by Social Partners 	<ul style="list-style-type: none"> No. of declarations of intention signed by the Social Partners in relation to framework agreements Extent to which commitments made by Social Partners are put into practice 	<p>Impacts to be assessed mainly through:</p> <ul style="list-style-type: none"> Discussions with Social Partners that participated in Declaration on the Employment of People with Disabilities (in particular with those having agreed to review their framework agreements) Analysis of data on labour participation rates of disabled persons to provide contextual info Analysis of Eurostat Labour Market Policy Database and LFS data
<p>1.7 Promoting awareness of CSR approaches in employment of disabled persons</p>	<ul style="list-style-type: none"> Pilot projects to promote disability issues with regards to Corporate Social Responsibility Development of best practice reports 	<ul style="list-style-type: none"> No. of pilot projects supported No. of reports/publications 	<ul style="list-style-type: none"> Level of awareness about CSR approaches to promote employment of disabled persons among target group 	<ul style="list-style-type: none"> Trend with regard to inclusion of CSR principles, specifically in relation to PWD, in employment practices (programmes, projects, declarations, etc.) Evidence of greater emphasis on inclusion of measures for PWDs in corporate diversity policies 	<p>Results/ impacts to be assessed through discussions with:</p> <ul style="list-style-type: none"> Representatives of EMPL G3, D2, G4 (project "Business case for Diversity") Pilot project holders European Network on Business & Disability having carried out good practice study Discussion with business representatives at a EU and national level

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Priority actions identified in Scoreboard	Activities identified in Scoreboard	Output indicators	Results indicators	Specific impact indicators	Verification sources / way in which outcomes will be assessed
2. Education, training and youth policies and programmes (2004-2005)					
2.1 Assessing DG EAC Programmes in course of 2005 from the viewpoint of equal opportunities.	<ul style="list-style-type: none"> Surveys/studies of DG EAC Community Programmes 	<ul style="list-style-type: none"> No. of evaluations carried out 	<ul style="list-style-type: none"> No. of education, training and lifelong learning programmes having been subject to an equal opportunities assessment 	<ul style="list-style-type: none"> Change in degree of attention given to disability issues in education, training and LLL programmes Trend with regard to participation rates among PWD in EU education, training and lifelong learning programmes <p>Assessment to be based on a comparison between DG EAC programmes in the 2000-06 and 2007-13 periods</p>	<ul style="list-style-type: none"> Review of study: <i>External evaluation of activities undertaken by DG Education and Culture in support of the European Union's equal opportunities policies</i> (published Jan 07). Interviews with DG EAC officials responsible for evaluation Comparative analysis of treatment of equal opportunities issues (with focus on disability) in EAC programmes in 2000-06 period (Leonardo, Socrates Programmes etc. compared with 2007-13 (Integrated Programme on Lifelong Learning) Analysis of statistics on participation of disabled persons in EU financed education, training and Lifelong Learning programmes In the absence of statistical information, the assessment will be based on feedback from interviews on perceived trends
2.2 Incorporating special needs of people with disabilities in e-learning	<ul style="list-style-type: none"> Inclusion in e-Learning programme 2004-2006 of obligation to promote use of ICT among disabled persons 	<ul style="list-style-type: none"> No. of references to disability in text of e-Learning programme 2004-2006 	<ul style="list-style-type: none"> No. of PWD participating in eLearning Programme 	<ul style="list-style-type: none"> Trend in participation levels among disabled persons in EU e-Learning programme <p>Note: comparison between programmes will be made to help determine trend</p>	<ul style="list-style-type: none"> Discussions with DG EAC officials responsible for e-Learning programme 2004-2006 Analysis of statistics on participation in the e-Learning programme
2.3 Improving the PLOTEUS information system on lifelong learning opportunities	<ul style="list-style-type: none"> Mainstreaming disability in the PLOTEUS information system on EU-wide lifelong learning opportunities 	<ul style="list-style-type: none"> No. of lifelong learning study opportunities where learning needs of PWD are explicitly mentioned <p>If not available, then estimate of % which relate to disability</p>	<ul style="list-style-type: none"> Change in % in availability of LLL study opportunities explicitly mentioning PWD 	<ul style="list-style-type: none"> Evidence of increased focus on disability issues in PLOTEUS information system on lifelong learning Trend in % participation among disabled persons in EU financed education, training & LLL programmes 	<ul style="list-style-type: none"> Interviews with DG EAC officials responsible for PLOTEUS information system on lifelong learning Analysis of statistics on participation of disabled persons in EU financed education, training and Lifelong Learning programmes (assuming reliable / comparable data available)

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2.4 Incorporating disability issues into the lifelong learning concept and processes.	<ul style="list-style-type: none"> • EU policies/ recommendations in the educational field • Concrete projects in this field • Working group on active citizenship, equal opportunities and social cohesion 	<ul style="list-style-type: none"> • No. of projects • No. of activities undertaken by working group concerning disability issues in LLL • No. of position papers adopted 	<ul style="list-style-type: none"> • No. of policy recommendations made in area of education, training & LLL 	<ul style="list-style-type: none"> • Evidence of change in amount of attention devoted to disability considerations in EU programmes in field of education, training & LLL • Trend in % participation among disabled persons in EU financed education, training & LLL programmes (compared with predecessor programmes) 	<ul style="list-style-type: none"> • Discussions with DG EAC officials responsible for relevant programmes in area of lifelong learning (ILLP 2007-13), Actions supported within the Socrates Programme 2000-06, etc. • Review of relevant literature especially: <i>External evaluation of activities undertaken by DG Education and Culture in support of the European Union's equal opportunities policies</i> (published January 2007) • Analysis of statistics on participation in EU financed education, training and lifelong learning programmes
2.5 Incorporating disability issues into the lifelong learning concept European Year of Education through Sport (EYES)	<ul style="list-style-type: none"> • Support for projects as part of European Year of Education through Sport (EYES) targeting socially disadvantaged groups 	<ul style="list-style-type: none"> • No. of projects supported (which targeted disabled persons) • % of projects targeting disabled persons out of total 	<ul style="list-style-type: none"> • Change in amount of consideration paid to disability issues in field of education and sport 	<ul style="list-style-type: none"> • Extent to which EYES is seen as having benefited PWD • Trend with regard to emphasis on needs of disabled persons in EU and national education, training & LLL programmes 	<ul style="list-style-type: none"> • Feedback from DG EAC officials responsible for EYES • Review of evaluation of the EYES • Interviews with project beneficiaries

