



EUROPEAN COMMISSION

Employment, Social Affairs and Inclusion DG

Europe 2020: Employment policies

New Skills for New Jobs, Adaptation to Change, CSR, EGF

BUDGET HEADING 04.04.01.03

Restructuring, well-being at work and financial participation

CALL FOR PROPOSALS

2011

VP/2011/008

Given the likelihood of a large number of requests for information, you are asked not to contact us by telephone.

Questions should be sent by e-mail only to: empl-04-04-01-03@ec.europa.eu

To ensure a more rapid response, it would be helpful if applicants sent their queries in English, French or German.

The English version of the call is the original.

TABLE OF CONTENTS

1	GENERAL CONTEXT OF THIS CALL FOR PROPOSALS.....	3
2	WHAT ARE THE AIMS OF THE CALL?	4
3	PRIORITY OBJECTIVES AND TYPES OF ACTION.....	4
3.1	Improvement of expertise in restructuring	4
3.2	Better understanding of health and well-being at work during change.....	7
3.3	Promoting the financial participation of workers.....	7
4	EXAMINATION OF GRANT APPLICATIONS	8
4.1	Submission and implementation dates	8
4.2	Co-financing rates for the sub-programmes	8
4.3	Eligibility criteria	9
4.4	Selection criteria.....	13
4.5	Award criteria.....	14
5	PRACTICAL PROCEDURES.....	15
5.1	Where can the application form be obtained?	15
5.2	Where does the application need to be sent?.....	15
5.3	What next? Accepted and rejected applications	16
6	PROGRESS – ADDITIONAL CONDITIONS FOR CALLS FOR PROPOSALS 2011	16
6.1	Guide on how the activities shall be carried out	16
	ANNEX I FINANCIAL GUIDELINES FOR APPLICANTS.....	20
	ANNEX II MODEL SPECIFICATIONS FOR SUBCONTRACTING RELATING TO EXTERNAL EXPERTISE	35

BUDGET HEADING 04.04.01.03

Restructuring, well-being at work and financial participation

1 GENERAL CONTEXT OF THIS CALL FOR PROPOSALS

PROGRESS¹ is the EU employment and social solidarity programme, set up to provide financial support for the attainment of the European Union's objectives in employment, social affairs and equal opportunities as set out in the Social Agenda² as well as to the objectives of the Europe 2020 Strategy. This new strategy, which has a strong social dimension, aims at turning the EU into a smart, sustainable and inclusive economy delivering high levels of employment, productivity and social cohesion. The European Union needs coherent and complementary contributions from different policy strands, methods and instruments, including the PROGRESS programme, to support the Member States in delivering on the Europe 2020's goals.

The PROGRESS mission is to strengthen the EU's contribution in support of Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To this effect, PROGRESS is instrumental in:

- Providing analysis and policy advice on PROGRESS policy areas;
- Monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;
- Promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- Relaying the views of the stakeholders and society at large.

More specifically, PROGRESS supports:

- The implementation of the European Employment Strategy (section 1);
- The implementation of the open method of coordination in the field of social protection and inclusion (section 2);
- The improvement of the working environment and conditions including health and safety at work and reconciling work and family life (section 3);
- The effective implementation of the principle of non-discrimination and promotion of its mainstreaming in all EU policies (section 4);

¹ Decision No 1672/2006/EC of the European Parliament and of the Council of 24 October 2006 establishing a Community Programme for Employment and Social Solidarity — Progress, JO L 315 of 15.11.2006

² Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Renewed social agenda: Opportunities, access and solidarity in 21st century Europe COM/2008/0412 final of 02.07.2008.

- The effective implementation of the principle of gender equality and promotion of its mainstreaming in all EU policies (section 5).

The call for proposals is issued in the context of the implementation of the 2011 annual work plan which can be consulted at

<http://ec.europa.eu/social/main.jsp?catId=658&langId=en>

2 WHAT ARE THE AIMS OF THE CALL?

The PROGRESS programme on working conditions aims to develop and support a positive and proactive approach to change through the promotion of exchanges of information, particularly concerning the social and economic consequences.

This call is intended to cover grants to promote the development and dissemination of better expertise and capabilities among the actors concerned in the areas of anticipating, preparing for and providing a socially acceptable response when restructuring occurs, as emphasised in the Commission Communication on Restructuring and Employment – anticipating and accompanying restructuring in order to develop employment: the role of the European Union (COM (2005) 120 final).

The PROGRESS programme related to working conditions is also intended to support the promotion of exchanges of information concerning health and well-being at work during restructuring processes – an area which is also covered by this call.

This call also covers measures to promote employees' financial participation within the meaning of the Commission Communication on a framework for the promotion of employees' financial participation (COM(2002) 364 final).

In view of these objectives, three sub-programmes have been defined:

I	Improvement of expertise in restructuring
II	Better understanding of health and well-being at work during change
III	Promoting the financial participation of workers.

This call for proposals has a budget of € 2 330 000 for 2011.

3 PRIORITY OBJECTIVES AND TYPES OF ACTION

3.1 Improvement of expertise in restructuring

The priority objectives of projects in this area are the following:

a) to promote exchanges of information and experience and to develop the capabilities of the parties taking an active part in restructuring and to promote the development of good practices in Europe, such as, for example, guidelines for action to be taken in the event of restructuring;

b) to encourage activities in the context of partnerships either within companies or externally

(between social partner organisations at all levels or with external entities such as public authorities or any other stakeholder in the restructuring process) and measures to promote or facilitate the creation of such partnerships;

c) to develop at national level tools to anticipate the future skills needs of various sectors in order to make workers more employable and offer companies a better match between their needs and the training offered to workers and students.

d) to support the creation of an EU framework on anticipation and management of change and restructuring.

Only the following activities can be co-financed:

1) meetings and other activities to support or promote the creation of partnerships for the anticipation, preparation or responsible management of restructuring and to activate existing partnerships;

2) the organisation of round-tables, exchanges of experiences and networks of actors and/or experts, notably in the area of identifying needs and skills at sectoral level;

3) studies and other initiatives to reinforce the collection and exploitation of information on the national systems in force and on good practices in order to anticipate, prepare for and accompany restructuring and on trends at European level;

4) conferences or seminars on restructuring and initiatives to raise awareness of innovative and effective practices in this area.

Priority will be granted to projects:

- to support or promote the creation of partnerships for the anticipation, preparation or responsible management of restructuring and to activate existing partnerships;
- promoted by the European social partner organisations or having them as their active partners;
- promoted jointly by employers' and workers' representatives (at enterprise, sector and national/regional level), or associating them and other stakeholders in restructuring processes and in the anticipation of needs and skills (public authorities, innovation centres, training centres, development agencies).
- To support the setup or running of European Sector Councils on Employment and Skills jointly promoted by employers' and workers' representatives.

Specific framework for proposals related to the setup of European Sector Councils on employment and Skills:

As part of the process to setup a European Sector Council on employment and skills, stakeholders wishing to proceed with the creation of such sector council, should first perform an analysis of the feasibility to create such body at the European level. This first step should eventually lead to a second step, the de facto creation of a European sector council.

