



Management Plan 2018

Directorate-General for Justice and Consumers



Contents

INTRODUCTION	3
PART 1. MAIN OUTPUTS FOR THE YEAR	5
PART 2. MAIN ORGANISATIONAL MANAGEMENT OUTPUTS FOR THE YEAR.....	7

INTRODUCTION

DG Justice and Consumers' (DG JUST) mission is to uphold the Union's common values and make the lives of citizens and businesses easier and safer in a fairer single market based on mutual trust.

To uphold common values, DG JUST is ensuring and promoting respect of the rule of law, the Charter of Fundamental Rights and specific rights such as data protection, freedom of expression, free movement, electoral rights and other EU citizen's rights, gender equality, non-discrimination, rights of the child, consumer protection and rights to a fair trial and of defence in criminal proceedings.

To make the lives of citizens and businesses easier and safer, DG JUST works on the modernisation of insolvency, company and contract laws, fair market conditions for consumers and companies, the participation of women in the labour market, social inclusion of vulnerable groups, including Roma, mutual recognition and enforcement of judicial decisions in civil and criminal matters, and the fight against money laundering and fraud against EU financial interests.

DG JUST is in charge of monitoring the situation of the rule of law in Member States and will work on the new initiative to strengthen the enforcement of the Rule of Law in the European Union, announced by President Juncker in his State of the Union address and planned in the 2018 Work Programme.

Since the United Kingdom notified its intentions to leave the EU, DG JUST has been actively preparing for it. Free movement and citizenship have been subject to particular attention as they directly concern EU citizens and their rights, and the implications after Brexit are vast. In addition, DG JUST is also preparing the implications of UK exit for its entire portfolio, including external agreements following the guidelines of the TF50 and of the Inter Service Steering Group on Brexit Preparedness. The agencies, for which DG JUST is responsible, have also been informed of the need to start planning the UK exit.

DG JUST's mission is directly linked to four of the Commission priorities: an area of justice and fundamental rights based on mutual trust, a deeper and fairer internal market, a connected digital single market and a Union of democratic change. It also contributes to other priority areas such as a deeper and fairer European Monetary Union, a new boost for jobs, growth and investment, and a more resilient Energy Union.

The different strands of DG JUST activities are interrelated. For example, a number of units contribute in a coordinated manner to the European Semester by providing country-specific and comparative expertise on the effectiveness of national justice systems, the insolvency framework, the labour market participation of women, child poverty, Roma integration, company law and consumer market conditions.

DG JUST's activities on enforcement of EU law by Member States are particularly important. DG JUST is responsible for the implementation of an important number of EU legal instruments. All directorates deal with infringements proceedings and complaints. In 2018, the following new instruments will be applicable:

- Full application:

Directive on the strengthening of certain aspects of the presumption of innocence and of the right to be present at the trial in criminal law;

Directive on package travel and linked travel arrangements;

Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data;

Directive on the protection of natural persons with regard to the processing of personal data by competent authorities for the purpose of the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, and on the free movement of such data;

Regulation on the protection of individuals with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data (forthcoming, if agreed by co-legislators);

Council Directive on the coordination and cooperation measures to facilitate consular protection for unrepresented citizens of the Union in third countries.

In addition to ensuring the correct implementation of EU laws under its responsibility, DG JUST also has a particular responsibility for improving the enforcement and remedy capacities in Member States and to ensure adequate cross-border and EU-level cooperation so as to maximise the compliance by the business and other concerned subjects. This includes, in particular, DG JUST's work on the effectiveness and efficiency of national justice systems, judicial cooperation in criminal matters and consumer law enforcement coordination, support to training of justice professionals on EU law, support for the work of data protection authorities, equality bodies, human rights institutions and Alternative Dispute Resolution bodies, and tools such as online dispute resolution and European Consumer Centres to facilitate access to redress for consumers.

International cooperation is essential for the effective delivery of many of DG JUST's policies. Criminals do not respect national borders, which means that we need to develop effective mechanisms of judicial cooperation with third countries. Money laundering and terrorist financing involve global networks. Data on EU citizens is collected and processed all over the world. Many of the goods that our consumers purchase are imported from production centres such as China. DG JUST cannot achieve many of its policy goals without effective international engagement.

Promoting European values and principles is also at the very heart of the EU's approach to external relations. This was underlined in President Juncker's State of the Union address which explicitly noted that "if we want more stability in our neighbourhood, then we must maintain a credible enlargement perspective for the Western Balkans. [...] Enlargement countries must give the rule of law, justice and fundamental rights utmost priority".

The main international challenges in the coming 12 months are:

- Developing our key bilateral relationships in particular with the US and China;

- Promoting our values in priority countries (enlargement and neighbourhood countries) and in particular supporting reform of justice systems;
- Implementing the international data protection policies as set out in the Communication from 10 January 2017;
- Contributing to the EU efforts to fight terrorism in particular by stepping up efforts on anti-money laundering;
- Developing options to improve judicial cooperation in criminal matters with priority third countries;
- In the area of civil justice the successful negotiation of the Judgements project will be a priority;
- Mainstreaming JUST priorities in the other international policies of the EU, in particular: the enlargement process, trade policy, implementation of the Sustainable Development Goals and the negotiations of the Multi-annual Financial Framework.

DG JUST's output also includes monitoring reports, comparative information tools, country specific recommendations, support for judicial networks and NGOs through programmes, the monitoring of three agencies, support for judicial training, the e-Justice Portal, awareness-raising activities, and mainstreaming of fundamental rights, equality and consumers in other EU policy areas.

PART 1. MAIN OUTPUTS FOR THE YEAR

This management plan covers the activities of DG Justice and Consumers for 2018, a year of still intense political delivery and stepped-up implementation. It sets out the policy ambitions for the year and DG JUST's contribution to the achievement of the Commission priorities, in particular a connected digital single market, a deeper and fairer internal market with a strengthened industrial base, an area of justice and fundamental rights based on mutual trust and a Union of democratic change. It also describes DG JUST's operational activities and how we take account of resources at our disposal: people, budgets, IT infrastructure. Moreover, it sets out our work on communication and better regulation.



Specific objectives: Highest level of protection of privacy and personal data

The General Data Protection Regulation entered into force on 24 May 2016 and shall apply from 25 May 2018. It will modernise and strengthen EU data protection and make the fundamental right of data protection more effective. At the same time, it will put an end to the current patchwork implementation of EU data protection law, giving business and public administrations a simplified, directly applicable regulatory framework.

Until May 2018 and beyond, DG JUST will pursue its work with Member States, with the data protections authorities as well as with businesses and civil society to ensure that the rules are well understood and that they will be applied in a uniform way. Member States must examine their existing laws and assess what must be repealed, maintained, amended or introduced. In line with the letter of intent published after the 2017 speech on the state of the Union, the Commission will prepare guidance in the form of a practical toolkit to help stakeholders prepare the application of the new rules.

In order to avoid that different standards of data protection apply inside and outside the EU institutions, the Commission issued in January 2017 a proposal for amended data protection rules for EU institutions, bodies, offices and agencies (Regulation 45/2001), to bring it into line with the General Data Protection Regulation. The objective is to have the Regulation adopted by the co-legislators at the beginning of 2018 so that it can enter into application at the same time as the General Data Protection Regulation.

Specific objective: Highest level of protection of privacy and personal data		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes¹		
Output	Indicator	Target
Support to national data protection authorities in reaching out to stakeholders	Number of grants agreements signed in 2018	10
Other important outputs		
Support negotiations for the proposal on Data protection rules for EU institutions	Adoption by co-legislators	Q1 2018
Guidance on General Data Protection Regulation PLAN/2017/2169	Adoption by the Commission	Q1 2018

Increased share of businesses and consumers engaging in online trade cross-border, enhanced consumer and business confidence in buying and selling online, as well as in accessing and making use of digital content

DG JUST will continue to advance the negotiations on the proposals for two Directives covering fully harmonised rules for conformity and remedies for the sales of goods and for the supply of digital content, both being priority pending proposals in the 2018 Commission Work Programme and the latter identified as a priority by the European

¹ For a complete listing of expenditure-related outputs please refer to the Programme Statements published together with the [Draft Budget for 2018](#).

Council. These proposals aim to do away with varying national legislation in the area of key mandatory consumer contract law rules that have been identified as obstacles to cross-border trade.

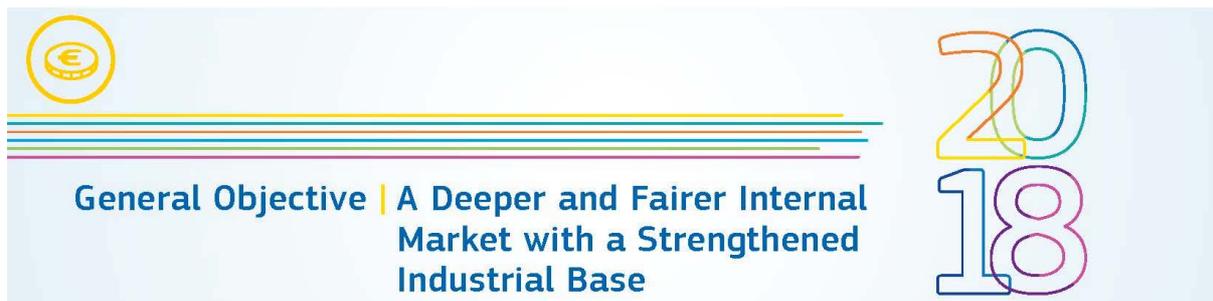
Building on the structured stakeholder dialogue launched with the Communication on Building a European Data Economy (COM(2017)9) and as announced in the mid-term review of the Digital Single Market strategy (COM(2017)228), DG JUST will, in cooperation with DGs CNECT and GROW, analyse the possible need to adapt the current legal framework to technological developments (including robotics, artificial intelligence and 3D printing), especially from the angle of civil law liability and fundamental rights mainstreaming. This is also in line with the Commission Work Programme and the October 2017 European Council conclusions. DG JUST will also support work towards facilitating the sharing of data between companies, in compliance with the General Data Protection Regulation, and promoting SMEs' use of cloud services based on balanced and fair contracts.

In its Consumer Financial Services Action Plan (COM(2017)139final), the Commission has recognised that innovative online services are transforming the way people use financial services. They represent a major opportunity for bringing all Europeans the benefits of a more deeply integrated Single Market for retail financial services. The Action Plan further acknowledges that more needs to be done to increase consumer trust and empower consumers and to support the development of digital retail financial services. Enabling firms to establish fully digital customer relationships is key to building a Single Market for retail financial services. However, in this digital environment characterised by new business models and marketing practices, new consumer protection risks could arise. DG JUST will identify such risks particularly as regards the online selling (marketing techniques, information disclosure) of retail financial services.