<i>Priority actions identified in Scoreboard</i>	<i>Activities identified in Scoreboard</i>	<i>Output indicators</i>	<i>Results indicators</i>	<i>Specific impact indicators</i>	<i>Verification sources / way in which outcomes will be assessed</i>
3. Using the potential of new technologies (2004-2005)					
3.1 Establishing international dialogue on accessibility concerns and guidelines	<ul style="list-style-type: none"> • Dialogue with industry and service providers including disability and standardisation organisations. • Workshop on e-Accessibility requirements in public sector • Support for positive action to promote e-Accessibility. 	<ul style="list-style-type: none"> • No. of different dialogues held on accessibility issues • No. of workshops held 	<ul style="list-style-type: none"> • No. of international standards adopted in area of accessibility • No. of guidelines developed on ICT standards in area of eAccessibility 	<ul style="list-style-type: none"> • Improved comparability of standards in area of eAccessibility • Trend in % of public websites taking into account accessibility considerations <p>Note: estimate to be based on data from projects which have involved monitoring such data (FP6). These will provide contextual information on extent to which progress has been made</p>	<ul style="list-style-type: none"> • Discussions with EU officials having been involved in international dialogue on ICT accessibility • Review of any available literature relating to events on international social dialogue • Discussions with EU ICT standardisation organisation (ICTSB) on extent to which workshops / dialogue has promoted harmonisation of technical solutions • Analysis of monitoring data relating to accessibility of public websites through FP6 projects e.g. Project BenToWeb

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3.2 Addressing accessibility as horizontal matter in eEurope 2005	<ul style="list-style-type: none"> Mainstreaming of disability issues in eEurope 2005 Communication 	<ul style="list-style-type: none"> No. of meetings held No. of position papers prepared to ensure disability dimension included in Communication 	<ul style="list-style-type: none"> Change in amount of attention placed on eAccessibility issues for disabled persons in eEurope 2005 Communication <p>Initial draft could be compared with final text</p>	<ul style="list-style-type: none"> Evidence of eAccessibility for PWD having been mainstreamed as a horizontal theme in eEurope 2005 Communication Perceived benefit/likely benefit to PWDs of mainstreaming in eEurope Communication 	<ul style="list-style-type: none"> Interviews with EU officials involved in preparation of eAccessibility Communication and with those having prepared position paper Review of results of online public consultation on eAccessibility
3.3 Preparing i2010 Communication and contributing with eInclusion aspects	<ul style="list-style-type: none"> Mainstreaming of disability issues in i2010 Communication 	<ul style="list-style-type: none"> No. of position papers prepared No. of meetings held focusing on topic 	<ul style="list-style-type: none"> Change in amount of attention placed on eAccessibility issues for disabled persons in i2010 Communication <p>Initial draft could be compared with final text</p>	<ul style="list-style-type: none"> Evidence of eAccessibility for PWD having been mainstreamed as a horizontal theme in i2010 Communication Perceived benefit/likely benefit to PWDs of mainstreaming in i2010 Communication 	<ul style="list-style-type: none"> Interviews with EU officials involved through expert group on eInclusion Review of key EU policies in area of information society to assess treatment of eAccessibility issues as they affect disabled persons
3.4 Supporting European accessibility requirements for public procurement of products and services in ICT domain	<ul style="list-style-type: none"> Mainstreaming disability issues in revised Public Procurement Directives relating to ICT goods and services 	<ul style="list-style-type: none"> No. of position papers prepared 	<ul style="list-style-type: none"> Change in amount of attention placed on disability issues in Public Procurement Directives on ICT goods and services <p>Initial drafts could be compared with final text of 2004 Directives</p> <p>Final text of 2004 Directives could also be compared with extent of treatment of disability in earlier Directives</p>	<ul style="list-style-type: none"> Evidence of disability having been mainstreamed in the new Public Procurement Directives Perceived benefit/likely benefit to PWDs of mainstreaming in Public Procurement Directives 	<ul style="list-style-type: none"> Results/ impacts to be assessed qualitatively through discussions with EU officials having been involved in advising on inclusion of disability considerations in the revised Public Procurement Directives
3.5 Promoting the "Design for All" concept among professionals	<ul style="list-style-type: none"> Organisation of European Awards Ceremony Development of 	<ul style="list-style-type: none"> No. of awards ceremonies held 	<ul style="list-style-type: none"> No. of good practice tools developed to promote Design for All concept 	<ul style="list-style-type: none"> Trend with regard to levels of awareness about the "Design for All" concept among relevant actors in 	<ul style="list-style-type: none"> Results/ impacts to be assessed qualitatively through discussions with selected representatives from European Design for All and eAccessibility network