A/ Projects to be submitted in relation to this first exploratory step should contain the following types of actions:

a) To identify and map for the European Union national and or regional level sectoral

bodies (observatories, research institutes, sector councils, training funds, etc.) which produce labour market information at sectoral level on skills anticipation and mismatches.

b) To identify networks, representative organisations of education and training providers of the sector concerned.

c) To initiate contacts and organise meetings with those councils and education/training representatives identified, to present them the concept of European sector councils and assess their interest in the initiative and their willingness to participate in a European sector council.

d) To define and assess the type of information to be exchanged by national and regional sector councils as well as the potential contribution of representatives of education and training providers.

e) On the basis of a mapping and assessment, to make a pre-selection of those sector councils and education and training representatives who could participate in a EU sector council.

f) To identify other types of potential actions to be developed by the EU sector council such as information dissemination to different targets (SMEs, Ministries...).

g) to prepare a report, on the basis of a mapping and meetings with potential participants, which assess the feasibility of setting-up an EU sector council and which sketches its form should the decision by the stakeholders to create an EU sector council be positive. The report should also include the substantiated decision from the sectors' representatives (in particular the European social partners) to go ahead or not with a European sector council on employment and skills.

B/ Projects to be submitted in relation to the functioning of a European Sector Council on Employment and Skills should contain the following types of actions:

a) Organise meetings of the sector council, an annual conference, and eventually awareness-raising actions to disseminate the outputs of the sectors' councils work as well as promotional events.

b) Produce synthetic reports on the specific activities of the European sector council, in particular:

- A report providing the synthesis of information exchanged covering the evolution of the supply, employment and skills needs including foresight and forecast analyses for the sector.
- A report synthesizing the good practices bringing the worlds of education and work closer and reducing the persistent skills mismatch at sectoral level, as well as on the mechanisms existing at national or regional level to between anticipation bodies and education and training providers.
- A report describing innovative tools, national and/or regional strategies, local initiatives, methods put in place by members of the council for peer learning purposes.
- A report regrouping the recommendations of the European sector council on the basis of discussions and information exchanged.

c) Eventually studies and analyses to be undertaken by the EU sector council on issues related to the anticipation of skills, the reduction of the skills mismatch and on the mechanisms of transmission from anticipation bodies to education and training institutions and programmes.

Remark: only sectors which have conducted and finalised a first feasibility and mapping project can submit a project for the running of a sector council. The activities to be co-financed should be exclusively related to the functioning of the European Sector Councils on Employment and Skills.

3.2 Better understanding of health and well-being at work during change

The objectives of this sub-programme are as follows:

a) to promote activities by or with enterprises, including through CSR, the social partner organisations and the authorities in order to implement programmes to prevent and treat the health problems of workers faced with restructuring;

b) to raise awareness of stress factors and resistance to change during restructuring;

c) to encourage activities to prevent the negative impact of change in terms of health and psycho-social risks;

d) to produce recommendations and a guide of good practice to avoid or reduce the harmful consequences of restructuring on human health and identify preventive measures, including through company-based CSR.

Only the following activities can be co-financed:

1) creation of expert networks in psychosociology and health at work with a specific focus on the preparation and accompanying measures for workers and managers experiencing changes in the event of restructuring;

2) programmes intended to prevent or treat the negative impact of restructuring on workers' health;

3) the organisation of seminars, conferences and round-tables, including disseminating their results through publications and on the Internet.

Priority will be granted to projects:

- promoted jointly by employers' and workers' representatives (at enterprise, sector and national/regional level), or associating them and other stakeholders in restructuring processes (public authorities, innovation centres, training centres, development agencies);
- counting the relevant European organisation among their active partners, for projects presented by national or regional social partner organisations.

3.3 Promoting the financial participation of workers

The aim of this sub-programme is to exchange information and good practices to promote the financial participation of workers, including with regard to corporate

governance and CSR aspects.

Only the following activities can be co-financed:

- 1) meetings, seminars and conferences;
- 2) training activities.

Priority will be granted to projects:

- promoted jointly by the European social partners;
- promoted jointly by employers' and workers' representatives;
- promoted in collaboration with other stakeholders (e.g. training bodies, socially-responsible investors).

4 EXAMINATION OF GRANT APPLICATIONS

4.1 Submission and implementation dates

Only applications for actions starting in 2011 will be considered. In view of the time needed to examine applications, actions may not start before the dates given below. Applicants should note that if their project is approved they will not necessarily receive the grant agreement prior to the action starting dates indicated and should, therefore, take this into account in planning the timing of their project.

Any expenditure incurred before written confirmation that the application has been accepted is at the applicant's risk.

The **deadlines** for the submission of applications are as follows:

- **14 June 2011** for activities commencing no earlier than **26 September 2011**
- **06 September 2011 for activities** commencing no earlier than **12 December 2011** and no later than **31 December 2011**

In general the maximum duration of an action is 12 months.

The Commission may adjust the duration of the activity proposed in the application.

Applications will be examined by an Evaluation Committee. Proposals which indicate an earlier starting date than the ones indicated above will not be considered by the Evaluation Committee.

Applications will be examined and selected taking account of the provisions of Decision 1672/2006 establishing the PROGRESS programme and the criteria laid down in this document (see below).

4.2 Co-financing rates for the sub-programmes

This budget heading is for supporting projects where applicants contribute a share of at least 20% of the total cost of the activity. Contributions in kind will not be taken into

account. Any application for a grant of more than 80% will be automatically rejected.

4.3 Eligibility criteria

Eligibility of applicants

To be eligible, applicants must:

- be properly constituted and registered legal persons in one of the countries participating in PROGRESS³. In application of Article 114 of the Financial Regulation, social partner organisations without legal personality are also eligible provided that their representatives have the capacity to undertake legal obligations on their behalf and assume financial liability.
- fall within one of the following categories:

SOCIAL PARTNERS	<p>EUROPEAN SOCIAL PARTNER ORGANISATIONS CURRENTLY CONSULTED IN ACCORDANCE WITH Article 154 TFEU (ex Art. 138 TEC).</p> <p>FOR AN UP-TO-DATE LIST OF THESE ORGANISATIONS, PLEASE REFER TO HTTP://EC.EUROPA.EU/SOCIAL/MAIN.JSP?CATID=522&LANGID=EN</p> <p>NATIONAL OR REGIONAL ORGANISATIONS AFFILIATED TO SUCH ORGANISATIONS AS LONG AS THE PROJECT IS PART OF A EUROPEAN APPROACH AND WILL BE DEVELOPED IN COOPERATION WITH PARTNERS FROM OTHER COUNTRIES (EU+EFTA/EEA) AND THEIR CORRESPONDING EUROPEAN ORGANISATION.</p>
PUBLIC AUTHORITIES	NATIONAL AND REGIONAL AUTHORITIES, INCLUDING RELATED PUBLIC-LAW BODIES AND AGENCIES.
RESEARCH CENTRES AND INSTITUTES AND UNIVERSITIES	RESEARCH DEPARTMENTS OF UNIVERSITIES AND RECOGNISED CENTRES OF EXCELLENCE IN SOCIOECONOMIC RESEARCH, OCCUPATIONAL PSYCHOLOGY, HUMAN SCIENCES AND VOCATIONAL TRAINING.
INTERNATIONAL ORGANISATIONS (ILO, WHO OR OTHERS)	THE UN AGENCIES, PARTICULARLY THEIR DEPARTMENTS RELATED TO LABOUR OR TO HEALTH AT WORK IF THEIR PARTICIPATION BRINGS ADDED VALUE TO THE TRANSNATIONAL PROJECTS.