In conjunction with the evaluation of Directive 2002/65/EC on distance marketing of consumer financial services which will be carried out in 2019, DG JUST will carry out in 2018 an exploratory study mapping out the types of the commercial practices used by the operators at the marketing and pre-contractual stages and the extent to which these practices (negatively) affect the behaviour of consumers.

Specific objective: Increased share of businesses and consumers engaging in online trade cross-border, enhanced consumer and business confidence in buying and selling online, as well as in accessing and making use of digital content		Related to spending programme(s) Rights , Equality and Citizenship, Consumer
Main outputs in 2018:		
Output	Indicator	Target
Participate in the negotiations for Directive concerning contracts for the supply of digital content	Adoption by co-legislators	2018
Participate in the negotiations for Directive concerning contracts for the sales of goods	Significant progress in the negotiations in the EP and in the Council working group.	2018
Initiative on Robotics and Artificial	Adoption by the Commission	Q1 2018

Intelligence (CNECT in co-lead) PLAN/2017/1777		
Behavioural Study on the digitalisation of the marketing and distance selling of retail financial services	Publication of the Study	Q4 2018



Specific objectives:

Empowered energy consumers and enhanced competition through improved and comparable information on billing and offers, and improved tools for comparison and switching. A coherent framework to protect and incentivise consumers to opt for smarter consumption modes and self-generation.

For European consumers of electricity, the transition from traditional consumption patterns (passive, limited interaction with market offers, little or no interest in new products and services) to more active ones (dynamic price contracts, demand response or energy storage services offered by aggregators, residential self-generation and electromobility) is a prerequisite for achieving the climate action targets, more energy efficient buildings and transport, better comfort quality of life and public health. The market for such active energy consumption products and services is still largely fragmented and in its early stages of development. In tandem with the adoption by the EU legislator of the Clean Energy Package, DG JUST will work to achieve some convergence on the key elements of market performance, consumer satisfaction and consumer protection in these emerging markets. Some household consumers will need support to become active also through local energy communities, aggregators, and other energy services companies. An inclusive approach is key to ensuring that all household consumers benefit from this transition.

At the other end, the vulnerable households still pay high electricity bills because of not being aware of the energy efficiency measures. A pilot awareness-raising campaign on energy efficiency and energy poverty will be rolled out in four Member States (Czech Republic, Greece, Portugal, and Romania) in the course of the next year. The campaign will focus on increasing energy-poor consumers' awareness of their rights under existing energy legislation, and will provide consumers with energy-saving tips and information on low-cost energy efficiency improvements.

Due to rising consumption worldwide, it is crucial to increase efforts towards more sustainable patterns of consumption and production and towards a greener, low-carbon and circular economy. Consumers should be empowered and encouraged to make truly sustainable, more energy efficient and more durable choices leading to cost savings for themselves and for society as a whole. To protect consumers against misleading and unfounded environmental claims, and ensure that they can take informed purchasing

decisions, DG JUST will work further to foster consumer engagement in a circular economy. Co-operation with other Commission services will continue on relevant Sustainable Consumption and Green Economy initiatives and in preparation of the Circular Economy Action Plan (including eco-design/energy labelling work) as well as in specific areas, such as transport (mobility package 2018) or green financing (following the 2018 Report of the High Level Expert Group on Sustainable Finance).

Specific objective: Empowered energy consumers and enhanced competition through improved and comparable information on billing and offers, and improved tools for comparison and switching. A coherent framework to protect and incentivise consumers to opt for smarter consumption modes and self-generation.		Related to spending programme(s) Consumer
Main outputs in 2018:		
Output	Indicator	Target
Organising a multi-stakeholder dialogue to achieve convergence on the main elements of market performance, consumer satisfaction and consumer protection in the new markets for active energy consumption products and services	Report of the multi-stakeholders group	End 2018
Event organized together with JRC on driving behavioural change through billing information	Scientific conference	Q3 2018
Awareness-raising campaign on energy efficiency and energy poverty: KPI measurement	Report covering 2 out of 4 countries covered	End 2018
Development of a possible Tool/Guidance for enforcers to help them to check the accuracy of environmental claims and prevent greenwashing	Workshops with the enforcement authorities and scientists to develop the tool for enforces	End 2018

Consolidated and improved consumer rights in the internal market

In his 2017 letter of intent of accompanying the State of the Union Speech, President Juncker announced a "New Deal for Consumers". This is a package of legislative and non legislative measures aimed at a better protection of consumer rights by facilitating effective enforcement actions from national consumer authorities, notably at the EU level

and by ensuring efficient redress means for consumers including in situation when the collective interest of consumers is at stake. Such a "New Deal for Consumers" will strengthen Europe's capacity to bring tangible benefits for consumers. The package of measures will include:

- A legislative package consisting of a:
 - a targeted revision of consumer law directives as an immediate follow-up to the Fitness Check of consumer law completed in 2017 and
 - a revision of the Injunctions Directive integrating elements of collective compensatory redress as a follow up of this same fitness check and the assessment of the Commission's Recommendation on collective redress.
- Effective and coordinated enforcement actions
 - The Commission will capitalize on the current political momentum and level of engagement of Consumer Protection Cooperation authorities to accelerate their delivery of on-going actions. These actions would consist in coordinated screening of websites ("sweeps") or coordinated actions to address EU level issues such as dual quality of products, the follow up to the Volkswagen emission scandal, or massive passenger rights denial cases.
- Rapid implementation of the new Consumer Protection Cooperation Regulation

The new Regulation, adopted end 2017 will be applicable in the Member States by the end of 2019. DG JUST will support the preparation effort of the Member States through financial and legal assistance to ensure that implementation is consistent across the Union and on time. Capacity building and support to national authorities in enforcement will mostly be targeted to tools that can take into account the increasing "digitalisation" of consumer markets such as the training programme named "E-enforcement Academy". New market research tools will also be designed to ensure that reliable evidence is gathered fast on consumer problems/possible infringements of Union legislation and identify widespread issues of Union dimension. International cooperation will also be stepped up in order to ensure consumer protection from non EU companies and for EU citizens when travelling outside of the EU, thanks to cooperation agreements with the authorities in large partner countries such as the US or China.

As the Fitness Check also pointed to lack of awareness of traders, consumers and legal practitioners about the rights and obligations stemming from EU consumer law, DG JUST attaches high importance to a successful conclusion of the Pilot Project for SME training on consumer law in the digital age and should be finalised by the end of 2018. Encouraged by the success of the 2016 UCPD Guidance, DG JUST plans to issue specific guidance on the application/implementation of Directive 93/13/EEC on unfair terms in consumer contracts, drawing in particular from the rich case-law of the CJEU developed over the last years.

To enhance the practical effectiveness of the pre-contractual requirements in the Consumer Rights Directive as well as the fairness and transparency obligations stemming from the Unfair Contract Terms Directive, DG JUST launched a self-regulatory initiative by which the business stakeholders should agree on key principles aimed at better presentation of (pre-)contractual information to consumers.

The implementation of the Directive on Payment Accounts (2014/92/EU) has provided all EU consumers with a right to open a basic bank account, and defined a simple and quick procedure for switching bank accounts. To raise awareness about the rights contained in the two recently adopted measures on transparency (standardised bank fees form and standardised account statement), DG JUST will organise a targeted information campaign.

Across Member States, the uneven strength of the consumer organisations weakens any legislative development or enforcement activities. To bring about a seamless standard it is necessary to (a) create new mind-set of national authorities to mainstream consumer rights in relevant policies nationally as a cornerstone for the welfare of people (b) increase and optimise Commission's funding for consumer organisations, and (c) improve the sustainability of the consumer organisations via helping them to identify and implement new ways of making them more useful and attractive for public. In 2018, an action plan encompassing these efforts will be elaborated in partnership with all key stakeholders, from national consumer movements, national authorities and the European Consumer Consultative Group-ECCG.

The Consumer Scoreboards and relevant studies will continue to provide a solid evidence base to consumer policies at EU and country levels, as well as to inform the Annual Growth Survey and Country Reports under the European Semester in areas such as e-commerce, telecoms, energy, financial services. A new edition of the Consumer Markets Scoreboard will be released in 2018.

Specific objective: Consolidated and improved consumer rights in the internal market		Related to spending programme(s) Consumer, Rights, Equality and Citizenship
Main outputs in 2018:		
All new initiatives and REFIT initiatives from the Commission Work Programme		
Output	Indicator	Target
'New Deal for Consumers' legislative initiative 2017/JUST/063	Adoption by the Commission	Q1 2018
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
New type consumer education, advice and information programmes	Tendering procedures finalised	Q3 2018
Funding programmes to support business models of the consumer organisations (testing, market surveillance, etc)	Tendering procedures finalised	Q3 2018
Press statement on the sweep carried out by the CPC network	Publication of the statement	End 2018
Tests on dual quality food using the approach developed by the Commission (cooperation with JRC)	A testing protocol available	End 2018
Other important outputs		
Output	Indicator	Target
Payment Accounts Directive Information Campaign	Launch of a targeted campaign on PAD transparency provisions	Q4 2018
Support to capacity building actions by the European Consumer	Actions agreed by the European Consumer Consultative Group	Q3 2018

Consultative Group		
Consumer Markets Scoreboard	Publication by the Commission	Q3 2018
Support to business self-regulatory initiative on better presentation of (pre-)contractual information	Key principles agreed by business Stakeholder Group	Q1 2018
Guidance on the application/implementation of Directive 93/13/EEC on unfair terms in consumer contracts	Adoption by the Commission and publication	Q4 2018
Training of SMEs about consumer law in the digital age (<i>ConsumerLawReady</i>)	Finalisation of the project with high level political participation	Q 4 2018
CPC draft agreement with the USA	Availability of a draft cooperation agreement with the USA under the CPC (existing) Regulation	End 2018
Mid-term evaluation of the Consumer programme 2017/JUST/004	Publication of the report	Q2 2018

Consolidated and enhanced product safety through effective market surveillance in the Union

Ensuring that products are safe is a basic objective and a critical challenge. Our policy supports a coordinated and coherent approach to safety across the EU, based on the Rapid Alert System for non-food dangerous products, and a high degree of market surveillance: unsafe products have no place on the EU market, neither in brick-and-mortar nor in online shops.