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	resource centre on accessibility by the European Design for All and eAccessibility network		<ul style="list-style-type: none"> No. of relevant professionals made aware of "Design for All" concept through activities supported 	<p>ICT product design</p> <ul style="list-style-type: none"> Evidence of change in emphasis in 'Design for All' considerations in design of public websites Perceived benefit/likely benefit to PWDs of change of emphasis in 'Design for All' 	<ul style="list-style-type: none"> Analysis of monitoring data relating to web accessibility of public websites (projects financed through FP6)
3.6 Establishing a structured and coherent EU dialogue with producers of Assistive Technologies (AT)	<ul style="list-style-type: none"> Setting up social dialogue for companies in the Assistive Technologies (AT) industry Encouraging companies in the Assistive Technologies (AT) industry to set up their own industry federation 	<ul style="list-style-type: none"> No. of events held 	<ul style="list-style-type: none"> No. of activities carried out as part of follow-up to dialogue No. of Federations set up as a result of dialogue activities 	<ul style="list-style-type: none"> Change in amount and quality of dialogue taking place involving producers in the Assistive Technologies industry Perceived benefit/likely benefit to PWDs of change in dialogue between producers of ATs 	<ul style="list-style-type: none"> Discussions with -EU officials having been involved in organising cross-industry dialogue activities involving Assistive Technologies producers Interviews with small number of producers of ATs having attended dialogue events Review of conference materials involving dialogue between the Commission and producers of ATs
3.7 Improving Web Accessibility	<ul style="list-style-type: none"> Reports on collection of comparable data based on W3C/WAI guidelines Projects supported through FP6 to monitor web accessibility of public websites 	<ul style="list-style-type: none"> No. of projects Amount of funding (€) 	<ul style="list-style-type: none"> No. of reports providing data on the accessibility of websites based on the W3C/WAI guidelines 	<ul style="list-style-type: none"> Change in % of public and private sector websites which are accessible for disabled persons (and compliant with W3C/WAI guidelines) Perceived benefit/likely benefit to PWDs of change in % of public and private sector websites which are accessible for disabled persons 	<p>Desk research involving a:</p> <ul style="list-style-type: none"> Review of WAI guidelines Review of monitoring data available through projects financed through FP6 on the eAccessibility of public and private sector websites
3.8 Promoting eAccessibility in relation to independent living	<ul style="list-style-type: none"> Mainstreaming accessibility issues in consumer goods/ services, including public services Applied research projects financed 	<ul style="list-style-type: none"> No. of mainstreaming activities No. of calls for proposals No. of projects 	<ul style="list-style-type: none"> No. (and type) of advanced technologies developed 	<ul style="list-style-type: none"> Evidence of eAccessibility issues having been mainstreamed in consumer goods/ services, including public services Trend in availability of advanced technologies for 	<ul style="list-style-type: none"> Interviews with officials responsible for the relevant Call for Proposals within the 6th Research Framework Programme Review of literature relating to projects supported through FP6

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	through FP6 to support development of advanced technologies	<ul style="list-style-type: none"> Amount of project funding (€) 		<p>disabled persons to support independent living</p> <ul style="list-style-type: none"> Perceived benefit/likely benefit to PWDs of eAccessibility issues having been mainstreamed in consumer goods/ services 	
3.9 Promoting eAccessibility	<ul style="list-style-type: none"> European Conference on eAccessibility as part of UK Presidency of EU Conference cofinanced by the European Commission 	<ul style="list-style-type: none"> No. of participants in conference No. of documents/ papers produced for conference on eAccessibility 	<ul style="list-style-type: none"> Change in level of awareness among conference participants about eAccessibility issues and how they affect different groups 	<ul style="list-style-type: none"> Change in degree of attention paid to eAccessibility concerns in EU policy making Change in degree of attention paid to eAccessibility concerns in national policy making 	<ul style="list-style-type: none"> Discussions with -EU officials responsible for European Conference on eAccessibility Interviews with a sample of participants having attended conference Desk research to review conference-related documentation

<i>Priority actions identified in Scoreboard</i>	<i>Activities identified in Scoreboard</i>	<i>Output indicators</i>	<i>Results indicators</i>	<i>Specific impact indicators</i>	<i>Verification sources / way in which outcomes will be assessed</i>
4. Accessibility to the public built environment (2004-2005)					
4.1 Encouraging universal building design	<ul style="list-style-type: none"> Commission funding of POLIS project "Decision support tools and policy initiatives in support of a universal design of buildings". The project involved the development of cases studies whose aim was to promote the systematic and cost-efficient uptake of Universal Design 	<ul style="list-style-type: none"> No. of projects Amount of project funding (€) 	<ul style="list-style-type: none"> Change in level of awareness about universal building design principles among target stakeholders Improvement in availability of support tools in area of universal building design 	<ul style="list-style-type: none"> Trend in level of uptake of universal building design principles in construction projects Perceived benefit/likely benefit to PWDs of increased uptake of universal building design principles in construction projects 	<ul style="list-style-type: none"> Discussions with relevant EU officials and EU construction industry associations Desk research to review good practice guide www.polis-ubd.net/
4.2 Promoting specialised training and awareness on urban planning and	<ul style="list-style-type: none"> Pilot project to provide specialised training at university level and 	<ul style="list-style-type: none"> No. of projects Amount of 	<ul style="list-style-type: none"> Change in levels of awareness among professionals about 	<ul style="list-style-type: none"> Extent of implementation of good practices relating to PWD in urban planning 	<ul style="list-style-type: none"> Discussions with research project holders responsible for training & good practice

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architecture.	continuous training for professionals on architecture and urban planning, highlighting accessibility aspects <ul style="list-style-type: none"> • Research project to develop Good Practice Guide on implementing reasonable accessibility and accommodation in design 	project funding (€) <ul style="list-style-type: none"> • No. of people trained • No. of reports/publications 	accessibility aspects in urban planning and architecture	and architecture <ul style="list-style-type: none"> • Perceived benefit/likely benefit to PWDs from implementation of good practices relating to PWD in urban planning and architecture 	guidance development <ul style="list-style-type: none"> • Assessment of extent to which more systematic consideration is being given to accessibility issues in urban planning and architecture • Desk research to review Good Practice Guide on implementing reasonable accessibility and accommodation in design
4.3 Developing a toolkit on accessibility design.	<ul style="list-style-type: none"> • EU support for pilot projects • Research projects to develop and promote good practices 	<ul style="list-style-type: none"> • No. of projects • Amount of project funding (€) 	<ul style="list-style-type: none"> • Change in levels of awareness about the importance of accessibility aspects in design 	<ul style="list-style-type: none"> • Extent of implementation of good practices relating to the inclusion of the accessibility needs of PWD in design of the built environment 	<ul style="list-style-type: none"> • To be assessed through discussions with pilot project fund holders • Assessment of extent to which more systematic consideration is being given to accessibility issues in design
4.4 Improving information on accessible tourism for disabled people	<ul style="list-style-type: none"> • Information dissemination on accessible tourism for disabled people • Study on "Economic impact of providing accessible tourism facilities on business opportunities for SMEs, service quality, growth and employment 	<ul style="list-style-type: none"> • No. of information & dissemination activities • Amount of funding (€) 	<ul style="list-style-type: none"> • Change in level of awareness about accessibility issues in tourism sector 	<ul style="list-style-type: none"> • Evidence of improved accessibility for disabled persons to tourism facilities and services • Perceived benefit/likely benefit to PWDs of increased accessibility for disabled persons to tourism facilities and services 	<ul style="list-style-type: none"> • To be assessed through discussions with EU official(s) responsible for information & dissemination activities • Assessment of brochure & any other information materials disseminated • Review of study on "Economic impact of providing accessible tourism facilities" • Assessment of extent to which systematic consideration is being given to accessibility issues in tourism