³ EU Member States, EFTA/EEA countries (Norway, Iceland, Liechtenstein), EU candidate countries (Croatia, F.Y.R. of Macedonia, Turkey), as well as Western Balkan countries participating in the stabilization and association process providing that the memorandum of understanding for participating in PROGRESS is ratified (Serbia).

ORGANISATIONS OF CIVIL SOCIETY AND NON-PROFIT-MAKING ORGANISATIONS	ORGANISATIONS OR NON-PROFIT-MAKING ASSOCIATIONS INDEPENDENT OF PUBLIC AUTHORITIES ACTIVE IN THE FIELD OF RESTRUCTURING, REPRESENTING PROFESSIONAL INTERESTS, HEALTH AT WORK, PREVENTION OF RISKS AND FINANCIAL PARTICIPATION (MAY ALSO SUBMIT AN APPLICATION AS LONG AS THEY OPERATE AT EUROPEAN LEVEL).
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- not be in one of the situations referred to in Articles 93(1), 94 and 96(2)(a) of the Financial Regulation⁴.

Eligibility of activities

To be eligible, activities must:

- comply with the rules on the start and end dates for the activities, as set out in section 4.1;
- be in line with the activities described in point 3.;
- be linked to at least one objective of this call;
- have a transnational dimension, i.e. be promoted by a European (or international) organisation or involve partners from various PROGRESS-participating countries;
- comply with the maximum Union's co-financing percentage of 80%;
- be run entirely in PROGRESS-participating countries;
- comply with the rules on subcontracting set out in the financial guidelines for applicants (Annex I).

Eligibility of applications

To be eligible, applications must:

- be submitted electronically via SWIM (see annex I, point 13) and be sent (paper version) by the deadlines indicated in section 4.1;
- be complete and include **all the documents indicated in the following table:**

1	<p>OFFICIAL COVERING LETTER OF APPLICATION</p> <p>THIS MUST BE WRITTEN ON THE OFFICIAL LETTERHEAD PAPER OF THE APPLICANT ORGANISATION QUOTING THE REFERENCE OF THE CALL FOR PROPOSALS, AND</p>
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⁴ The situations referred to include bankruptcy, compulsory winding-up, being under court administration, in an arrangement with creditors or any other similar proceedings; convictions of professional misconduct; non-fulfilment of social security or tax payment obligations; convictions of fraud, corruption, involvement in a criminal organisation or any other illegal activity; declared in serious breach of contract in relation to activities funded by the Community budget; subject to conflict of interest; guilty of misrepresentation in supplying the required information.

	BEARING THE ORIGINAL SIGNATURE OF THE APPLICANT'S LEGAL REPRESENTATIVE.
2	<p>PRINT-OUT OF THE DULY COMPLETED APPLICATION FORM SUBMITTED ON-LINE(HTTPS://WEBGATE.EC.EUROPA.EU/SWIM/EXTERNAL/DISPLAYWELCOME.DO?LANG=EN), DATED AND BEARING THE ORIGINAL SIGNATURE OF THE LEGAL REPRESENTATIVE.</p> <p>N.B. APPLICATION FORMS MUST BE SUBMITTED ELECTRONICALLY. THEIR RESPECTIVE DETAILED AND SIGNED PRINT-OUTS MUST BE SUBMITTED AS SET OUT IN POINT 5.2 BELOW.</p> <p>THE ON-LINE FORM MUST FIRST BE SUBMITTED ELECTRONICALLY BEFORE PRINTING. AFTER THE ELECTRONIC SUBMISSION NO FURTHER CHANGES TO THE APPLICATION ARE POSSIBLE.</p>
3	<p>A SIGNED DECLARATION ON HONOUR (SEE ANNEXES TO THE ON-LINE FORM).</p> <p>THIS MUST BE WRITTEN ON THE OFFICIAL LETTERHEAD PAPER OF THE APPLICANT ORGANISATION AND BEAR THE ORIGINAL SIGNATURE OF THE LEGAL REPRESENTATIVE, CERTIFYING THAT THE APPLICANT IS NOT IN ONE OF THE SITUATIONS LISTED IN ARTICLES 93(1), 94 AND 96(2)(A) OF THE FINANCIAL REGULATION AND HAS THE OPERATIONAL AND FINANCIAL CAPACITY TO SUCCESSFULLY COMPLETE THE PROPOSED ACTION.</p>
4	<p>"FINANCIAL IDENTIFICATION" FORM, OF THE APPLICANT ORGANISATION DULY COMPLETED WITH THE ORIGINAL SIGNATURE OF THE ACCOUNT HOLDER. THIS FORM SHOULD ALSO BEAR THE ORIGINAL SIGNATURE AND STAMP OF THE BANK OR IF NOT A COPY OF RECENT BANK STATEMENT.</p> <p>THIS FORM CAN BE FOUND AT:</p> <p>HTTP://EC.EUROPA.EU/BUDGET/CONTRACTS GRANTS/INFO CONTRACTS/FINANCIAL_ID/FINANCIAL_ID_EN.CFM</p>
5	<p>THE "LEGAL ENTITIES" FORM, OF THE APPLICANT ORGANISATION, DULY COMPLETED AND BEARING THE ORIGINAL SIGNATURE OF THE LEGAL REPRESENTATIVE. THIS FORM CAN BE FOUND AT:</p> <p>HTTP://EC.EUROPA.EU/BUDGET/CONTRACTS GRANTS/INFO CONTRACTS/LEGAL ENTITIES/LEGAL_ENTITIES_EN.CFM</p> <p>APPLICANTS MUST ALSO PROVIDE:</p> <ul style="list-style-type: none"> • A COPY OF THE CERTIFICATE OF OFFICIAL REGISTRATION OR OTHER DOCUMENT PROVING THE CREATION OF THE ENTITY (WHERE SUCH A DOCUMENT EXISTS); • A COPY OF THEIR ARTICLES OF ASSOCIATION/STATUTES OR EQUIVALENT SHOWING THAT THE ORGANISATION IS ELIGIBLE; • A COPY OF A DOCUMENT SHOWING THE IDENTIFICATION NUMBER FOR TAX PURPOSES OR THE VAT NUMBER, IF SUCH A DOCUMENT IS AVAILABLE. <p>FOR SOCIAL PARTNER ORGANISATIONS WITH NO LEGAL PERSONALITY, A LETTER FROM THEIR REPRESENTATIVE STATING HIS/HER CAPACITY TO ASSUME LEGAL OBLIGATIONS ON THEIR BEHALF.</p>