As part of the "New Deal for Consumers", DG JUST will continue supporting product safety enforcement activities by Member States to keep dangerous products from the EU market. A special focus will be on market surveillance of products sold online, on emerging product safety issues, and on products used by vulnerable consumers. The existing guidelines concerning the operational management of the Rapid Alert System by the Commission and the Member States will be revised and adapted to the legislative framework in force.

Furthermore, DG JUST will facilitate voluntary action of online platforms to improve the safety of products sold on their marketplaces. Taking into account the progressing development of digital technologies, DG JUST will map the regulatory instruments with regard to the Internet of Things, robotics and artificial intelligence under the angle of liability and product safety.

As a big share of dangerous consumer products originates in third countries and because product safety problems are global, DG JUST will continue stepping up international cooperation, in particular with China and the US. Milestones will be the Trilateral EU-US-China product safety summit in the first semester and the International Product Safety Week in November 2018. With Canada, regulatory cooperation will be pursued in the

framework of the CETA agreement to arrange for future reciprocal exchange of information on dangerous products.

Specific objective: Consolidated and enhanced product safety through effective market surveillance in the Union		Related to spending programme(s) Consumer
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
RAPEX related IT tools	Services for the maintenance of and upgrades to the IT systems for RAPEX financed under the 2018 annual work programme	No disruption of RAPEX IT systems and necessary maintenance and upgrades ensured
Services to support cooperation and uniform application of EU consumer product safety legislation including international aspects	Number of product specific joint enforcement activities under the 2018 annual work programme and number of Member States participating	3-4 product specific joint actions, and 66% of Member States participating in overall joint enforcement actions
Support to the exchanges of EU Member States and EFTA/EEA enforcement officials in the area of consumer safety (General Product Safety Directive 2001/95/EC)	Number of Member States' officials participating in funded exchange of officials under the 2018 annual work programme	30
Close collaboration and regular information exchange with international stakeholders on consumer product safety	EU-US-China Trilateral Product Safety Summit	1 st Semester 2018
	International Product Safety Week 2018	November 2018
Other important outputs		
Output	Indicator	Target
Revision of Commission implementing Decision 2010/15/EU laying down guidelines for the management of the Community Rapid Information System 'RAPEX' established under Directive 2001/95/EC PLAN/2017/2156	Adoption by the Commission	2018

<p>Commission (implementing) decisions under the General Product Safety Directive 2001/95/EC on safety requirements (specific product categories to be discussed in 2018 with the Consumer Safety network expert group) to be met by European standards, on the publication of references of certain standards, on standardisation requests to the European Committee for Standardisation</p>	<p>Adoption by the Commission</p>	<p>2018</p>
---	-----------------------------------	-------------

Easier resolution of disputes and recovery of claims, including across borders, for consumers and individuals

The revised Small Claims Regulation which entered into application in 2017 allows citizens and companies to recover claims of a small amount on the basis of a uniform procedure throughout the European Union. To ensure its correct application and increase knowledge of the procedure in particular between consumers and legal practitioners, update of the existing guides to the procedure and connected information campaign is needed.

Access to efficient and effective redress mechanisms for consumers and traders through alternative dispute resolution procedures has been boosted by the implementation, since 2016, of a comprehensive legal framework on Alternative Dispute Resolution (ADR) and Online Dispute Resolution (ODR). In 2018, DG JUST will continue promoting these instruments by large communication campaigns. DG JUST will complete the compliance check for the ADR Directive and support the networking of ADR entities notably by organising the first ADR Assembly in Brussels. Following the adoption of the report on the first year of functioning of the ODR platform, it has been evidenced that traders' engagement into ADR schemes need to be improved. To this end, DG JUST will work with national authorities to improve compliance by traders with their obligation to link to the ODR platform on their website.

DG JUST will also encourage traders to cooperate more on the platform via dedicated communication, events and technical activities. For example, the platform interface and messaging will be reviewed to make it more user friendly for traders and avoid messages to be lost in spam filters. Finally, thanks to the Connecting Europe Facility (CEF Telecoms) financial instrument, DG JUST plans to develop the platforms' inter-operability with a view to facilitate its communication with large traders' complaints systems. We will also continue to support the network of European Consumer Centres which plays an important role to promote ADR/ODR and also directly assists consumers on the ground when they have issues with a cross border purchase.

Specific objective: Easier resolution of disputes and recovery of claims, including across borders, for consumers and individuals		Related to spending programme(s) Rights, Equality, Citizenship, Consumer
Main outputs in 2018:		
Output	Indicator	Target
Revised Practice Guide and Users Guide to the European Small Claims Procedure	Publication of the guide	Q3 2018
Information campaign on the modernised European Small Claims Procedure and distribution of the guides to the procedure.	Launch of the information campaign	Q3 2018
ADR Assembly	Number of ADR entities participating to the Assembly	At least 60%

Less differences between national insolvency regimes with the aim of increasing recovery rates and reducing time and costs of insolvency proceedings; and giving honest but bankrupt individuals a second chance in a reasonable time frame

The proposal for directive on restructuring and second chance was adopted in November 2016. In 2018, DG JUST will continue negotiations with a view to achieving a favourable report in JURI Committee of the EP in the first quarter 2017 and achieving a General Approach in the Council in the second quarter 2017. Several measures contained in this proposal are of relevance to attain the objectives of increasing recovery rates and reducing time and costs of insolvency proceedings, as well as in giving honest entrepreneurs a second chance.

The proposal aims also to prevent the accumulation of the Non-performing loans (NLPs), which is an important objective of the Capital Market Union. In this context, it must be ensured that further Commission measures, like the planned proposal for a Directive on an accelerated collateral enforcement under preparation in the lead of DG FISMA, are coherent.

Finally, the revised Regulation on cross-border insolvencies requires interconnection of the national insolvency registers, in order to increase transparency and legal certainty for businesses and financing institutions in the internal market. DG JUST will prepare the implementing decision necessary for that purpose.

Specific objective: Less differences between national insolvency regimes with the aim of increasing recovery rates and reducing time and costs of insolvency proceedings; and giving honest but bankrupt individuals a second chance in a reasonable time frame		Related to spending programme(s) Justice
Main outputs in 2018:		
Output	Indicator	Target

Negotiations on Commission Proposal for a Directive on preventive restructuring frameworks, second chance and measures to increase the efficiency of insolvency procedures (COM(2016) 723 final)	Negotiations in the EP with a view to achieving a favourable report in JURI	Q1 2018
	Negotiations in the council with view to achieving a General Approach	Q2 2018
	Consultations with interested parties with a view to finding solutions	Throughout
Proposal for a Directive on an accelerated collateral enforcement (DG FISMA in the lead)	Coordination with DG FISMA to ensure consistency with COM(2016) 723 final	Q1 2018
Implementing decision on the interconnection of insolvency registers PLAN/2017/735	Adoption by the Commission	Q2 2018

More legal certainty for commercial and financial transactions in the internal market (e.g. regarding the assignment of claims)

To facilitate cross-border investing, the Capital Markets Union (CMU) Action Plan envisages action on rules concerning the ownership of securities and the third-party effects of assignments of claims. The CMU Communication further specifies that the Commission will propose a legislative initiative to determine with legal certainty which national law should apply to the ownership of securities and the third-party effects of the assignment of claims in cross-border situations.

Currently, following a cross-border assignment of a claim, there are no common Union rules designating which national law, of all those potentially applicable, should apply to decide, in case of dispute between several possible right-holders, who owns the claim and has the right to enforce it. Determining which national law applies to decide these matters is important for the functioning of financial markets but, in particular, for the real economy. Indeed, the assignment of claims is frequently used for firms, in particular SMEs, to have cheaper access to credit through factoring and collateralisation.

DG JUST is working on a proposal for a regulation on the law applicable to the third-party effects of cross-border assignments of claims. This legislative initiative aims to designate which national law should apply to decide the ownership of a claim following its cross-border assignment. For its part, DG FISMA is preparing interpretative guidance on existing acquis governing the proprietary effects of cross-border transactions in securities.

The adoption of the legislative proposal on claims is planned for the first quarter of 2018.

Specific objective: More legal certainty for commercial and financial transactions in the internal market (e.g. regarding the assignment of claims)		Related to spending programme(s) Justice
Main outputs in 2018:		
Output	Indicator	Target
Legislative initiative on the law applicable to	Adoption by the Commission	Q1 2018

the third-party effects of assignments of claims (JUST) 2017/JUST/015		
--	--	--

Better business environment for investors, stakeholders and companies in the EU, in particular SMEs, more development/integration of the European capital markets by developing efficient EU rules concerning the formation, operation and transformation of companies and on the relationship between a company's management, board, shareholders and other stakeholders

In line with the Commission Work Programme, DG JUST will work on revising EU company law to support businesses with clear, modern and efficient rules, based on the company law initiative. This initiative aims to reduce the high costs companies face in cross-border situations and to provide legal certainty for all stakeholders involved. The initiative's focus is on setting out EU-wide procedures, with appropriate safeguards, for cross-border operations of companies, and an "end-to-end" online cross-border registration of companies. It also intends to further streamline and provide digital solutions for filing and disclosure of company information, including access at EU level, and to remove obstacles in relation to cross-border mergers.

In 2018 DG JUST will prepare the implementing acts to the revised shareholder rights directive (Directive (EU) 2017/828) with a view to formal adoption before September 2018. The implementing acts will specify minimum requirements regarding shareholder identification and facilitation of exercise of shareholder rights.

In 2018 DG JUST will also kick off analytical and consultative work to follow-up on the recommendations of the High Level Expert Group on sustainable Finance (HLEG) with a view to assessing ways to address problems linked to boards' and corporate duties and governance. This work could facilitate the preparation of possible future measures for more sustainable companies. The announcement of this work could feed into the Action Plan on Sustainable Finance and the Reflection Paper on the follow-up to the UN Sustainable Development Goals.

A proposal for a new prudential regime for investment firms, including revised requirements on remuneration and corporate governance, taking into account specific business models and risks posed by investment firms, will be examined by the co-legislators in 2018. DG JUST will participate in the negotiations.

DG JUST will continue its participation in the negotiations on the 2016 proposal for amendments to the Capital Requirements Directive (CRD IV) and Regulation (CRR), relating inter alia to revision of the remuneration rules in order to take into account proportionality considerations, currently examined by the co-legislators.