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<i>Priority actions identified in Scoreboard</i>	<i>Activities identified in Scoreboard</i>	<i>Output indicators</i>	<i>Results indicators</i>	<i>Specific impact indicators</i>	<i>Verification sources / way in which outcomes will be assessed</i>
5. Encouraging activity (2006-07)					
5.1 Encouraging EU MS and Social Partners to improve access of disabled people to open labour market and to mainstream disability issues in Reform Programmes	<ul style="list-style-type: none"> Mainstreaming disability issues in European Employment Strategy (EES) through dialogue in relevant fora with the Social Partners and the Member States Cooperation between EU Employment Committee and Disability HLG to reflect on Integrated Employment Guidelines, and on how a mainstreaming approach can be built into their implementation 	<ul style="list-style-type: none"> No. of social dialogue activities held No. of events 	<ul style="list-style-type: none"> Strengthened dialogue on employability issues for disabled persons in National Reform Programmes Increase in the no. of meetings between MS and Social Partners on employability issues for disabled persons No. of countries including employability issues for disabled persons in their NRPs 	<ul style="list-style-type: none"> No. of National Reform Programmes which explicitly promote access to the open labour market for disabled persons <p>Comparison with situation pre-EU DAP</p> <ul style="list-style-type: none"> Change in degree of prioritisation in National Reform Programmes of employment policies promoting access to the open labour market for disabled persons <p>Comparison with national employment strategies pre EU-DAP</p>	<ul style="list-style-type: none"> Review of Joint Employment Report and National Reform Programmes and of comparisons of treatment of disability with national employment strategies prior to EU DAP's adoption Discussions with sample of national authorities responsible for preparation of NRPs Discussions with the European Social Partners
5.2 Promoting use of Structural Funds to support employment, training and equal opportunities for disabled people and the development of accessible environment	<ul style="list-style-type: none"> Mainstreaming the results of Equal initiative (where these had a disability dimension) in events and conferences ESF Conference held as part of European Year of Equal Opportunities for All which showcased good practices, including those in area of disability 	<ul style="list-style-type: none"> No. of information / dissemination activities No. of events Amount of funding (€) 	<ul style="list-style-type: none"> Change in degree of awareness among national officials about good practices in promotion of employment, training and equal opportunities for disabled persons 	<ul style="list-style-type: none"> Change in amount of attention placed on disability in General Regulations on Structural Funds <p>Comparison between 2000-06 Regulations and those relating to 2007-13</p> <ul style="list-style-type: none"> Trend with regard to extent of emphasis placed on needs of disabled persons in Structural Funds Programmes at national level <p>Comparison between 2000-06 and 2007-13 programming periods</p> <ul style="list-style-type: none"> Change in % of funding targeted at PWD in area of 	<ul style="list-style-type: none"> Discussions with EU officials responsible for conferences/ events Interviews with a sample of Managing Authorities responsible for SFs implementation having attended ESF conference Review of key documentation i.e. Structural Funds Regulations 2000-06 and 2007-13 to assess treatment of disability <p>Note: quantitative data on the extent to which ESF expenditure has been targeted at disabled persons may prove difficult to obtain. Managing Authorities often experience difficulties in differentiating expenditure targeted at disabled persons as opposed to other disadvantaged or excluded groups in the labour market. However, estimates and opinions will be</p>

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				employment and training (ESF) between the 2000-06 and 2007-13 programming periods	sought.
<p>5.3 Reviewing European Commission Block Exemption Regulation on employment and training aids for the employment of disadvantaged categories of workers (EC) No 2204/2002 of 12.12.2002</p>	<ul style="list-style-type: none"> Analysis and dialogue with Member States and stakeholders in EU Disability HLG on updating and adjusting the Block Exemption Regulation. 	<ul style="list-style-type: none"> No. of different dialogues held on Block Exemption Regulation No. of position papers/ policy statements concerned with Block Exemption Regulation 	<ul style="list-style-type: none"> Evidence of qualitative improvement in text on revised Block Exemption Regulation regarding the employment of disabled persons <p>Initial draft text could be compared with final text of Directive,</p> <p>The treatment of disabled persons in employment in the new Block Exemption Regulation will be compared with the former Block Exemption Regulation (EC) No 2204/2002</p>	<ul style="list-style-type: none"> Change in amount of attention placed on the employment of disabled persons in the Block Exemption Regulation <p>Comparison between the Block Exemption Regulation (EC) No 2204/2002 of 12.12.2002 and the forthcoming new Regulation (scheduled for finalisation and publication in mid-2008)</p> <ul style="list-style-type: none"> Perceived benefit/likely benefit to PWDs of change in amount of attention placed on the employment of disabled persons in the Block Exemption Regulation 	<ul style="list-style-type: none"> Discussions with DG Competition Policy Officials and relevant members of EU Disability HLG involved in dialogue on Block Exemption Regulation. Review of final text adopted in respect of Block Exemption Regulation & comparison with earlier texts
<p>5.4 Promoting good practice approaches for integration of social criteria into public procurement processes</p>	<ul style="list-style-type: none"> Support for development of guide on incorporation of social criteria into public procurement in framework of EU CSR Action Plan 2005-09 	<ul style="list-style-type: none"> No. of good practice tools developed relating to inclusion of social criteria in public procurement processes 	<ul style="list-style-type: none"> Increase in level of awareness among public authorities about importance of incorporation of social criteria in public procurement processes 	<ul style="list-style-type: none"> Trend with regard to % of public procurement procedures which take social criteria into account (estimate) 	<ul style="list-style-type: none"> Discussions with: EU officials responsible for preparing guide on integration of social criteria into public procurement processes. Also with EU officials responsible for CSR Action Plan Analysis of data on public procurement procedures at national and EU level (assuming data on social criteria in public procurement available)
<p>5.5 Encouraging EU Social Partners to assess impact of framework agreements on disabled people and to increase participation of PWD in their organisations</p>	<ul style="list-style-type: none"> Reinforced Dialogue in Liaison Forum. Extension of cross-industry social dialogue in framework of Social Dialogue Committee. 	<ul style="list-style-type: none"> No. of dialogues held No. of meetings organised in framework of Social Dialogue Committee 	<ul style="list-style-type: none"> No. of EU Social Partners having assessed the impact of their framework agreements on disabled people No. of EU Social Partners having increased the participation of PWD in 	<ul style="list-style-type: none"> Change in level of attention placed by the Social Partners in framework agreements on encouraging activity among people with disabilities Change in % of disabled persons employed by the 	<ul style="list-style-type: none"> Review of literature relating to European social dialogue held with key EU Social Partners on framework agreements on disabled people Review of joint texts, minutes from the Liaison Forum