6	<p>THE DETAILED WORK PROGRAMME AND DETAILED BUDGET FOR THE PROJECT SIGNED BY THE LEGAL REPRESENTATIVE. THESE ARE SEPARATE, ADDITIONAL DOCUMENTS IN THE ONLINE APPLICATION FORM; THE DESCRIPTION OF THE PROJECT IN THE ONLINE APPLICATION FORM IS NOT IN ITSELF SUFFICIENT.</p> <p>THE DETAILED WORK PROGRAMME MUST PROVIDE A DETAILED DESCRIPTION OF THE PROJECT AND A TIMETABLE FOR THE ACTIVITIES. THE NAMES OF ALL MEMBERS OF STAFF INVOLVED IN THE PROJECT, THEIR POSITIONS AND EMPLOYMENT STATUS MUST BE INCLUDED. THE DETAILED WORK PROGRAMME MUST BE SUBMITTED IN ENGLISH, FRENCH OR GERMAN.</p> <p>THE DETAILED BUDGET MUST PROVIDE A DETAILED BREAKDOWN FOR EACH LINE IN EACH CHAPTER, RESPECTING THE FORMAT AND NUMBERING OF THE "PROJECT BUDGET ESTIMATE" FORM AND PROVIDING ALL OTHER RELEVANT INFORMATION CONCERNING THE BUDGET FOR THE PROJECT, INCLUDING ANY SUBCONTRACTING PLANS. THE DETAILED WORK PROGRAMME AND DETAILED BUDGET MUST BE SUBMITTED IN ENGLISH, FRENCH OR GERMAN.</p> <p><u>N.B.:</u> THE WORK PROGRAMME IN WORD FORMAT AND DETAILED BUDGET MUST ALSO BE SUBMITTED ELECTRONICALLY USING THE ONLINE APPLICATION FORM. THE ELECTRONIC VERSION MUST BE IDENTICAL TO THE PAPER VERSION OF THE DOCUMENTS IN QUESTION.</p>
7	<p>LETTERS OF COMMITMENT:</p> <p>IF ACTIVE PARTNERS ARE INVOLVED IN PROJECT MANAGEMENT, FOR EXAMPLE PROVIDING TECHNICAL SUPPORT AND/OR FINANCING, A LETTER OF COMMITMENT SHOULD BE PROVIDED FROM EACH OF THE PARTNERS WITH THE NAME, ADDRESS AND PERSON RESPONSIBLE, EXPLAINING THE NATURE OF THEIR INVOLVEMENT, THE TASKS TO BE CARRIED OUT AND SPECIFYING THE CASH AMOUNTS OF ANY FUNDING PROVIDED. THE LETTERS SIGNED BY PARTNERS NEED TO INCLUDE THEIR AGREEMENT AUTHORISING THE COMMISSION TO PUBLISH THEIR DATA (SEE 6.4).</p> <p>THE PROJECT WILL NOT BE CONSIDERED UNLESS ALL SUCH LETTERS OF COMMITMENT ARE ENCLOSED.</p> <p>THE WORK AND THE TASKS PERFORMED BY THE PROJECT PARTNERS (IN ACCORDANCE WITH THE DESCRIPTION IN THE LETTERS OF COMMITMENT ARE NOT SUBJECT TO THE RULES GOVERNING SUBCONTRACTING SET OUT IN ANNEX I. HOWEVER, IT IS NOT PERMISSIBLE TO CHOOSE NORMAL COMMERCIAL SUPPLIERS OF GOODS AND SERVICES AS PROJECT PARTNERS IN ORDER TO CIRCUMVENT THESE RULES. BY WAY OF EXAMPLE, AND WITHOUT LIMITING THE EXCLUSIONS TO THE EXAMPLES LISTED, THE COMMISSION DOES NOT FIND IT APPROPRIATE TO INCLUDE AS PROJECT PARTNERS INDEPENDENT CONSULTANTS, CONFERENCE ORGANISERS, ETC.</p>
8	<p>DRAFT SPECIFICATIONS IN THE EVENT OF SUBCONTRACTING FOR EXTERNAL EXPERTS:</p> <p>IN CASE OF SUBCONTRACTING WHERE THE VALUE OF THE EXTERNAL CONTRACTS EXCEEDS EUR 5.000, REASONS AND TASKS TO BE SUBCONTRACTED, AND INFORMATION ABOUT THE SELECTION PROCEDURE OF THE SUBCONTRACTOR MUST BE INCLUDED IN ANNEX "CONTRACTS FOR IMPLEMENTING THE ACTION" OF THE SWIM</p>

	<p>ONLINE APPLICATION FORM.</p> <p>APPLICANTS WISHING TO RECRUIT THE SERVICES OF EXTERNAL EXPERTS FOR AN AMOUNT ABOVE EUR 60.000 MUST PROVIDE A COPY OF THE DRAFT TENDER SPECIFICATIONS. IT DOES NOT APPLY TO PUBLIC AUTHORITIES WHICH ARE ALREADY GOVERNED BY A SYSTEM OF PROCUREMENT RULES. TO ASSIST APPLICANTS, A MODEL OF TENDER SPECIFICATIONS IS INCLUDED IN ANNEX II OF THIS CALL. IMPORTANT ADDITIONAL INFORMATION CONCERNING THE AWARD OF CONTRACTS CAN BE FOUND IN ANNEX I OF THIS CALL.</p>
9	<p>THE MOST RECENT BALANCE SHEET OF THE APPLICANT'S ORGANISATION DEMONSTRATING THE FINANCIAL CAPACITY OF THE APPLICANT. THE COMMISSION RESERVES THE RIGHT TO REQUEST BALANCE SHEETS FROM PREVIOUS YEARS, IF NECESSARY.</p>
10	<p>FOR GRANT APPLICATIONS OVER € 500 000, AN EXTERNAL AUDIT REPORT PRODUCED BY AN APPROVED AUDITOR, CERTIFYING THE ACCOUNTS FOR THE LAST YEAR AVAILABLE (OPTIONAL FOR PUBLIC BODIES).</p>
11	<p>A CURRICULUM VITAE OF THE PROPOSED PROJECT MANAGER/COORDINATOR AND THE PERSONS WHO WILL PERFORM THE MAIN TASKS INDICATING CLEARLY THE CURRENT EMPLOYER WITH WHOM THERE EXISTS EITHER A PERMANENT OR TEMPORARY CONTRACT OF EMPLOYMENT.</p>
12	<p>A LIST OF THE APPLICANTS' ORGANISATION MAIN PROJECTS CARRIED OUT, IF ANY, IN THE LAST THREE YEARS RELATING TO THE SUBJECT OF THE CALL.</p>

Original documents drafted in any other of the EU official languages shall be accompanied by a translation (simple, not certified) into English, French or German language.

Proposals which do not comply with the above criteria are not eligible and will be rejected.

4.4 Selection criteria

The applicant must have the financial and operational capacity to complete the activity for which funding is requested. Only organisations with the necessary financial and operational capacity may be awarded a grant.

– Financial capacity to carry out the action: the applicant must have access to solid and adequate funding to maintain its activities for the period of the action and to help finance it as necessary (the verification of financial capacity does not apply to public bodies).

– Operational capacity to complete the proposed action: the applicant must have the operational resources (technical, management) and the professional skills and qualifications needed to successfully complete the proposed action, as well as the ability to implement it. The applicant must have a strong track record of competence and experience in the field and in particular in the type of action proposed.

Financial capacity will be demonstrated by:

- a declaration from the legal representative certifying that the applicant has the financial capacity to successfully complete the proposed action (see declaration on honour);
- The most recent balance sheet of the applicant's organisation⁵.

Applicants must provide evidence of their **operational** (technical, management) capacity by producing:

- a list of the main projects carried out, if any, in the last three years relating to the subject of the call;
- the curriculum vitae of the proposed project manager/coordinator and the persons who will perform the main tasks;
- the declaration of honour mentioned above.