Specific objective: Better business environment for investors, stakeholders and companies in the EU, in particular SMEs, more development/integration of the European capital markets by developing efficient EU rules concerning the formation, operation and transformation of companies and on the relationship between a company's management, board, shareholders and other stakeholders	Related to spending programme(s) Justice
Main outputs in 2018:	

All new initiatives and REFIT initiatives from the Commission Work Programme		
Output	Indicator	Target
Proposal for directive amending the codified company law directive, as regards digitisation of company law and cross-border operations PLAN/2017/1091	Adoption by the Commission	Q1 2018
Other important outputs		
Output	Indicator	Target
Support to negotiations on the company law initiative	Adoption of negotiation mandates for trilogues	Q4 2018
Support to negotiations on the amendments to the Capital Requirements Regulation and Directive regarding rules on remuneration	Adoption of amendments by co-legislator	Q3 2018
Support to negotiations on the new prudential requirements for investment firms regarding rules on corporate governance and remuneration	Adoption of amendments by co-legislator	Q4 2018
Implementing acts for Directive (EU) 2017/828 on encouragement of long-term shareholder involvement PLAN/2017/1356	Adoption by the Commission	Q3 2018
Kick off work on boards' and corporate duties (FISMA in the lead) PLAN/2017/1621	Contribution to the Action Plan on Sustainable Finance and the Reflection Paper on the follow-up to the UN Sustainable Development Goals as regards corporate governance issues	Q2 2018



General Objective | An Area of Justice and Fundamental Rights Based on Mutual Trust

**Specific objectives:
More effective national justice systems**

Effective national justice systems are key elements for upholding rule of law and fundamental rights, enforcing Union's law and creating the necessary investment and business friendly environment which contributes to economic growth.

For this reason, the Commission encourages Member States to improve the quality, independence and efficiency of their national justice systems and support judicial reforms which improve their effectiveness respecting the rule of law.

In 2018, DG JUST will continue to develop the EU Justice Scoreboard which presents every year a comparative overview to assist Member States in improving the effectiveness of their justice systems.

DG JUST closely monitors justice reforms in Member States which are facing particular challenges in this area and provides individual country assessments on shortcomings and improvements which are reflected in the European Semester Country Reports and in country specific recommendations (CSR).

DG JUST will continue to support justice reforms including with EU funds.

Specific objective: More effective national justice systems

Related to spending programme(s) Justice

Main outputs in 2018:

All new initiatives and REFIT initiatives from the Commission Work Programme

Output	Indicator	Target
--------	-----------	--------

The 2018 EU Justice Scoreboard PLAN/2017/1568	Adoption of the EU Justice Scoreboard	Q1 2018
Communication from the Commission to the European Parliament, the Council, the European Central Bank, the European Economic and Social Committee and the Committee of the Regions	Delivery to the SG of DG Justice and Consumer contributions to the staff working documents (Q1) and the country specific recommendations (Q2) in the context of the European Semester	Q1 2018 Q2 2018
Other important outputs		
Output	Indicator	Target
Study on the extent to which and how Member States used the ESF and the ERFD in the programming periods 2007-2013 and 2014-2020 to support their justice system	Timely delivery of a high quality study	Q1 2018

Better EU financial markets with a sound framework to combat money laundering and terrorist financing

The fight against money laundering and financing of terrorism remains a high priority for the EU and the work of DG JUST. It is important to provide a sound EU framework to tackle these damaging phenomena including third countries. Activities for 2018 include the finalisation of the actions of the 2016 Commission Action Plan on financing of terrorism as well as the European Commission Security reports.

Specific objective: Better EU financial markets with a sound framework to combat money laundering and terrorist financing		Related to spending programme(s) Justice
Main outputs in 2018:		
Output	Indicator	Target
Delegated act on high-risk third countries	Adoption of an updated list of high-risk third countries under art.9 4Anti-Money Laundering Directive (4AMLD)	Q1 2018
Delegated act on high-risk third countries	Adoption of an updated list of high-risk third countries under art.9 4AMLD	Q3 2018
Delegated Act on high-risk third countries	Adoption of an own assessment of high-risk third countries under art.9 4AMLD	Q4 2018

Commission Decisions to become observers to FATF regional bodies – eight different Decisions (necessary for the assessment of high-risk third countries)	Adoption of the Commission Decisions	Q1 2018
Regulatory Technical Standards (RTS) on third countries	Adoption of RTS (drafted by the European Supervisory Authorities-ESAs) under art.45(6) 4AMLD	Q1 2018
Initiative on Financial Intelligence Units cooperation PLAN/2017/1564	Adoption by the Commission	Q2 2018
Report on sanctions required under Art.22 of the Funds Transfer Regulation (FTR) on measures taken by member states to ensure compliance with the regulation	Adoption of the report	Q3 2018
Commission Decision to authorise FR to conclude a monetary agreement with other territories under Art. 24 of the FTR	Adoption of a Commission decision	Q1 2018
Commission Decision to authorise DK to conclude a monetary agreement with other territories under Art.24 of the FTR	Adoption of a Commission decision	Q2 2018
Commission Decisions to amend the Annex to the Monetary Agreements (four different decisions, one per agreement)	Adoption of 4 Commission Decisions	Q3 2018
Report on the interconnection of bank accounts registers assessing conditions and technical specifications for interconnection of bank account registers under Art.32b 5AMLD	Adoption of the report	Q4 2018

Enhanced rights deriving from the citizenship of the Union

Enabling people to exercise their rights as EU citizens is of fundamental importance. Citizens need to be aware of their rights in order to benefit from them. Europeans are more than ever aware of their status as citizens of the Union and they feel better informed about their rights. Yet, as gaps and misunderstandings remain, DG JUST will in 2018 conduct an EU-wide information and awareness raising campaign on EU citizenship rights including on consular protection and electoral rights ahead of the 2019 European elections.

As foreseen by the Commission Work Programme 2018, the Commission will present a legislative initiative to improve the security of identity cards of all EU citizens, as well as the residence documents of mobile EU citizens and of their non-EU family members residing in another Member State. More secure cards will close security gaps and contribute to reducing obstacles for EU citizens when exercising their free movement rights and simplifying their daily life.

In the field of consular protection, DG JUST will monitor the correct transposition of the Consular Protection Directive 2015/637, which needs to be implemented by Member States by May 2018. One important element of consular protection is the possibility to be issued with an emergency travel document abroad in case of lost or stolen passports. As announced in the Commission Work Programme 2018, the Commission will review the current Decision adopted in 1996 which established an EU emergency travel document.

Furthermore, in the field of free movement, DG JUST will continue to monitor the implementation of EU law related to the free movement of persons (in particular Directive 2004/38).

The Commission is monitoring citizenship investors' schemes and in its 2017 Citizenship Report, it announced that it would produce in 2018 a report on national schemes granting EU citizenship to investors describing the Commission's action in this area, current national law and practices, and providing some guidance for Member States.

Specific objective: Enhanced rights deriving from the citizenship of the Union		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
All new initiatives and REFIT initiatives from the Commission Work Programme		
Output	Indicator	Target
Initiative on ID Cards and residence cards 2016/JUST/050	Adoption by the Commission	Q2 2018
Initiative on Emergency Travel Documents 2017/JUST/017	Adoption by the Commission	Q2 2018
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Support to stakeholders: foster	Action grants	4

the successful inclusion and democratic participation of mobile EU citizens		
Other important outputs		
Output	Indicator	Target
Awareness raising campaign	42% feel informed about their rights as citizens of the Union 43% voter turnout by EP elections 72% know their right to ask for consular protection abroad	Increase by 2019

Enhanced rights enshrined in the EU Charter of Fundamental Rights, including the rights of the child

DG JUST will continue to mainstream the Charter of Fundamental Rights in all EU actions, ranging for instance from security and migration to the digital market and social rights. The annual report on the application of the EU Charter of Fundamental Rights will continue to be the monitoring tool to measure mainstreaming of the Charter by the EU Institutions and by member states when they implement EU law. In addition, the Commission will further strengthen its fundamental rights section of the e-justice tool for citizens and practitioners to know when the Charter is applicable and to increase horizontal dialogue among courts and e-learning for law professionals.

In addition, DG JUST invited the Fundamental Rights Agency to deliver in 2018 a one stop shop portal to make fundamental rights challenges in the EU Member States, as reported by EU, Council of Europe and UN reports, more visible and accessible.

On the occasion of the 70th Anniversary of the UN Declaration of Human Rights, the Annual Colloquium on Fundamental Rights 2018 will bring together all stakeholders to improve cooperation and raise political engagement for the promotion and protection of fundamental rights in Europe.

The spread of fake news has the potential to undermine our democratic societies, including the trust in and reliability of information. The Commission in 2018 will issue a Communication to maximise the impact of public intervention while respecting the principle of subsidiarity. It will support a multi-stakeholders engagement process. DG JUST will notably contribute through its work on Media and Democracy (follow ups to the 2016 Colloquium on Fundamental Rights).

DG JUST will also work on the revision of the Fundamental Rights Agency basic Regulation (Proposal for a Council Regulation amending Regulation (EC) N° 168/2007 establishing a European Union Agency for Fundamental Rights) with a view to align it with the Common Approach for decentralised EU agencies and to the Lisbon Treaty.

In 2018, DG JUST will continue to deliver on promoting freedom of expression, both by implementing follow up actions from the 2016 and 2017 Colloquia on Fundamental Rights, respectively devoted to "Media and Democracy" and to 'Women in Turbulent Times' (including tackling misogyny online).

In particular, it will deliver EU initiatives on strengthening the protection of whistle-blowers, while fully respecting the principle of subsidiarity. Whistleblower protection strengthens freedom of expression of individuals, while enhancing the effective

enforcement of EU law by contributing to detecting violations of the law, trigger enforcement proceedings and feed enforcement bodies (e.g. justice systems, EPPO).

DG JUST will continue to promote the protection of the rights of the child, both by implementing the actions from the 12 April 2017 Communication on protecting children in migration (e.g. EU Network on Guardianship; online database of good practices; child protection officers in hotspots; etc.) and by further promoting alternative to detention, as a follow up to the 2017 Forum on the rights of the child.

DG JUST will present in 2018 new proposals on the acceptance of accession to the 1980 Hague Convention on International Child Abduction of several third countries to address the "backlog" of old accessions before the Court opinion 1/13.

DG JUST will continue on behalf of the Commission the dialogue with churches, religious associations or communities and philosophical and non-confessional organizations, under Article 17 TFEU.