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			their organisations	EU Social Partners	
5.6 Analysing impact in disability area of mobility in European labour market and free movement of persons	<ul style="list-style-type: none"> 2006 European Year of Worker Mobility Inclusion of disability question in Eurobarometer survey. 	<ul style="list-style-type: none"> No. of studies/publications No. of surveys undertaken on the mobility of disabled persons within the EU 	<ul style="list-style-type: none"> Change in level of awareness about the importance of ensuring that PWD benefit fully from the free movement of persons 	<ul style="list-style-type: none"> Trend with regard to % of disabled persons working in another EU country As with other impact indicators, where statistical information is not available, we will rely on perceptions of trends 	Desk research to assess: <ul style="list-style-type: none"> Evaluation of 2006 European Year of Worker Mobility 'Europeans and Mobility' 2006 Eurobarometer survey National statistical data on the free movement of disabled persons (where available) Study MEN AND WOMEN WITH DISABILITIES IN THE EU: STATISTICAL ANALYSIS OF THE LFS AD HOC MODULE AND THE EU-SILC
5.7 Raising disability awareness among SMEs and industry about concept of Corporate Social Responsibility	<ul style="list-style-type: none"> Information and dissemination of disability of Commission pilot project results concerning the disability business case 	<ul style="list-style-type: none"> No. of events held No. of information and dissemination activities No. of participants at events and recipients of info material 	<ul style="list-style-type: none"> Change in level of awareness among SMEs and industry as to role of CSR in promoting employability of disabled persons Change in level of awareness about the business case for disability Note: if accurate data not available, then perceptions as to change that activity had will be sought	<ul style="list-style-type: none"> Trend with regard to inclusion of CSR principles, specifically in relation to PWD, in employment practices Trend with regard to inclusion of PWDs in corporate diversity policies 	<ul style="list-style-type: none"> Discussions with EU officials responsible for CSR events to promote disability business case Discussion with SME bodies at EU and national level Desk research to assess materials produced for / disseminated at events on CSR, the disability business case report
5.8 Encouraging mainstreaming of disability issues in the area of education and training, including regular monitoring of developments in the field of special needs education	<ul style="list-style-type: none"> Participation through the Open Method of Coordination in discussions relating to LLL and youth Mainstreaming of disability issues in new generation of EU Education and Training Programmes 	<ul style="list-style-type: none"> No. of OMC events held in area of LLL and youth No. of mainstreaming activities supported in area of Education, Training & LLL 	<ul style="list-style-type: none"> Closer collaboration between EU and national levels on disability issues in EU Education, Training and LLL Programmes 	<ul style="list-style-type: none"> Change in degree of attention given to disability and youth issues in education, training and lifelong learning <i>policies</i> at EU and national level Change in degree of attention given to disability issues in education, training and LLL <i>programmes</i> 	<ul style="list-style-type: none"> Discussions with EU officials in DG EAC responsible for mainstreaming Equal opp's (including disability) issues in EU Education, Training LLL Programmes Review of programme documentation relating to Education, Training LLL Programmes e.g. Socrates 2000-06, Leonardo 2000-06, Integrated Programme on Lifelong Learning 2007-2013, e-Learning Programme

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		<ul style="list-style-type: none"> No. of activities to monitor development of special needs education 		<p>Comparison between DG EAC programmes in the 2000-06 and 2007-13 periods</p> <ul style="list-style-type: none"> Trend with regard to participation rates among PWD in EU education, training and lifelong learning programmes <p>Note: comparison with pre-EU DAP figures, if available</p>	<p>2004-2006, the Youth (2000-06) and Youth in Action (2007-13) programmes and comparison of treatment of disability issues compared with predecessors</p> <ul style="list-style-type: none"> Analysis of statistics on -participation in lifelong learning among PWD
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<i>Priority actions identified in Scoreboard</i>	<i>Activities identified in Scoreboard</i>	<i>Output indicators</i>	<i>Results indicators</i>	<i>Specific impact indicators</i>	<i>Verification sources / way in which outcomes will be assessed</i>
6. Promoting access to quality support, care and health services (2006-07)					
6.1 Reinforcing mainstreaming of disability issues through Open Method of Coordination (OMC) on social inclusion and social protection	<ul style="list-style-type: none"> A position paper on the mainstreaming of disability issues under the OMC on EU social inclusion and social protection policies has been issued by the EU Disability High level Group 	<ul style="list-style-type: none"> No. of OMC meetings on social inclusion and social protection No. of position papers prepared 	<ul style="list-style-type: none"> No. of social inclusion and protection policies mentioning disability issues 	<ul style="list-style-type: none"> Trend with regard to extent of focus on disability issues in EU social inclusion and social protection policies 	<p>Results and impacts to be assessed qualitatively through literature review and interviews. Following documents will be reviewed:</p> <ul style="list-style-type: none"> Position paper on Quality of social services of general interest (SSGI) (D-HLG)¹⁰ Joint Report on Social Inclusion and Social Protection (2007, 2006, 2005) Study on Measuring health and disability in Europe <p>Interviews with:</p> <ul style="list-style-type: none"> Representatives from Disability High level Group Representatives from Social Protection Committee
6.2 Reflecting disability issues in Communication on social and health services of general interest	<ul style="list-style-type: none"> The importance of good quality health care services for the well-being of disabled people was highlighted in the 	<ul style="list-style-type: none"> No. of position papers prepared No. of events held 	<ul style="list-style-type: none"> Increase in no. of MS including mention of quality aspects of healthcare services for PWD in relevant policy 	<ul style="list-style-type: none"> Trend with regard to the extent of improved access to high-quality social & health services for disabled 	<p>Review of:</p> <ul style="list-style-type: none"> Commission Communication on social and health services of general interest (COM(2006) 177 final). D-HLG position paper on