4.5 Award criteria

The grants will be awarded on the basis of a comparative evaluation of all the proposals meeting the above-mentioned eligibility and selection criteria with respect to the following award criteria, the respective importance of each one being expressed as a percentage:

- i) the extent to which the proposal meets the objectives and priorities of this call (30%);
- ii) the extent to which the operation has a genuine transnational dimension. Priority will be given to activities involving partner organisations from a greater number of PROGRESS-participating countries (10%);
- iii) the quality of partnerships, including the degree of involvement and commitment at the application stage of the social partners/stakeholders in the action, the range of eligible countries and variety of actors. (10%);
- iv) the added value and innovativeness of the activity (10%);
- v) the lasting impact and/or multiplier effect of the activity ⁶ (10%);
- vi) the arrangements to publicise the action and disseminate the results(10%);
- vii) the financial quality of the proposal including its likely cost-effectiveness (10%);
- (viii) the overall quality, clarity and completeness of the proposal and budget explanation (10%).

The Commission reserves the right to reject proposals from organisations which have failed to

⁵ To give an example, one possible way to analyse the financial capacity of the applicant is to calculate a ratio between the total assets in the balance sheet and the budget of the project (i.e. the ratio between the "total assets" in the balance sheet divided by total project budget should be higher than 0.70).

⁶ The multiplier effect refers to how the project and its results will promote change in other fields, e.g. geographical, sectoral, thematic, etc.

comply with their contractual obligations in relation to earlier agreements.

The Evaluation Committee also reserves the right when assessing projects to take into account the effectiveness and added value of previous projects undertaken by the applicant with Commission funding.

5 PRACTICAL PROCEDURES

5.1 Where can the application form be obtained?

The compulsory online application form as well as the other forms can be found at the following Internet address:

[HTTP://EC.EUROPA.EU/SOCIAL/MAIN.JSP?CATID=630&LANGID=EN](http://ec.europa.eu/social/main.jsp?catId=630&langId=en)

5.2 Where does the application need to be sent?

Please send your covering letter of application, together with all the other documents listed in the table under section 4.3 "**Eligibility of applications**" above as signed originals, as well as **two copies of each of these documents by the deadline indicated above**, to the following address:

*Call for proposals – VP/2011/008
BUDGET HEADING 04.04.01.03
European Commission – DG EMPL/C.2
Archives – Courier J-27 0/115
B – 1049 Brussels
Belgium*

Please send your application by registered mail or express courier service only and keep proof of the date of sending (the date of the post office stamp or express courier receipt will be considered as proof of the date of sending). Any applications sent by other means (for example fax) or to other addresses will be rejected.

Hand-delivered applications must be received by the European Commission by 16.00h on the last day for submission. The address for hand deliveries of documents for the European Commission is: **Avenue du Bourget 1, B-1140 Evere, Belgium**⁷. Proof of delivery is a signed receipt from the Commission's Archives Service stamped with the date of the last day for submission or earlier.

Regarding the presentation of the application file, it is recommended to:

⁷ http://ec.europa.eu/contact/mailling_en.htm

- follow the order of documents as listed in the table under **section 4.3 "Eligibility of applications"**;
- print the documents double-sided, where possible.

The application must comprise at least two copies along with the original.

If an applicant submits more than one proposal, each one must be submitted separately.

ALL ENQUIRIES MUST BE MADE BY E-MAIL ONLY TO:

empl-04-04-01-03@ec.europa.eu

- PLEASE DO NOT TELEPHONE -

5.3 What next? Accepted and rejected applications

Applications will be examined by an Evaluation Committee.

The European Commission will notify applicants when the evaluation procedure will be finished. Requests concerning the progress of dossiers sent prior to the end of the evaluation procedure will not be answered.

Rejected applications

Applicants of rejected applications will receive a letter with reasons of refusal.

Selected applications

Successful applicants will receive two original copies of the grant agreement for acceptance and signature. Both these copies must be sent back to the Commission, which will then return one of them once it has been signed by both parties.

The financial guidelines for applicants (annex I) explains in greater detail other important considerations concerning agreements governing the award of grants.

6 PROGRESS – ADDITIONAL CONDITIONS FOR CALLS FOR PROPOSALS 2011

6.1 Guide on how the activities shall be carried out

a) Requirements concerning equal opportunities

The PROGRESS Programme aims to promote gender mainstreaming in all its five policy sections and supported activities. Consequently, the Beneficiary shall take the necessary steps to ensure that:

- Gender equality issues are taken into account when relevant for the drafting of the proposal by paying attention to the situation and needs of women and men;
- Implementation of proposed activities includes a perspective informed by a systematic consideration of the gender dimension;
- Performance monitoring includes the collection and gathering of data disaggregated by sex when needed;

- Its proposed team and/or staff respects the gender balance at all levels.

Equally, needs of disabled people shall be duly acknowledged and met while implementing the proposed activities. This will ensure in particular that where the Beneficiary organises training sessions and conferences, issues publications or develops dedicated websites, people with disabilities will have equal access to the facilities or the services provided.

Finally, the Contracting Authority encourages the Beneficiary to promote equal employment opportunities for all its staff and team. This entails that the Beneficiary is encouraged to foster an appropriate mix of people, whatever their ethnic origin, religion, age, and ability.

The Beneficiary will be required to detail in its final activity report the steps and achievements made towards meeting these contractual requirements.

b) Publicity and information requirements

In accordance with the General conditions, all beneficiaries are under the obligation to acknowledge that the present activity has received funding from the Union in all documents and media produced, in particular final delivered outputs, related reports, brochures, press releases, videos, software, etc, including at conferences or seminars. In the context of the European Union Programme for Employment and Social Solidarity – PROGRESS, the following formulation shall be used:

This (publication, conference, training session etc) is supported by the European Union Programme for Employment and Social Solidarity - PROGRESS (2007-2013).

This programme is implemented by the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment, social affairs and equal opportunities area, and thereby contribute to the achievement of the Europe 2020 Strategy goals in these fields.

The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA-EEA and EU candidate and pre-candidate countries.

For more information see: <http://ec.europa.eu/progress>

For publications it is also necessary to include the following reference: "The information contained in this publication does not necessarily reflect the position or opinion of the European Commission".

With regard to publication and any communication plan linked to the present activity, the Beneficiary will insert the European Union logo and mention the European Commission as the Contracting Authority in every publication or related material developed under the present grant agreement.

c) Reporting requirements

PROGRESS is implemented through a results-based management (RBM). The Strategic Framework, developed in collaboration with the Member States, social partners and civil society organisations, sets out the intervention logic for PROGRESS-related expenditure

and defines PROGRESS' mandate and its long-term and immediate outcomes. It is supplemented by performance measures which serve to determine the extent to which PROGRESS has delivered the expected results. See in Annex the overview of PROGRESS performance measurement framework. For more information on the strategic framework, please visit PROGRESS website <http://ec.europa.eu/social/main.jsp?catId=659&langId=en> .

The Commission regularly monitors the effect of PROGRESS-supported initiatives and considers how they contribute to PROGRESS outcomes as defined in the Strategic Framework. In this context, the Beneficiary will be asked to dedicatedly work in close cooperation with the Commission and/or persons authorised by it to define the expected contribution and the set of performance measures which this contribution will be assessed against. As a direct contribution to the PROGRESS Annual Performance Monitoring Report, the Beneficiary will be asked to submit a short quantitative questionnaire on the outputs produced over the course of a given calendar year. At the end of the action, the Beneficiary will also be asked to report on its own performance to the Commission and/or persons authorised by it against a template which will be annexed to the grant agreement.

d) Information on partners in PROGRESS funded projects (when applicable):

In order to increase the visibility of transnational partnerships established under PROGRESS and to facilitate networking between organisations involved in actions covered by PROGRESS grants, the Commission intends to publish the name and address of partners in PROGRESS-funded projects together with the name and address of the beneficiary, the reference of the call for proposals and the title and description of the project. To that purpose, the Beneficiary will be asked to seek the partners' agreement to authorise the Commission to publish this data. This written agreement should be included in the letters of commitment sent to the Commission with the application form.

e) Communication and dissemination plan

Adequate communication and dissemination of results is essential in ensuring the EU added value of the action and its sustainability after the funding has ended. Information-giving and awareness raising are key activities to ensure that other interested parties benefit from the project and can create new opportunities to extend it or develop new partnerships. The proposals must therefore include a detailed plan for communication and dissemination of the projects' results. In particular, such a plan must include information on dissemination activities and targeted audiences.