Specific objective: Enhanced rights enshrined in the EU Charter of Fundamental Rights, including the rights of the child		Related to spending programme(s) Rights, Equality and Citizenship, Justice
Main outputs in 2018:		
All new initiatives and REFIT initiatives from the Commission Work Programme		
Output	Indicator	Target
Whistleblower protection PLAN/2016/271	Adoption by the Commission	Q2 2018
Other important outputs		
Output	Indicator	Target
Commission report on the Application of the EU Charter of Fundamental Rights	Adoption by the Commission	Q2 2018
Proposal for a Council Regulation amending Regulation (EC) N° 168/2007 establishing a European Union Agency for Fundamental Rights PLAN/2017/1494	Adoption by the Commission	Q2 2018
Proposals on the acceptance of third states' accession to the 1980 Convention on International Child Abduction	Adoption of 4 proposals by the Commission	Q3-Q4 2018
2018 Colloquium on Fundamental Rights	Organisation of the Colloquium	Q4 2018
12 th Forum on the Rights of the Child	Organisation of the forum	Q3 2018
EU Guardianship	Formal inauguration of the Network	Q2 2018

Network		
Online database on good practices for children in migration	Project online	2018
High Level Dialogues with Churches, Religions and Non Confessional Organisations	2 high level meetings chaired by FVP Timmermans prepared by technical seminars	2018
Communication on Fake News (CNECT in the lead)	JUST contribution to the Communication	Q2 2018
Mid-term evaluation of Rights, Equality and Citizenship (REC) programme PLAN/2017/1084	Publication of the report	Q2 2018

A respected Rule of Law in the EU with any systemic threats addressed

The rule of law is one of the fundamental values upon which the European Union is based and is indispensable for the application of EU law, sustainable and fair growth, as well as for trust in Europe. To this end, an initiative to strengthen the enforcement of the Rule of Law in the European Union is planned for end 2018.

In 2018, DG JUST will also continue to actively monitor developments related to systemic threats of rule of law in Poland and follow closely development of the rule of Law in the Member States e.g in Hungary. DG JUST will also promote the rule of law in EU, in particular in the context of the follow-up to the EP Resolution on a new mechanism on rule of law, democracy and fundamental rights and of the Council Rule of Law dialogue.

Specific objective: A respected Rule of Law in the EU with any systemic threats addressed		Related to spending programme(s) Justice
Main outputs in 2018:		
All new initiatives and REFIT initiatives from the Commission Work Programme		
Output	Indicator	Target
Initiative to strengthen the enforcement of the rule of law in the EU PLAN/2017/2196	Adoption by the Commission	Q4 2018

A more developed European area of Justice with more judicial cooperation in civil and criminal matters

The European Union is built on the rule of law combining Union law and national legal systems. Both are applied by national judges who work within different legal systems and traditions. The creation of a European judicial culture that fully respects subsidiarity and judicial independence is central to the efficient functioning of a European judicial area. Training of justice professionals (judges, prosecutors, court staff, bailiffs, lawyers, notaries, prison staff, probation officers, mediators, legal interpreters, and their trainers) on EU law is essential to ensure that EU legislation is correctly understood and applied throughout the EU and to ensure mutual trust for smooth cross-border judicial cooperation.

With regard to **judicial cooperation in civil and commercial matters**, in line with actions announced in 2018 Commission Work Programme, DG JUST is planning to come forward with proposals revising Regulation (EC) No 1393/2007 on service of documents and Regulation (EC) No 1206/2001 on taking of evidence. Although these instruments regulating the cross-border judicial assistance in civil and commercial matters appear to address technical procedural matters, their impact on the everyday lives of EU citizens is substantial. As REFIT initiatives, these proposals will be based on an evaluation exercise examining the 5 key mandatory evaluation criteria of effectiveness, efficiency, relevance, coherence and EU added-value, and will be accompanied by an impact assessment. The initiative will be presented in Q2 of 2018.

Furthermore, the international negotiations to improve the recognition and enforcement of civil judgements will continue in the context of the HCCH, Uncitral and Unidroit. Similarly, the progress is aimed at in the negotiations on the service of documents and taking of evidence with the Lugano countries, once there are changes to the EU rules (the revision of the regulations on service of documents and on taking of evidence are foreseen for Q2 2018) and subject to a negotiation mandate.

The negotiations on the review of the Brussels IIa Regulation will continue towards a general approach in the Council. The recast proposal focuses on enhancing efficiency of proceedings relating to parental responsibility: (1) the return procedure in cases of parental child abduction, (2) the placement of the child in another Member State, (3) the recognition and enforcement of judgments and (4) the cooperation between the national authorities. DG JUST will closely work with the Bulgarian and the Austrian Presidencies to finalise negotiations.

Regarding **judicial cooperation in criminal matters**, negotiations on the Commission proposal strengthening the mutual recognition of confiscation and freezing orders will be pursued actively in view to a finalisation in 2018 in order to allow Member States to freeze and confiscate criminal assets more effectively in cross border cases and thereby making sure that crime does not pay.

As announced in the CWP 2018 under Action 16 'Completing the Security Union' a proposal for a Directive to improve cross-border access of law enforcement authorities to electronic evidence, is due to be adopted in January 2018.

As indicated by President Juncker in his State of the Union Speech, the Commission will issue in 2018 a Communication on the possible extension of the European Public Prosecutor's Office (EPPO) competences to cross-border terrorist crimes, on the basis of Article 86(4) of the Treaty.

The Communication will examine the various legal and political questions related to such an extension, on the understanding that the Treaty indeed authorises the European Council to extend, by unanimous decision, the EPPO's competence to "serious crime having a cross-border dimension" (Article 86 (4)), including cross-border terrorism. The establishment of the EPPO will in itself be an opportunity to improve the current security situation in the EU and ensure that the EU institutions and national authorities better cooperate with each other. Creating synergies and interconnections between all actors currently operating in the EU security area will be part of EPPO's added value.

As the current Strategy and Action Plan for e-Justice will come to an end in 2018, it is now time to start reflecting on the areas to focus on in a new Strategy for the period 2019-2023. DG JUST will carry out an evaluation of the current Action Plan to see to what extent the different projects have been implemented, and on that basis issue a Communication, which could form the basis for the Strategy and Action Plan to be adopted by the Council by the end of 2018. In this context, the Commission will present

a proposal for Regulation to ensure permanent management of the e-CODEX system for secure communication in the judicial area.

In 2018 the Directive on the strengthening of certain aspects of the presumption of innocence and of the right to be present at the trial in criminal proceedings will become applicable. In addition, there are at least 20 measures related to judicial cooperation in criminal matters the transposition and application of which must be ensured by DG JUST in 2018. These measures include some flagship instruments of the judicial cooperation in criminal matters such as Framework Decision 2002/584/JHA on European Arrest Warrant, Framework Decision 2008/909/JHA on transfer of prisoners; a set of procedural rights of suspects and accused persons such as Directive 2010/64/EU on the right to translation and interpretation, Directive 2012/13/EU on the right to information in criminal proceedings as well as a set of victims' rights including 2012/29/EU Victims' Rights Directive, Directive 2004/80/EU on compensation to victims of crime.

The impact of **environmental crime** has grown considerably in recent years, along with public awareness. Environmental crime is often a serious crime causing significant damage to the environment and people. This is particularly true for wildlife trafficking and for waste-related crime. DG JUST is in charge of two directives in the environmental field: Directive 2008/99/EC on environmental crime and Directive 2009/123/EC on ship source pollution. In the EU Agenda on Security and in the context of the fight against organised crime, the Commission has committed to "*review existing policy and legislation on environmental crime for proposals in 2016*". As a follow up of this review, the Commission will issue a report on the contribution of criminal law to the fight against environmental crime in 2018.

Specific objective: A more developed European area of Justice with more judicial cooperation in civil and criminal matters		Related to spending programme(s) Justice
Main outputs in 2018:		
All new initiatives and REFIT initiatives from the Commission Work Programme		
Output	Indicator	Target
Commission Communication on the possible extension of the competence of the new European Public Prosecutor's Office (EPPO) to cross-border terrorist offences PLAN/2017/2211	Adoption by the Commission	Q3 2018
Proposal for a Directive on cross-border access to electronic evidence PLAN/2017/1416	Adoption by the Commission	January 2018
Support to negotiations for the proposal on mutual	Adoption by co-legislators	2018.

recognition of freezing and confiscation orders Planning 2016/JUST/024		
Initiative on the revision of the Regulation on service of documents 2017/JUST/010	Adoption by the Commission	Q2-2018
Initiative on the revision of the Regulation on taking of Evidence 2017/JUST/013	Adoption by the Commission	Q2-2018
Other important outputs		
Output	Indicator	Target
Support to negotiations for the Commission proposal for Eurojust Regulation	Adoption by co-legislators	Q1 2018
Commission proposal for Council implementing act on compensation model for President or Vice-President	Depending on the final wording of Eurojust Regulation, the adoption of the proposal may be necessary.	Q4 2018
Commission proposal for a delegated act setting up the Annex pursuant to Article 37 of the EPPO Regulation	Adoption by the Commission	Q1/2 2018
Evaluation of the 2011 European judicial training strategy PLAN/2017/2022	Adoption of a Staff Working Document	Q3/4 2018
2019-2025 European judicial training strategy PLAN/2017/1303	Adoption of a Commission Communication	Q3/4 2018
2018 report on European judicial training	DG Justice report Number of legal professionals receiving training on EU law or law of another Member State	Q3/4 2018 560 000 trained legal practitioners
Commission Report on contribution of criminal law to the fight against environmental crime	Adoption of the Commission Report	Q1 2018
Support to negotiations for the for the Directive and	Adoption by co-legislator	Mid 2018

Regulation concerning exchange of criminal records information on third country nationals (ECRIS-TCN)		
Follow up work for the Commission proposals for Directive and Regulation concerning exchange of criminal records information on third country nationals (ECRIS-TCN)	Adoption of the implementing acts	Mid 2018
Strategy for European e-Justice 2019-2023 PLAN/2017/1521	Adoption by the Commission	Q2 2018
Commission proposal on cross-border e-Justice in Europe (e-CODEX) Planning 2017/JUST/794	Adoption by the Commission	Q1 2018
Support to negotiations for Brussels IIa Regulation	Progress in the negotiations at the EP and the Council	General approach Q4 2018
World-wide recognition and enforcement of judgements, the enforcement of mediated settlement agreements and enforcement of judicial decisions related to MAC under the Cape Town Convention	Progress in negotiations towards finalisation Participation to the HCCH Diplomatic conference, the Uncitral WG III and the Unidroit MAC WG.	Q4 2018
Mid-term evaluation of the Justice programme PLAN/2017/1083	Publication of the report	Q2 2018

A well-functioning European Judicial Network in civil and commercial matters with adequate resources

The European Judicial Network in civil and commercial matters is a core tool for the effective implementation of the Union acquis in the area of judicial cooperation in civil and commercial matters. In 2016, the Commission adopted a report on the activities of the European Judicial Network (COM(2016)129), which called for several core projects to be initiated. Therefore, during 2018, the focus will be on improving its operation, in particular through a pilot project introducing the Internal Market Information system as an electronic communication and registration tool within the Network, as well as the development of the gathering of data on the operation of the civil justice instruments,

and the launching of a restricted call to Network members which will aim to support the organisation of national judicial cooperation networks.