¹⁰ http://ec.europa.eu/employment_social/index/final_mainstreaming_en.pdf

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	<p>Communication</p> <ul style="list-style-type: none"> D-HLG paper on quality of social services for people with disabilities submitted to EU Social Inclusion and Social Protection Committee Further consultation with MS, service providers and users through open process of consultation 		documents	people	mainstreaming of disability in the <i>Quality of social services for people with disabilities</i>
6.3 Studying economic and financial case of community based settings to support the de-institutionalisation process (when appropriate)	<ul style="list-style-type: none"> Study of comparative costs of process of de-institutionalisation Results presented at conference in Nov 2007 	<ul style="list-style-type: none"> No. of studies/publications No. of events held 	<ul style="list-style-type: none"> Better understanding of optimal resource allocation in provision of quality care services for PWD 	<ul style="list-style-type: none"> Trend with regard to % of PWD living in an institutional setting at national level <p>As with other impact indicators, where statistical information is not available, we will rely on perceptions of trends.</p>	<ul style="list-style-type: none"> Review of study: Comparative Cost analysis -Community Based Services as an alternative to institutions Qualitative assessment will be needed of impact of study on policy understanding of issue Review of relevant statistical data will also be needed e.g. analysis of no. of PWD in institutional setting versus those receiving community-based services
6.4 Studying possible risks of specific discrimination of disabled people with high dependency or complex needs	<ul style="list-style-type: none"> Study to compare the level of discrimination of people with complex needs or severe disabilities in different countries Result presented at conference in Mar 2008 	<ul style="list-style-type: none"> No. of studies/publications 	<ul style="list-style-type: none"> Better understanding of issue of discrimination against people with complex needs and severe disabilities 	<ul style="list-style-type: none"> Trend with regard to incidence of discrimination among disabled persons with high dependency/complex needs experiencing <p>Note: reliable data may be difficult to obtain, qualitative assessment will be needed</p>	<ul style="list-style-type: none"> Review of study: Specific Risks of Discrimination Against Persons in Situation of Major Dependence or with Complex Needs (June 2008) Study of compilation of disability statistical data from the administrative registers of MS
6.5 Following up on findings of the Commission Study on Access of Disabled Persons to Assistive Technologies	<ul style="list-style-type: none"> Develop recommendations and findings of study into a series of concrete actions 	<ul style="list-style-type: none"> No. of measures supported 	<ul style="list-style-type: none"> Evidence of improved access for disabled people to ATs 	<ul style="list-style-type: none"> Trend with regard to % of disabled persons with access to appropriate ATs <p>Note: hard data unlikely to be available, estimate will be needed. As with other impact indicators, where</p>	<ul style="list-style-type: none"> Results and impacts to be assessed through study on Access of Disabled Persons to Assistive Technologies. Study of compilation of disability statistical data from the administrative registers of MS

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				statistical information is not available, we will rely on perceptions of trends.	
6.6 Providing better access to information on health	<ul style="list-style-type: none"> Coordination with DGs Information Society and Health to ensure that PWD have access to online information on health issues 	<ul style="list-style-type: none"> No. of measures supported 	<ul style="list-style-type: none"> Evidence of improved access to information on health issues for disabled persons 	<ul style="list-style-type: none"> Evidence of reduced information barriers for disabled persons with regard to health issues 	<ul style="list-style-type: none"> Results and impacts to be assessed qualitatively through interviews with disability representative organisations, those responsible for study, relevant EU officials Review of eHealth Programme/ other relevant documentation
6.7 Developing an EU strategy on mental health	<ul style="list-style-type: none"> EU projects on mental health Coordination activities with DG Health Coordination activities between MS 	<ul style="list-style-type: none"> No. of projects Amount of funding (€) No. of position papers prepared No. of other documents/ reports No of coordination activities 	<ul style="list-style-type: none"> No of policy measures adopted to address mental health problems 	<ul style="list-style-type: none"> Evidence of better coordination between EU and Member States in area of mental health Improvements in mental health strategies and policies at EU and national levels 	<ul style="list-style-type: none"> Review of EU Mental Health Strategy Results and impacts to be assessed through analysis of national statistics on mental health Interviews with NGOs representing PWD
6.8 Promoting and developing concept of independent living of disabled people	<ul style="list-style-type: none"> Commission Conference on Independent Living held on EU Day of People with Disabilities (Dec '05) Final Report on Conference 	<ul style="list-style-type: none"> No. of participants at conference 	<ul style="list-style-type: none"> Improved coordination between the EU and MS on efforts to promote the deinstitutionalisation of PWD 	<ul style="list-style-type: none"> Evidence of improved quality of social service provision for disabled persons at national level 	<ul style="list-style-type: none"> Results and impacts to be assessed through analysis of national statistics on independent living for disabled persons Also to be assessed qualitatively through discussions with Commission and those involved in conference and report