At final report stage, the Beneficiary will be required to provide details about how and to whom the results, best practices and findings have been disseminated and how interested parties have been involved in the project.

OVERVIEW OF PROGRESS PERFORMANCE MEASUREMENT

PROGRESS Ultimate Outcome

Member States implement laws, policies and practices in a manner that contributes to the desired outcomes of the Social Agenda

PROGRESS works toward its ultimate outcome by helping strengthen the EU's support for Member States' efforts to create more and better jobs and to build a more cohesive society. PROGRESS seeks to contribute to (i) an **effective legal regime** in the EU in relation to the Social Agenda; (ii) **shared understanding** across the EU with regard to Social Agenda objectives; and (iii) **strong partnerships** working toward Social Agenda objectives.

In operational terms, support provided by PROGRESS facilitates (i) provision of analysis and policy advice; (ii) monitoring and reporting on the implementation of EU legislation and policies; (iii) policy transfer, learning and support among Member States; and (iv) relaying to decision-makers the views of the stakeholders and society at large.

Legal Regime

Outcome:

Compliance in Member States with EU law related to PROGRESS areas.

Performance Indicators

1. Transposition rate of EU law on matters related to PROGRESS policy areas
2. Effectiveness of application in Member States of EU law on matters related to PROGRESS policy areas.
3. EU policies and legislation are grounded in thorough analysis of situation and responsive to conditions, needs and expectations in Member States in PROGRESS areas
4. Extent to which PROGRESS-supported policy advice feeds into the development and implementation of EU legislation and policies
5. Cross-cutting issues are addressed in PROGRESS policy sections
6. EU policies and legislation display a common underlying logic of intervention in relation to PROGRESS issues
7. Gender mainstreaming is systematically promoted in PROGRESS

Shared Understanding

Outcome:

Shared understanding and ownership among policy/decision-makers and stakeholders in Member States, and the Commission, of objectives related to PROGRESS policy areas.

Performance Indicators

1. Attitudes of decision-makers, key stakeholders and general public regarding EU objectives in PROGRESS policy areas
2. Extent to which national policy discourses or priorities reflect EU objectives
3. Extent to which principles of good governance (including minimum standards on consultation) are respected in policy debate
4. Extent to which the outcomes of policy debates feed into the development of EU law and policy.
5. Greater awareness of policy-and decision-makers, social partners, NGOs, networks regarding their rights/obligations in relation to PROGRESS policy areas
6. Greater awareness of policy-and decision-makers, social partners, NGOs, networks regarding EU objectives and policies in relation to PROGRESS policy areas

Strong Partnerships

Outcome:

Effective partnerships with national and pan-European stakeholders in support of outcomes related to PROGRESS policy areas.

Performance Indicators

1. Existence of common ground/consensus among policy and decision-makers and stakeholders on EU objectives and policies
2. Identification and involvement by the EU of key actors in a position to exert influence or change at EU and national levels
3. Effectiveness of partnerships in relation to outcomes related to PROGRESS policy areas.
4. Number of individuals served or reached by networks supported by PROGRESS.
5. Extent to which advocacy skills of PROGRESS-supported networks have improved
6. Satisfaction of EU and national authorities with the contribution of networks
7. Extent to which PROGRESS-supported networks take a cross-cutting approach

ANNEX I

FINANCIAL GUIDELINES FOR APPLICANTS

CONTENTS

1	GENERAL PRINCIPLES.....	22
2	RULES RELATED TO THE GRANT REQUESTED.....	22
3	THE ESTIMATED BUDGET OF THE ACTION	23
3.1	The budget must be detailed and balanced.....	23
3.2	Expenditure	23
3.2.1	General criteria for eligibility of costs	23
3.2.2	Eligible direct costs	24
3.2.3	Eligible indirect costs - Overheads.....	28
3.2.4	Non-eligible costs.....	28
3.3	Income.....	29
4	HOW THE GRANT WILL BE CALCULATED	29
5	AGREEMENT GOVERNING THE GRANT	30
6	PAYMENT PROCEDURES.....	30
7	GUARANTEE	30
8	BANK ACCOUNT AND INTEREST GENERATED BY PRE-FINANCING PAYMENTS	31
9	SUBMISSION OF REPORTS AND OTHER DOCUMENTS	31
10	PUBLICITY	31
11	EVALUATION.....	32
12	CHECKS AND AUDITS.....	32
12.1	Audit report in support of grant applications.....	32
12.2	Audit report in support of requests for payment	32
13	PROCEDURE: ELECTRONIC MEANS OF SUBMISSION - SWIM.....	33
13.1	Introduction of grant applications	33
13.2	Requests for payments and budgetary modifications.....	33
14	DATA PROTECTION	33
15	EARLY WARNING SYSTEM AND CENTRAL EXCLUSION DATABASE.....	34

The purpose of this document is to enable applicants to prepare their grant applications.

Please be sure to read these guidelines carefully before replying to the current call for proposals.

MAIN FINANCIAL AND MANAGEMENT RULES

Disclaimer: this document provides the applicants with a quick summary of the main legal and financial rules contained in the Financial Regulation (FR) applicable to the general budget of the European Communities⁸ and its Implementing Rules (IR)⁹. The information given is not exhaustive and beneficiaries are therefore asked to carefully read the agreement sent to them, as it will constitute the legal basis for the grant.

1 GENERAL PRINCIPLES

Grants are subject to the principles laid down in the Financial Regulation, in particular the principles of co-financing, prohibition of double financing and non-profit.

Co-financing principle

European Union grants may not finance the entire cost of the action to be subsidised. The applicant must contribute to the implementation of the action either by way of own resources or by financial contribution from third parties (in the form of public or private assistance obtained elsewhere).¹⁰

No double financing rule

Each action may give rise to the award of only one grant, there can be no duplicate European Union funding of the same expenditure. The applicant must indicate the sources and amounts of any other funding received or applied for in the same financial year for the same action or for any other action and for routine activities (running costs).¹¹

Non-profit rule

The EU grant may not have the purpose or effect of producing a profit for the beneficiary. Profit is defined as a surplus of total actual receipts over the total actual costs of the action. Any income of the action must be indicated in the estimated budget and the final financial statement. The amount of the grant will be reduced by the amount of any surplus.¹²

2 RULES RELATED TO THE GRANT REQUESTED

- The rules on co-financing rates can be found in the text of the call for proposals.
- The grant does not cover ineligible costs (see below for definition).
- Contributions in kind (i.e. contributions for which no financial flow can be traced in the written accounts like unpaid charity work by a private individual or corporate body, etc.) cannot be accepted.
- Signed letters of commitment from the applicant organisation and/or other sources must be provided stating the precise amount of each financial (cash) contribution to the budget. If other institutions or organisations (partners) are involved in carrying out the project, the letter of commitment/partnership, form each of the partners, should also provide the name, address and person responsible and explain the nature of their involvement.
- An external audit report of the previous accounts of the applicant organisation produced by an approved external auditor must be provided for grant applications where the cost to be financed