Relevant general objective(s):		
Specific objective: A well-functioning European Judicial Network in civil and commercial matters with adequate resources		Related to spending programme(s) Justice
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Support to Network members in organising national European Judicial Network in civil and commercial matters branches	Restricted call to members of the European Judicial Network in civil and commercial matters and to the national authorities, courts and professional associations	Q1 2018
Other important outputs		
Output	Indicator	Target
Internal Market information system for the European Judicial Network	Project kick-off	Q1 2018
Data gathering mechanism for the European Judicial Network	Project kick-off	Q3 2018

Less discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation and more Roma integration

The EU policies to fight discrimination will continue to improve knowledge of discrimination by raising awareness on rights and obligations, as well as on the benefits of diversity. In addition, the work of important actors such as NGOs, social partners and equality bodies will be supported to improve their capacity to combat discrimination. In particular, the Commission will explore the possibility for strengthening the enforcement role of equality bodies through standards that define their independence and effectiveness. In this way the compliance with the Directive will be better ensured. DG JUST will also provide support to Member States to develop national policies and legislation combatting discrimination on all grounds through the work of the High Level Group on Non-Discrimination, Equality and Diversity.

DG JUST will continue to work towards the adoption of the Equal Treatment Directive by co-legislators, to ensure that discrimination on the grounds of religion or belief, age, disability and sexual orientation is prohibited in the same way as it is on grounds of sex and race or ethnic origin.

The Commission and the Member States will pursue the implementation of the 2011 EU framework for National Roma Integration Strategies up to 2020 as well as of the 2013 Council Recommendation on effective Roma integration measures in the Member states. A mid-term assessment of the Roma framework will be finalised in 2018 which will feed reflections with a post-2020 perspective.

The Commission will continue to have bilateral dialogues with the relevant authorities of several Member States regarding the implementation of their strategies. Furthermore, DG JUST will continue to support National Roma Contact Platforms.

The Commission has stepped up efforts to ensure the correct application of anti-discrimination legislation towards Roma in EU Member States and has launched infringement procedures due to discrimination of Roma children in education. Further cases concerning discrimination of Roma both in education and in housing will be assessed.

As far as sex discrimination is concerned, DG JUST will continue to monitor and enforce the implementation of the EU acquis on sex equality, including regarding the transposition of Directives 2010/18 on parental leave, 2006/54 on sex equality in employment, 2004/113 on sex equality in access to goods and services, 92/85 on maternity leave and 79/7 on equal treatment between men and women in social security, as well as monitor the follow-up to the Pay Transparency Recommendation.

Specific objective: Less discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation and more Roma integration		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Support to stakeholders: activities tackling non-discrimination of groups at risk including Roma and LGBTI people, as well as supporting National Roma platforms.	Number of action and operating grant agreements signed in 2018	28
Operating grant to Equinet	Signature of contract	2018
Other important outputs		
Output	Indicator	Target
Mid-term evaluation of the EU framework for Roma integration strategies PLAN/2017/830	Acceptance of the Evaluation by the Regulatory Scrutiny Board	Q3 2018
Possible Commission initiative on Standards for Equality Bodies	Adoption by the Commission	Q4 2018
Setting up of National Roma Platforms where action by all key stakeholders are co-ordinated	Number of National Roma Platforms set up	20 by Q4 2018
Mutual learning	Number of seminars	2 by Q4 2018

seminars between MS (under the HL Group on Non-Discrimination, Diversity and Equality)		
Support to negotiations on Equal Treatment Directive implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation	Progress Report by Council	2 by Q4 2018
Training of legal practitioners in gender equality and anti-discrimination law	Number of practitioners trained	600

Less racism, xenophobia, homophobia, Anti-Semitism, anti-Muslim hatred and other related forms of intolerance

In 2018, DG JUST will continue to step up monitoring and enforcement of EU rules to combat racism and xenophobia in the Member States by means of criminal law.

Particular priority will be put on broadening the participation to the Code of Conduct on countering illegal hate speech online by further IT companies, as well as to stabilise the Code commitments and the partnership between civil society, member States and business, including by increasing transparency and feedback by companies to trusted flaggers and users and by promoting targeted counter and positive narratives against racism and xenophobia online.

DG JUST will also utilise data and expertise from the monitoring of the Code of Conduct on countering illegal hate speech online to feed into the impact assessment on tackling illegal content online, as announced in the Communication on Platforms and in the 2018 Work Programme, with a view to promote further cooperation with social media companies to detect and remove illegal content online, and if necessary, propose further measures.

Following up on the Guidance on Tackling Illegal Content online, the Commission will carry out an impact assessment to determine if further legislative measures are needed in the first half of 2018 to prevent the spread illegal content, including hate speech online. This work will complement and reinforce the ongoing sector-specific dialogues; including DG JUST led dialogue on countering online hate speech and on addressing illegal commercial content.

The input of the High Level group on racism and xenophobia and all other forms of intolerance will be used to finalise Commission's guidance to accompany the practical implementation of the EU rules on the ground by member States (e.g. on data recording, investigations and prosecutions, victims' support and training). DG JUST will also devote specific efforts to preventing and countering all forms of racism, xenophobia and intolerance including by providing Commission's Guidance on Combating Racism and Xenophobia by means of Criminal Law more efficiently throughout the EU, with a

particular focus on effective investigation and prosecution of hate crime/hate speech. Via the work of its dedicated Coordinators on combating anti-Muslim hatred and on combating Antisemitism, DG JUST will continue to address these two phenomena in close cooperation with the respective communities and organisations.

Specific objective: Less racism, xenophobia, homophobia, AntiSemitism, anti-Muslim hatred and other related forms of intolerance		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Commission's Guidance on Combating Racism and Xenophobia by means of Criminal Law more efficiently throughout the EU	Adoption by Commission/Commission's services	Q3 2018
3rd monitoring of the Code of Conduct on Countering Illegal Hate Speech online and broadening the scope to further IT companies	Progress report on monitoring Code of Conduct	Q1 2018
	Announcement by the Commission of further companies joining the Code of Conduct	Q1-Q4 2018
Contribute to the Impact Assessment on Tackling Illegal Content online and further measures, where necessary (CNECT in the lead)	Finalisation of impact assessment	Q2 2018

More diversity in the workplace

In order to complement existing EU legislation on diversity and antidiscrimination at the workplace (such as the Employment Equality Directive, the Racial Equality Directive or the Directive on disclosure of non-financial and diversity information), DG JUST will continue promoting diversity in the workplace through inter alia, the EU Platform of Diversity Charters. The Commission funds this Platform so that Diversity Charters from across Europe can regularly exchange best practice and help build the movement in Europe. In addition, the European equality policies shall actively be promoted through assisting DG HR in establishing an adequate action plan for implementing the Commission's own HR Diversity strategy in an exemplary manner.

Relevant general objective(s):		
Specific objective: More diversity in the workplace		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target

Support to stakeholders through an open call for proposals for action grants	Number of grants awarded	Minimum 2 grants Q4 2018
Other important outputs		
Output	Indicator	Target
Engage further Member States and Businesses in diversity management through their adhesion to national Diversity Charters	Number of National Diversity Charters	21
Annual EU Diversity Charters Forum	Number of Diversity Charters attending the Forum	20
Contribution to the Commission's HR Diversity Strategy	Adequate action plan for the implementation of the HR Diversity Strategy	Q2 2018

More support for EU Member States in key LGBTI-related areas and improved social acceptance

DG JUST will further promote the implementation of the 'List of Actions to advance LGBTI Equality' published at the end of 2015 by launching further dedicated awareness-raising activities in this area. These activities will include support to national policies and legislation that targets this group in the areas of non-discrimination, hate crime and hate speech, education and health.

Specific objective: More support for EU Member States in key LGBTI-related areas and improved social acceptance		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Support to stakeholders: activities tackling non-discrimination of groups at risk including LGBTI people.	Number of action and operating grants agreements signed in 2018	7
Preparation of a methodology for a situation testing in 2019 including LGBTI	Methodology established with FRA+OECD	Q4 2018
Awareness raising activities funded following a 2017 call for proposals under REC Programme	Number of projects	9
Other important outputs		

Output	Indicator	Target
A study on gender recognition legislation that affect transgender people's position on the labour market and other areas	Signature of a contract	Q2 2018
Awareness raising packages and videos for LGBTI equality	Availability of video and promotional packages for Representation Offices and Delegations	Q2 2018

No gender-based violence and more victim support

The EU will conclude the accession of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the so-called Istanbul Convention, following the signature in June 2017.

A campaign started under the 2017 year of focused actions to combat violence against women will continue and be intensified, including awareness raising at both national and EU level and social media outreach. DG JUST will continue to actively raise awareness about violence against women on the International Day for the Elimination of Violence against Women, the International Day of Zero Tolerance for Female Genital Mutilation and the International Women's Day.

DG JUST will continue its work on enforcement in particular to ensure access to protection and support for those exposed to gender-based violence. DG JUST will focus on ensuring timely and correct transposition of the EU rules in the area of victims' rights, including enforcement of Directive 2012/29/EU on Victims' Rights, Directive 2004/80/EU on Compensation to victims of crime, Directive 2011/99/EU on European Protection Order.

DG JUST asked Eurostat, in collaboration with EIGE and FRA, to move into the testing and pilot phase of a prevalence survey to develop reliability of data on gender-based violence. This preparatory phase will run during the year through national statistical institutes with the aim to include all Member States by the end of the year.