Priority actions identified in Scoreboard	Activities identified in Scoreboard	Output indicators	Results indicators	Impact indicators	Verification sources / way in which outcomes will be assessed
7. Fostering accessibility of goods and services (2006-07)					
7.1 Development of a toolkit for evaluating accessibility of ESF projects to people with disabilities	<ul style="list-style-type: none"> First draft of toolkit presented in September 2006 at Commission conference on the ESF and disability (accessibility) 	<ul style="list-style-type: none"> No. of events held No of toolkits developed 	<ul style="list-style-type: none"> Change in level of awareness among beneficiaries about how to assess the accessibility of ESF 	<ul style="list-style-type: none"> Evidence of improved evaluation practices in ensuring that ESF projects are accessible to people 	<ul style="list-style-type: none"> Results/impacts to be assessed through analysis of statistics on ESF funding Interviews with sample of managing authorities responsible for SF

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			projects for PWD	with disabilities <ul style="list-style-type: none"> Evidence of improved access to ESF projects for people with disabilities Trend with regard to % increase in ESF funding allocated to people with disabilities 	programmes and DG Regio officials in charge of toolkit
7.2 Contributing to review of e-communication Framework Directives.	<ul style="list-style-type: none"> DG EMPL input provided to EU Communications Committee Open consultations of disabled users/ industry Amendment of Directives with particular attention to accessibility for PWD of emergency services 	<ul style="list-style-type: none"> No. of position papers prepared No. of consultation contributions received 	<ul style="list-style-type: none"> Increased attention to disability issues in final text of Directive 	<ul style="list-style-type: none"> Trend with regard to degree of access for people with disabilities to services identified in e-communication Framework Directives 	<ul style="list-style-type: none"> Results/impacts to be assessed through review of revised of legislation
7.3 Measuring progress of eAccessibility in Europe	<ul style="list-style-type: none"> Study and surveys to collect data at MS level to measure progress in the accessibility to ICT goods and services for people with disabilities (as perceived by PWD themselves) 	<ul style="list-style-type: none"> No. of studies/ reports No. of surveys undertaken 	<ul style="list-style-type: none"> No. of indicators developed to monitor progress towards eAccessibility Extent of data availability on eAccessibility at EU level Extent of data availability on eAccessibility at national level 	<ul style="list-style-type: none"> Evidence of progress towards greater eAccessibility for disabled persons 	<ul style="list-style-type: none"> Analysis of findings on study on Measuring progress of eAccessibility in Europe Examples of indicators on which data is available in study include: <ul style="list-style-type: none"> Accessibility to public websites TV broadcasting for hearing impaired people 'Functional equivalence' to everyday telecoms, etc.
7.4 Promoting ICT accessibility related issues in RTD projects	<ul style="list-style-type: none"> Financial support provided by Community Research Framework Programme (FP6) for some 40 projects to address accessibility to goods/ services, mobility, web accessibility and independent living (> €60 million invested) 	<ul style="list-style-type: none"> No. of Calls for Proposals No. of projects Amount of funding (€) 	<ul style="list-style-type: none"> No. of advanced technologies developed % change in proportion of funding within FP7 targeting PWD (compared with predecessor programmes) 	<ul style="list-style-type: none"> Evidence of improved availability of advanced technologies for PWD in area of accessibility to goods/ services, mobility, web accessibility and independent living 	<ul style="list-style-type: none"> Results/ impacts to be assessed through review of literature relating to projects supported through FP6"elated to ICT accessibility Discussions with relevant EU officials

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7.5 Defining RTD needs with regards to ICT accessibility related issues in new research programmes	<ul style="list-style-type: none"> Inclusion of an objective in FP7 (Info Soc) on independent living and e-Inclusion (ICT accessibility and ageing) 	<ul style="list-style-type: none"> No. of Calls for Proposals No. of projects Amount of funding (€) 	<ul style="list-style-type: none"> Increased attention to the needs of PWD in area of ICT accessibility % change in proportion of funding within FP7 targeting PWD (compared with predecessor programmes) 	<ul style="list-style-type: none"> Improved technologies for PWD in area of ICT accessibility 	<ul style="list-style-type: none"> Outcomes to be assessed through interviews with relevant EU officials involved in the preparation of FP7 Interviews with officials involved in overseeing Call for Proposals in FP7 on independent living and e-Inclusion (ICT accessibility and ageing)
7.6 Developing a European standard harmonising requirement for accessibility in ICT	<p>Agreement was reached in 2007 to:</p> <ul style="list-style-type: none"> Set up an Inventory of accessibility standards and a study on conformity assessment Develop e-Accessibility standard for use in public procurement 	<ul style="list-style-type: none"> No. of ICT accessibility standards developed No. of activities undertaken relating to EU standards in ICT accessibility in public procurement 	<ul style="list-style-type: none"> Greater harmonisation across MS of ICT accessibility requirements Strengthened conformity in public procurement procedures with ICT accessibility standards % change in no. of MS using comparable requirements for ICT accessibility for PWD 	<ul style="list-style-type: none"> Trend in % of public procurement procedures which conform to ICT accessibility standards <ul style="list-style-type: none"> -EU level -National level 	<ul style="list-style-type: none"> Results/ impacts to be assessed quantitatively through analysis of info / data from CEN/ CENELEC on EU Mandate 367 and European public procurement data
7.7 Promoting web accessibility of public web sites and Design for All in ICT	<ul style="list-style-type: none"> Support to cooperation among key players and users 	<ul style="list-style-type: none"> No. of projects Amount of funding (€) 	<ul style="list-style-type: none"> Improved accessibility of public web sites for disabled users 	<ul style="list-style-type: none"> Trend in % of public websites that are accessible and conform to WAI standards <p>Estimate to be made based on data available through FP6 web accessibility monitoring projects</p>	<ul style="list-style-type: none"> Results/ impacts to be assessed quantitatively through an analysis of 2007 annual eGovernment survey
7.8 Pushing forward Commission proposal for Regulation on rights of persons with reduced mobility when travelling by air	<ul style="list-style-type: none"> Regulation (EC) 1107/2006 concerning rights of disabled persons & persons with reduced mobility when travelling by air was adopted in July 2006 	<ul style="list-style-type: none"> Adoption of Regulation in question 	<ul style="list-style-type: none"> Strengthened rights of persons with reduced mobility in relation to accessibility, non-discrimination, assistance & information when using air transport 	<ul style="list-style-type: none"> Evidence of improved access to air transport for disabled persons Trend in % of PWD using air transport and extent to which this can be linked to EU Regulation 	<ul style="list-style-type: none"> Discussions with responsible DG TREN officials (qualitative) Analysis of national transport statistics, where available (eg. on transport usage) Review of the Euro Access project (disability statistics in transport sector)