⁸ Council Regulation (EC, Euratom), n° 1605/2002 of 25.06.2002 (OJ L 248, 16.09.2002), as amended by Regulation n° 1995/2006 (OJ L 390, 30.12.2006) (<http://eur-lex.europa.eu/LexUriServ/site/en/consleg/2002/R/02002R1605-20070101-en.pdf>)

⁹ Commission Regulation (EC, Euratom) n° 2342/2002 of 23.12.2002, (OJ L 357, 31.12.2002) and subsequent amendments: Commission Regulation (EC, Euratom) n° 1261/2005 of 20.07.2005 (OJ L 201, 02.08.2005), Commission Regulation (EC, Euratom) n° 1248 of 07.08.2006 (OJ L 227, 07.08.2006) and Commission Regulation n° 478/2007 (OJ L 111, 28.04.2007) (<http://eur-lex.europa.eu/LexUriServ/site/en/consleg/2002/R/02002R2342-20070501-en.pdf>)

¹⁰ Art. 113 FR and 172 IR

¹¹ Art. 111 FR and 173(5) IR

¹² Art. 109(2) FR and 165(1) IR

exceeds EUR 500.000. No audit report is required from public bodies or international organisations.¹³ The report must certify the accounts for the last financial year available.

- The partial or total withholding by the applicant of any information that may have an impact on the Commission's final decision concerning the application will entail the automatic disqualification of the application or, if discovered at a later stage, will entitle the Commission to impose financial and administrative penalties¹⁴.

3 THE ESTIMATED BUDGET OF THE ACTION

3.1 The budget must be detailed and balanced

Grant applications must include a detailed estimated budget presented in Euro (see application form). Applicants established in countries outside the Euro zone must use the conversion rates published in the Official Journal of the European Union (OJ) (<http://ec.europa.eu/budget/inforeuro/index.cfm?Language=en>). Applicants should be aware that they fully carry the exchange rate risk.

The budget estimate must be properly balanced: the two totals (income and expenditure) must be the same, since the available income (including the grant requested from the Commission) will have to finance the planned expenditure¹⁵. Please make sure that all the items related to the implementation of the action are included and not just those for which financing is being sought.

3.2 Expenditure

Expenditure must include the estimated costs exclusively for the implementation of the action.

3.2.1 General criteria for eligibility of costs

In order to be eligible for EU funding, costs actually incurred must meet the following criteria¹⁶:

- (a) be incurred during the duration of the action, with the exception of costs relating to final reports and audit certificates;
- (b) be indicated in the estimated overall budget of the action attached to the grant agreement;
- (c) be necessary for the implementation of the action which is the subject of the grant;
- (d) be identifiable and verifiable, in particular being recorded in the accounting records of the beneficiary and determined according to the applicable accounting standards of the country where the beneficiary is established and according to the usual cost-accounting practices of the beneficiary;
- (e) comply with the requirements of applicable tax and social legislation;
- (f) be reasonable, justified and comply with the requirements of sound financial management, in particular regarding economy and efficiency.

The successful applicant must take care to avoid any unnecessary or unnecessarily high expenditure.

The beneficiary's internal accounting and auditing procedures must permit a direct reconciliation of the costs and revenue declared in respect of the action with the corresponding accounting statements and supporting documents.

Documentation justifying costs must be kept by the beneficiary for **five years** following final payment by the Commission.

Expenditure eligible for financing may not have been incurred before the grant application was lodged.

¹³ Art. 173(4) IR

¹⁴ Art. 175 IR

¹⁵ Art. 173(3) IR

¹⁶ Art. 172a IR

Please note that the call might precise a specific reference date for the eligibility of costs.

Extra costs associated with the participation of people with disabilities are also eligible. These costs may be required to cover the use, for example, of special means of transport, personal assistants or sign language interpreters.

3.2.2 Eligible direct costs

The eligible direct costs for the action are those costs which, provided that they satisfy the criteria of eligibility set out above, are identifiable as specific costs directly linked to the performance of the action and which can therefore be booked to it directly.

In particular, the following direct costs may be considered eligible:

Staff costs

The costs of staff (permanent or temporary staff employed by the beneficiary or the partners) assigned to the implementation of the action, comprising actual salaries plus social security charges and other statutory costs included in the remuneration, are eligible. The salary costs should not exceed the average rates corresponding to the beneficiary's usual policy on remuneration. In addition, they should not be higher than the generally accepted market rates for the same kind of task.

The costs of personnel of national administrations may be considered as eligible to the extent that they relate to the cost of activities which are additional and which the relevant public authority would not carry out if the project concerned were not undertaken.

Please fill in the form reserved for these costs in the budget estimate (see application form) by indicating the persons to be remunerated (full-time/part-time), the number of days of work to be performed and the daily rate calculated on the basis of an average of 225 workable days per year. The determination of the workable days should be made respecting the standard working time either under national laws, collective agreements or under the organisations' normal accounting practice. An example for determining the total workable days per year could be as follows (provided what is established in the appropriate legislation):

Days/year	365 days
Less 52 weekends	104 days
Less annual holidays	25 days
<u>Less statutory holidays</u>	<u>11 days</u>

Total workable days = 225 days

Daily rate =
$$\frac{\text{Gross actual salaries plus social security charges} + \text{statutory costs}}{\text{Total workable days}}$$

Should your proposal be financed by the Commission, only the real costs (i.e. actual salaries) will be considered as eligible costs.

The actual time spent on the action must be recorded on a regular basis using timesheets or an equivalent time registration system established and certified by the employer. Timesheets must be dated and signed by the individual concerned and validated by the employer. It is recommended to adopt a single timesheet encompassing the overall time worked by each staff member (not just the time worked by the employee on the particular EU supported action).

Timesheets should not be sent to the Commission, except if specifically requested. For instance, when submitting the request for final payment, the beneficiary might be requested to provide pay slips and timesheets justifying the actual staff costs declared, as well as the basis for the calculation of daily rates and workable days.

Only persons who are directly employed by the promoter and/or the partners and who receive a salary are considered staff. All other persons, i.e. persons who receive a fee and/or submit an invoice for their services are considered external experts and are subject to the rules governing the award of contracts (see subcontracting below). The cost of any work to be performed by external experts must not be included in staff costs but under services.

Travel, accommodation and subsistence allowances

Travel costs must not exceed the most reasonable rates available on the market. Accommodation and subsistence costs related to the participants in the action are eligible provided that they are in line with the beneficiary's usual practices on travel costs and do not exceed the scales approved periodically by the Commission which are set out in the table below.

Journeys must be carried out by the most direct and economic route. Economy class fares will be used as the benchmark for analysing air travel costs. Air travel is acceptable only for distances above 400 km, i.e. return flight above 800 km. For other modes of transport, the benchmark is the first-class rail fare. Car journeys: equivalent of corresponding first-class train ticket.