Specific objective: No gender-based violence and more victim support

Related to spending programme(s) Rights, Equality, Citizenship

Main outputs in 2018:

Important items from work programmes/financing decisions/operational programmes

Output	Indicator	Target
Grants to prevent and combat gender-based violence and violence against children	Publication of open call for proposals Number of grant agreements signed	Q1 2018 40
Other important outputs		
Output	Indicator	Target
High-level expert meeting on the transposition of the	Organisation of the meeting	Q1 2018

Directive 2012/29/EU on Victims' Rights		
Report on implementation of Directive 2011/99/EU on European Protection Order	Delivery of the report	Q4 2018
Support to the EU accession to the Istanbul Convention	Adoption by the Council of decision on the conclusion of the Istanbul Convention	Q1 2018

More safeguarding of the fundamental right to data protection in our external relations

In the Communication "Exchanging and Protecting Personal Data in a Globalised World" the Commission set out its international strategy for facilitating data flows – both in the commercial field and in the area of law enforcement cooperation – while at the same time ensuring a high level of data protection. A central element of this strategy is the use of the instrument of so-called adequacy findings.

The Commission seeks to build on the increasing convergence of data protection laws globally to explore the possibility of making such a finding with countries around the world, based on a set of principles. DG JUST will actively engage with key trading partners in East and South-East Asia, starting from Japan and Korea in 2017, and, depending on progress towards the modernisation of its data protection laws, with India, but also with countries in Latin America, in particular Mercosur, and the European neighbourhood which have expressed an interest in obtaining an adequacy finding. The Commission is already engaged in such a dialogue with Japan and Korea and in a joint press statement of President Juncker with Prime Minister Abe expressed the objective to issue reciprocal adequacy findings in early 2018. Likewise, Korea has formally expressed its interest for a (partial) adequacy by Korea in spring 2017.

In addition, under the case-law of the Court of Justice (as reflected in Article 45 GDPR), the Commission is obliged to constantly monitor and periodically review its existing adequacy decisions.

At multilateral level, the negotiations on a modernisation of Council of Europe (CoE) Convention 108 – the data protection convention – will be on-going. The GR-J Chair plans to put the current proposal to a vote by "silent procedure" (requiring explicit objection in case of disagreement), with a deadline set for early January 2018. If any party would object, a decision will have to be taken by the Committee of Ministers whether to abandon the idea of an Amending Protocol and instead negotiate a new Convention (which would not need agreement from all current parties to become effective).

Given that large areas covered by Convention 108 by now fall within EU competence, once agreement is reached it will then be necessary to prepare Council decisions authorising the Member States (which currently are alone Parties to the (old) Convention 108) to sign and conclude the Convention (later on, once the modernised Convention enters into force, the process will need to be repeated to allow the EU to become a Party in its own right, something which is not yet possible under the current Convention).

Finally, DG JUST will continue its work to promote (upward) convergence of selected countries around the world, in particular in Latin America and Asia, with the EU data protection acquis. To this end, a new "Foreign Partnership Instrument" (FPI) will be used to reach out to stakeholders in these regions. This instrument will become available as of January 2018.

Specific objective: More safeguarding of the fundamental right to data protection in our external relations		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Output	Indicator	Target
Adequacy decision pursuant to Art 45 General Data Protection Regulation with respect to Japan PLAN/2017/2218	Adoption by the Commission (in comitology, i.e. following a positive vote by the Art 31 Committee)	Q2 2018
Adequacy decision pursuant to Art 45 GDPR with respect to South Korea PLAN/2017/2219	Adoption by the Commission (in comitology, i.e. following a positive vote by the Art 31 Committee)	Q4 2018
Modernisation of CoE Convention 108 (on data protection)	Signing of the amending Protocol by the Member States in the Committee of Ministers	Q2-Q3 2018
Review of existing adequacy decisions (other than EU-US Privacy Shield)	Finalisation of re-evaluation based on information received from third country and confirmation of adequacy finding vis-à-vis that country (where necessary after changes in legal framework, commitments, etc.)	Q1-Q4 2018
Promotion of upward convergence of data protection laws in selected third countries (Asia, Latin America)	Adoption or revision of existing data protection laws	Q1-Q4 2018

An adequate protection of EU citizens' personal data by US government and agencies

In July 2016, the Commission adopted its adequacy decision on the EU-US Privacy Shield. In line with the case-law from the Court of Justice, as reflected also in the GDPR, that decision included a commitment from the Commission to carry out, together with the U.S. authorities, an annual review of the framework. The first annual (joint) review took place on 18-19 September 2017 and was concluded with a report sent to Council and European Parliament on 18 October 2017. The next annual review will take place one year later, in summer/early fall 2018, again followed by a report.

Specific objective: An adequate protection of EU citizens' personal data by US government and agencies		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Output	Indicator	Target
Second annual report on the functioning of the EU-US Privacy Shield	Adoption by the Commission	Q3 2018

Common data protection rules within the European Union in place

The Police Directive entered into force on 5 May 2016 and EU Member States have to transpose it into their national law by 6 May 2018. It will ensure that the data of victims, witnesses, and suspects of crimes, are duly protected in the context of a criminal investigation or a law enforcement action. At the same time more harmonised laws will also facilitate cross-border cooperation of police or prosecutors to combat crime and terrorism more effectively across Europe.

In 2018 DG JUST will pursue its work with Member States to promote a consistent transposition and implementation of the rules.

Specific objective: Common data protection rules within the European Union in place		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Output	Indicator	Target
Terms of reference for a study on the transposition of the Police Directive by Member States	Publication of terms of reference	Q3 2018

A reduced gender pay gap

DG JUST will tackle the gender pay gap and gender pension gaps, working closely with Member States to address the full range of their causes.

Key actions for this objective include: support for Member States' efforts to address the root causes of the gender pay and pension gaps, including through funding opportunities; underlining the issue and proposing country-specific recommendations in the European Semester as appropriate; cooperating with equality bodies and supporting companies in their efforts to ensure equal pay; continuing to mark European Equal Pay Day with Europe-wide information activities and citizen outreach. The Commission will evaluate the equal pay principle in Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).

Specific objective: A reduced gender pay gap		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Grants to address gender gaps over the life-cycle	Number of grant agreements signed in 2018	10
Other important outputs		
Output	Indicator	Target
European Equal Pay Day 2018	Press releases and media coverage	Q4 2018
Contributions to the	Contributions for AGS and CSRs sent	Q1 2018

Commission's Annual Growth Survey (AGS), country reports and definition of country-specific recommendations (CSRs)	timely	(for CSRs) Q3 2018 (for AGS and county report)
Evaluation of Directive on principle of equal opportunities and equal treatment of men and women 2015/JUST/032	Publication of the report	Q4 2018
Initiative on equal pay for women and men 2017/JUST/014	Adoption by the Commission	Q4 2018

More equality between women and men in decision-making

DG JUST will continue to work on the pending proposal for a Directive on Gender Balance on Company Boards. DG JUST will continue to monitor progress towards gender equality in decision-making, to disseminate information on the representation of women and men in high decision-making positions in the EU, and to address the issue through funding opportunities for relevant stakeholders.

Specific objective: More equality between women and men in decision-making		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Grants to address equal participation of women and men in public fora, in leadership positions in politics and in the corporate sector	Publication of open call for proposals Number of grant agreements signed in 2018	Q1 2018 8
Other important outputs		
Output	Indicator	Target
Support negotiations for the Directive on improving the gender balance on boards of listed companies	A general approach in the Council	2018
Annual report on equality between women and men	Publication by the Commission	Q1 2018

Increased availability of childcare services

DG JUST will continue to monitor and support Member States in attaining the Barcelona targets on childcare. In particular, DG JUST will prepare a report evaluating the compliance with the Barcelona targets, besides other actions foreseen in the 2017 work-life balance Communication.

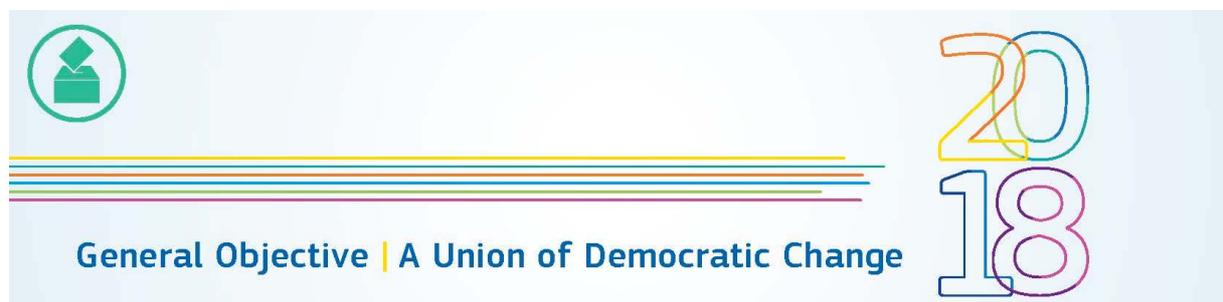
Specific objective: Increased availability of childcare services		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Output	Indicator	Target
Annual report on equality between women and men	Publication by the Commission	Q1 2018
Contributions to the Commission's Annual Growth Survey (AGS), country reports and definition of country-specific recommendations (CSRs)	Contributions sent to JUST/C1 and EMPL in time for AGS and CSRs	Q1 2018 (for CSRs) Q3 2018 (for AGS and country reports)
Initiative on quality framework for early childhood education and care (EAC in co-lead)	Adoption by the Commission	Q2 2018
Report on Barcelona targets	Publication by the Commission	Q3 2018

Improved work-life balance for working parents and caregivers

DG JUST will endeavour to conclude the negotiations of the proposed Directive on work-life balance and follow up on the adoption of initiatives to address the challenges of work-life balance for parents and caregivers, with a view to improving women's participation in the labour market, notably with funding opportunities to support public authorities and civil society in relation to this initiative.

Specific objective: Improved work-life balance for working parents and caregivers		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Grants to support public authorities and civil society in relation with the "New Start to Support Work-Life Balance for Parents	Publication of open call for proposals Number of grant agreements signed in 2018	Q1 2018 8

and Carers' initiative		
Other important outputs		
Output	Indicator	Target
Support to negotiations for the initiative to address the challenges of work-life balance faced by working families (Directive and Communication non-legislative measures)	Adoption by co-legislators	2018



Specific objective:

Enhanced EU citizens' democratic participation, including through cross-border information and facilitated participation in the EP and local elections, and increased legitimacy and accountability of EU decision-making, including by building on the concept of "lead candidates"

The Union needs to make a democratic leap forward to respond to the concerns and expectations of EU citizens. They are more likely to engage politically if they feel that their voice will be heard and their vote will make a difference to their lives. Encouraging voter turnout in European elections is a shared responsibility: Member States should promote participation in democratic life by better informing citizens of their rights to vote in local and European elections and removing barriers for their participation; at the same time the EU institutions should reach out to citizens better to explain European policies and involve citizens in the political debate.