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7.9 Pushing forward Commission proposal for a Regulation on international rail passengers' rights and obligations	<ul style="list-style-type: none"> Regulation (EC) 1371/2007 on public passenger transport services by rail and by road (was adopted in October 2007 (repealing earlier Regulations 1191/69 & 1107/70) 	<ul style="list-style-type: none"> Adoption of Regulation in question 	<ul style="list-style-type: none"> Strengthened rights of international rail passengers, including those with reduced mobility 	<ul style="list-style-type: none"> Evidence of improved access to public transport systems for disabled persons Trend in % in PWD using rail transport and extent to which this can be linked to EU Regulation 	<ul style="list-style-type: none"> Discussions with responsible DG TREN officials (qualitative) Analysis of national transport statistics, where available (eg. on transport usage) Review of Euro Access project (disability statistics in transport sector)
7.10 Examining possibility for a legislative proposal regulating rights of mobility impaired persons when using international maritime transport	<ul style="list-style-type: none"> Study to examine the necessary protection of passengers with reduced mobility Public consultation (2006) 	<ul style="list-style-type: none"> No. of position papers prepared No. of responses received to consultation 	<ul style="list-style-type: none"> Strengthened rights of mobility-impaired persons when using international maritime transport 	<ul style="list-style-type: none"> Evidence of improved access to public transport systems for disabled persons Trend in % PWD using maritime transport and extent to which this can be linked to EU Regulation 	<ul style="list-style-type: none"> Discussions with DG TREN officials (qualitative) Analysis of national transport statistics Review of the Euro Access project (disability statistics in transport sector)
7.11 Ensuring follow-up to the 2005 Services Working Paper on the rights of passengers in international bus and coach transport	<ul style="list-style-type: none"> Regulation (EC) 1371/2007 on public passenger transport services by rail and by road (was adopted in October 2007 (repealing earlier Regulations 1191/69 & 1107/70) 	<ul style="list-style-type: none"> Adoption of Regulation in question 	<ul style="list-style-type: none"> Strengthened rights of passenger of transport services by road, including passengers with reduced mobility 	<ul style="list-style-type: none"> Evidence of improved access to public transport systems for disabled persons Trend in % in PWD using bus/ coach transport and extent to which this can be linked to EU Regulation 	<ul style="list-style-type: none"> Discussions with responsible DG TREN officials Analysis of national transport statistics, where available (eg. on transport usage) Review of the Euro Access project (disability statistics in transport sector)

Priority actions identified in Scoreboard	Activities identified in Scoreboard	Output indicators	Results indicators	Impact indicators	Verification sources / way in which outcomes will be assessed
8. Increasing the EU capacity of analysis (2006-07)					
8.1 Measuring health and disability in Europe: supporting policy development through scientific knowledge	<ul style="list-style-type: none"> Pan-European coordination activities to measure health and disability in the EU: Coordination action "MHADIE" involving high-level conference (Nov.07) Development of pan- 	<ul style="list-style-type: none"> No. of coordination activities No. of studies/ reports No. of meetings No. of events 	<ul style="list-style-type: none"> No. of ICF guidelines and policy recommendations made No. of data sources developed providing comparable data on 	<ul style="list-style-type: none"> Improved availability of comparable European data on health and disability Strengthened coordination at pan-European level in field of 	<ul style="list-style-type: none"> Discussion with 'MHADIE' project coordinator Analysis of results of disability surveys within the European Health Survey System Review of the International Classification of Functioning, Disability

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	European model to measure health and disability and guidelines for using it (International Classification of Functioning, Disability and Health (ICF))		health and disability	health and disability	and Health (ICF) model
	<ul style="list-style-type: none"> Disseminating policy recommendations and ICF guidelines 				
8.2 Developing and analysing valid statistics on disabled persons and their integration into society	<ul style="list-style-type: none"> Study to monitor statistics on the integration of PWD into society Report on the key findings of the study 	<ul style="list-style-type: none"> No. of reports/ studies 	<ul style="list-style-type: none"> No. of survey modules developed 	<ul style="list-style-type: none"> Evidence of improved availability of comparable data on employment of disabled persons, income and living conditions Evidence of better quality statistical data in area of integration of PWD into society 	<ul style="list-style-type: none"> Analysis of relevant statistical information sources Administrative Registers of the Member States (2007) Eurostat surveys (2002 Labour Force Survey ad-hoc module on 'Employment of disabled persons') 2004 European Statistics on Income and Living Conditions (SILC) and Report on key findings
8.3 Developing a new survey instruments for disability items	<ul style="list-style-type: none"> Grant awarded by Eurostat for 'Development of a survey module on disability and social inclusion' (EDSIM). 	<ul style="list-style-type: none"> No. of reports/ studies 	<ul style="list-style-type: none"> No. of survey modules developed 	<ul style="list-style-type: none"> Improvement in availability of comparable data on disability and social inclusion Better quality statistical data on disability and social inclusion 	<ul style="list-style-type: none"> Results/ impacts to be assessed through: EDSIM CIRCA working group (modules not yet finalised?)
8.4 Reporting on and disseminating outputs of Commission pilot projects on mainstreaming of disability issues at decentralised level	<ul style="list-style-type: none"> Report on the outputs of the first wave of pilot projects (the second wave of projects is well under way). 	<ul style="list-style-type: none"> No. of calls for proposals No. of pilot projects Amount of funding (€) 	<ul style="list-style-type: none"> No. of new methodological tools developed in area of disability mainstreaming 	<ul style="list-style-type: none"> Change in levels of awareness among relevant actors at national level about disability mainstreaming Strengthened capacity to mainstream disability issues at national level among third sector organisations Increased availability of good practices and methodological tools 	<ul style="list-style-type: none"> Results/ impacts to be assessed through discussions with DG EMPL/ Unit G3 and pilot project beneficiaries Review of pilot project materials and reports

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