Therefore, as announced in the Citizenship Report 2017, DG JUST will in 2018:

- conduct an EU-wide information and awareness raising campaign on EU citizenship rights, including on consular protection and electoral rights ahead of the 2019 European elections;
- organise a high-level event on democratic participation with a particular focus on encouraging best practices to increase the participation of young people and vulnerable and underrepresented groups;
- promote best practices which help citizens vote and stand for EU elections, including on retaining the right to vote when moving to another Member State and cross-border access to political news, to support turnout and broad democratic participation in the perspective of the 2019 European elections.

In addition, DG JUST follows up on the study and grants on promoting participation in democratic life launched in 2017 (e.g. study on e-voting).

Specific objective: Enhanced EU citizens' democratic participation, including through cross-border information and facilitated participation in the EP and local elections, and increased legitimacy and accountability of EU decision-making, including by building on the concept of "lead candidates"		Related to spending programme(s) Rights, Equality, Citizenship
Main outputs in 2018:		
Important items from work programmes/financing decisions/operational programmes		
Output	Indicator	Target
Action grants to improve democratic participation of mobile EU citizens	Action grants	4
Other important outputs		
Output	Indicator	Target
High level event on democratic participation	Organisation of the high level event	Q3 2018

PART 2. MAIN ORGANISATIONAL MANAGEMENT OUTPUTS FOR THE YEAR

A. Human resource management

The HR Modernisation project as laid down in the Communication on Synergies and Efficiencies continues to be rolled out in the Commission. HR services for DGs are now delivered by the Account Management Centres (AMCs). Within each DG, the HR Business Correspondent coordinates strategic HR matters and prepares the related decisions of the DG's management.

DG JUST is committed to reaching all gender equality targets including those linked to first time female appointments to middle management positions. At senior management level DG JUST has women in 4 out of 7 posts. Two Directors' posts are yet to be filled which could further increase this ratio. While there is a small majority of male middle managers, DG JUST is set to reach the target for first-time female appointments already in 2018 with only 1 appointment remaining to be made.

In terms of staff engagement and well-being, DG JUST is planning a diverse set of activities in order to progress in 2018. Following two reorganisations in 2016 and 2017 and under the coordination of the HR Business Correspondent team, DG JUST is determined to consolidate the staff situation in the DG and create a comprehensive approach to staff-well-being as well as foster staff engagement. This will be part of DG JUST's wider HR policy to be further developed in 2018. Internal resource re-allocation according to policy priorities and training and development concept will also be addressed.

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

Main outputs in 2018:

Output	Indicator	Target
General gender-equality outlook and targeted support to aspiring female managers	Reaching the target for first-time female middle management appointments set by SEC(2017)359.	1 remaining appointment to be reached by end 2018 (ahead of the target date of 1 November 2019)
Targeted actions under the DG JUST HR strategic policy (to be finalised and implemented in 2018) including fit@work offers, well-being oriented L&D offers and staff mobility offers	Percentage of staff who feel that the Commission cares about their well-being	Equal or exceed the EC average in the next staff survey (2016: 35%)
Clear setting of political priorities and communication to all staff. Targeted support actions under new DG JUST HR strategy to support middle management development, for talent management and staff performance management.	Staff engagement index ²	Equal or exceed the EC average in the next staff survey (2016: 65%)

B. Financial Management: Internal control and Risk management

DG JUST implements its budget in accordance with the Financial Regulation budgetary principles. Sound financial management in particular requires effective and efficient internal control

² The Staff Engagement Index is based on seven factors combined in one overall figure: I have the information, material and resources to do my work well, My colleagues are committed to doing quality work, I have a clear understanding of what is expected from me at work, I have recently received recognition or praise for good work, I feel that my opinion is valued, My manager cares about me as a person, My line manager helps me to identify my training and development needs.

Internal Control is a process designed to provide reasonable assurance of achieving objectives. The internal control process will be implemented as corporately defined by BUDG, SG and OLAF in particular for what the antifraud strategy is concerned. Following the Commission's Communication n. 2373 of 19/04/2017 on the revision of the Internal Control Framework and Internal Control Framework Implementation Guide (Ares(2017)3293999) of 30/06/2017, DG JUST has started adopting the new internal control principles and characteristics. As first step in this procedure, DG JUST is defining, within this Management Plan, the new internal control monitoring criteria as the basis of the assessment of the Internal Control System.

For what **the legality and regularity** of transactions is concerned, it is ensured through the controls throughout the operational and financial management of commitments and payments.

Sound financial management is measured mainly through indicators defined in the Financial Regulation and reported in the Annual Activity Report such as time-to-inform, time-to-grant and time-to-pay. Already compliant in the previous years (i.e. within the deadlines specified in the Financial Regulation), close monitoring will be ensured in 2018 to keep the same level of performance.

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

Main outputs in 2018:

Output	Indicator	Target
Legality and regularity of the underlying transactions in the DG	Error rate – direct management: grants	Error rate below 2%
	Error rate – direct management: procurement	Error rate below 2%
	Error rate – indirect management	Error rate below 2%
Ex-post audits of directly management grants	N° of representative audits on directly management grants	30

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

Main outputs in 2018:

Output	Indicator	Target
Correctness of financial transactions following Ex-ante controls	Number of exceptions	< 1% of total financial transactions

Efficiency in the transaction processing	Time to inform (art.128.2 a FR) Time to grant (art.128.2 b FR) Time to pay (art.92 FR)	Respect FR deadlines
Implementation of the new Internal Control Framework (ICF)	List of new IC monitoring indicators in place	Monitoring

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

Main outputs in 2018:

Output	Indicator	Target
Implementation of the anti-fraud strategy	% of implementation of actions planned for 2018 in the anti-fraud strategy	100%
Training sessions on anti-fraud	Number of participants from the DG in training sessions on anti-fraud	40

C. Better Regulation

The main planned outputs linked to the Better Regulation objective in the Strategic Plan are listed in Part 1 under the relevant specific objective in the tables. They are presented in the tables under headings "All new initiatives and REFIT initiatives from the Commission Work Programme" and "other important items". Studies and evaluations are also listed in the Evaluation Plan.

D. Information management aspects

DG JUST complies with the document management policies of the Commission. In particular DG JUST introduced BASIS for briefing management, streamlining all internal briefing-related work. In 2017 DG JUST revised filing plans of Ares in order to reflect the new structure of DG JUST following the re-organisation. Finally, DG JUST introduced paperless workflows as of April 2017.

This is the first step in preparing an implementing a knowledge management strategy that will allow fast dissemination of important information and time and consistency gain through re-use of already created knowledge.

The number of DG JUST's ARES files open for consultation to the entire Commission has reached 10%. While opening up the closed/old files for consultation at Commission level might pose confidentiality problems, since it is difficult to reassess past sensitivities in

terms of content, all newly created files in DG JUST are by default open for consultation at Commission level (as of 2015).

Given the significant range of data and statistics that it uses for policy purposes, DG JUST was one of the four policy DGs sampled in the IAS audit of non-European statistics (i.e. statistics not produced by Eurostat). The conclusions of this audit and its recommendations will be implemented as of 2018.

Objective: Information and knowledge in your DG is shared and reusable by other DGs. Important documents are registered, filed and retrievable.

Main outputs in 2018:

Output	Indicator	Target
Better use of electronic workflows, to reduce errors caused by the double circulation and to reduce paper storage in eligible cases.	Number of registered documents with a fully approved e-signatory (no paper circulation in parallel)	90% of registered documents approved in full electronic mode (without paper signatories circulation)

E. External communication activities

In 2017, the perception of the EU was changing for the better and optimism for the future of the EU improved (source: Eurobarometer 87/2017).

To reinforce this trend and to underline its achievements, the Commission will carry out corporate communication campaigns (such as 'EU empowers' and 'EU protects') in 2018.

This will be accompanied with the awareness raising activities managed by the line DGs including DG JUST.

In 2018, DG JUST will both: 1/ contribute to the corporate campaigns of DG COMM; 2/ and in its own activities will focus on communicating topics directly linked to President Juncker's priorities.

On Digital Single Market, and following the Commission Work Programme 2018 & President's Letter of Intent, DG JUST will offer - to citizens, business and administration - practical and tailored information in the run up to the entry into force of the data protection reform.

On Internal Market, there will be a dedicated consumer rights campaign covering multiple topics, linked also to a New Deal for Consumers initiative and pooling resources from different units of Directorate for Consumers. The messages presented within this campaign will be relevant for today's consumers and promote tangible benefits for them, e.g. rights when buying package travel online. DG JUST will also continue promoting the Online Dispute Resolution platform, especially among e-traders to increase their engagement on the platform. DG JUST will organise targeted national campaigns in a limited number of countries giving people practical advice on their energy rights and potential savings.

On Justice and Fundamental Rights, DG JUST will continue the awareness-raising campaign for fighting violence against women and, like last year, it will support local campaigns from national authorities as well as civil society. There will also be a dedicated campaign on LGBTI rights building on previous activities in this area.

On top of these actions, DG JUST will continue to modernise its communication tools as it was the case in 2017 e.g. with an increased use of visuals on social media.

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

Main outputs in 2018:

Output	Indicator	Target
Awareness raising on justice topics on social media	Number of followers on Twitter @EU_Justice	A growth rate of 20% by December 2018
Awareness raising on consumer topics on social media	Number of followers on Twitter @EU_Consumer	A growth rate of 10% by December 2018
Awareness raising campaign on consumer rights	Deduplicated sum of audiences reached by integrated campaign tools	70 000 000
Awareness raising action on data protection reform	Number of visits to the web guidance	150 000 visitors
Awareness raising campaign for LGBTI equality	Number of EC Representations supported by DG JUST to actively promote LGBTI equality, for instance during IDAHOT and/or national Prides.	10
Awareness raising campaign fighting violence against women	Number of associated institutional actions (DGs, UN etc.)	20
Colloquium on Fundamental Rights	Number of participants	200

Annual communication spending:

Baseline (2017)	Estimated commitments (2018)
2000000	6000000

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

In 2018 improved efficiency will be ensured through a new financial circuit for procurement actions which involves policy units in the launch of the procurement actions.

After a pilot phase, Horizon 2020 IT system will be used systematically to select and award the grants under the DG JUST financial programmes REC, Justice and Consumer programme.