The *Daily subsistence allowances (DSA)* are paid in addition to costs for accommodation as a flat-rate amount and are considered to cover breakfast and two main meals, local transport, the cost of telecommunications and all other sundries. Daily subsistence allowances are to be calculated as follows according to the length of the mission:

- stays less or equal to 6 hours: reimbursement of actual costs (on production of supporting documents);
- more than 6 hours up to 12 hours inclusive: 0.5 DSA;
- more than 12 hours up to 24 hours inclusive: 1 DSA;
- more than 24 hours up to 36 hours inclusive: 1.5 DSA;
- more than 36 hours up to 48 hours inclusive: 2 DSA;
- more than 48 hours up to 60 hours inclusive: 2.5 DSA, etc.

The maximum amounts (in Euro per calendar day) accepted for each country are set out in the table below, and applicants are advised to adhere to these rates in their budget estimates¹⁷. Please note that this is a general list; please check the call for proposals to find out the eligible countries for your specific call.

¹⁷ The daily allowance rates are subject to periodic review by the Commission.

<i>Destinations</i>		<i>DSA in EUR</i>	<i>Maximum hotel price in EUR</i>	<i>Destinations</i>		<i>DSA in EUR</i>	<i>Maximum hotel price in EUR</i>
AT	Austria	95,00	130,00	LU	Luxembourg	92,00	145,00
BE	Belgium	92,00	140,00	LV	Latvia	66,00	145,00
BG	Bulgaria	58,00	169,00	MK	F.Y.R. of Macedonia	50,00	160,00
CY	Cyprus	93,00	145,00	MT	Malta	90,00	115,00
CZ	Czech Republic	75,00	155,00	NL	The Netherlands	93,00	170,00
DE	Germany	93,00	115,00	PL	Poland	72,00	145,00
DK	Denmark	120,00	150,00	PT	Portugal	84,00	120,00
EE	Estonia	71,00	110,00	RO	Romania	52,00	170,00
EL	Greece	82,00	140,00	SE	Sweden	97,00	160,00
ES	Spain	87,00	125,00	SI	Slovenia	70,00	110,00
FI	Finland	104,00	140,00	SK	Slovakia	80,00	125,00
FR	France	95,00	150,00	TR	Turkey	55,00	165,00
HR	Croatia	60,00	120,00	UK	United Kingdom	101,00	175,00
HU	Hungary	72,00	150,00	IS	Iceland	85,00	160,00
IE	Ireland	104,00	150,00	LI	Liechtenstein	80,00	95,00
IT	Italy	95,00	135,00	NO	Norway	80,00	140,00
LT	Lithuania	68,00	115,00	CH	Switzerland	80,00	140,00
				RS	Serbia	80,00	140,00

Please note that the Commission and the other European Institutions cover the travel and subsistence costs of their own officials when they participate in an event organised by the beneficiary and these should therefore not be included in the budget estimate.

Catering

The total amount calculated according to the above mentioned rules regarding Daily subsistence allowances shall constitute a maximum. If catering services are provided by the organisers, the DSAs directly paid to participants must be reduced accordingly. In such cases, the daily allowance would be reduced by 30% for each meal provided, and by 15% for breakfast.

Costs of services

Information dissemination and publications costs can be taken into account provided that they are directly related to the action. Please give, for each publication and/or other materials, a description, an estimate of the number of pages and copies planned the frequency and language of publication, an indication of the production costs per copy as well as an estimate of the distribution costs where appropriate.

Translation costs must include the following details: the number of languages, the number of pages to be translated and the rate applied per page. These rates may not exceed the most reasonable market rates.

Interpretation: the different components must be specified. In particular, the number of languages, the number of interpreters, the number of days and the daily rates must be specified. The accepted daily fee of an interpreter may not exceed EUR 700 (including VAT). Interpreters should be hired locally. For their travel and subsistence expenses to be covered by the grant, it must be impossible to hire them locally and it must be explained why this is so.

Evaluation: if the action proposed requires some form of evaluation, monitoring and evaluation methods must be developed, as well as tools to assess, on an on-going basis, the progress of the action in relation to the objectives defined at the beginning and the results. The cost of such work will be regarded as eligible expenditure.

Subcontracting and provision of services

This heading can cover the costs of subcontracting or provision of services by an external party in connection with the implementation of the action (consultancy fees, production of documents, studies, external evaluation etc.).

Work and tasks carried out by the project partners (as described in the letters of commitment) are not subject to these rules of subcontracting. However, it is not permissible to include normal commercial suppliers of goods and services as project partners in order to avoid these rules. By way of example, the Commission does not find it appropriate to include as project partners independent consultants, conference organisers, and so on.

Applicants should have the operational capacity to complete the action to be supported. However, if the staff does not have the skills required, when justified and necessary, parts of the project may be subcontracted to another person or organisation. In this case, the beneficiary shall ensure that¹⁸ the relevant terms applicable to itself under the agreement are also applicable to the subcontractors.

It must be clearly specified which tasks will be subcontracted and why this subcontracting is necessary, in the annex foreseen for this purpose in the electronic application form ("Contracts for implementing the action").

In principle, only contracts that exceed the threshold of € 5 000 should be included in this annex. The general rules on subcontracting should however be observed.

Main rules related to subcontracting activities

When concluding external contracts in order to implement the action, the beneficiary must seek competitive tenders from potential contractors and award the contract in writing to the bid offering **the best value for money, i.e. the best price-quality ratio**. In doing so, the beneficiary shall observe the principles of transparency and equal treatment of potential contractors and shall take care to avoid any conflict of interests¹⁹.

¹⁸ The terms related to liability, conflict of interests, confidentiality, publicity, evaluation, assignment and checks and audits

¹⁹ Art. 120FR, 184 IR

Sub-contracts by a "public" beneficiary/partner must be awarded in accordance with the applicable national rules on public tendering and in conformity with EU Directives on public tendering **procedures**.

Where the value of the procurement contract awarded exceeds EUR 60 000, the beneficiary shall, in addition to the above general rules, abide by the following rule: beneficiaries must, if requested, be able to prove (including proof of posting) that they have sought bids from at least five different tenderers.

Contracts as referred above may be awarded only in the following cases:

- a) They may only cover the execution of a limited part of the action;
- b) Recourse to the award of contracts must be justified in relation to the nature of the tasks necessary for the implementation of the action;
- c) The tasks to be subcontracted and the corresponding estimated costs must be set out in detail in the budget estimate;
- d) Any recourse to the award of contracts while the action is underway shall be subject to prior written authorisation by the Commission;
- e) The beneficiary shall retain sole responsibility for the implementation of the action and for compliance with the provisions of the agreement. The beneficiary must undertake the necessary arrangements to ensure that the subcontractor waives all rights in respect of the Commission under the agreement;
- f) The beneficiary must undertake to ensure that the terms, mentioned above, applicable to itself under the agreement are also applicable to the subcontractor.

Administration costs

Depreciation for purchase of equipment²⁰: the purchase cost of equipment (new or second-hand) is eligible provided that it is written off in accordance with the tax and accounting rules applicable to the beneficiary and generally accepted for items of the same kind. Only the portion of the equipment's depreciation corresponding to the period of eligibility for EU funding covered by the grant agreement and the rate of actual use for the purposes of the action may be taken into account by the Commission. A justification for the need of purchasing such equipment is to be annexed to the budget estimate.

Other eligible administrative costs are: rental of meeting rooms (coffee breaks included), rental of interpretation booths, communication costs (other than overheads), charges for financial services, costs relating to a bank guarantee and to external audits, etc. Indicative amounts for rental of booths, excluding technical equipment: EUR 750 (excluding VAT) per booth per day; rental of booths with equipment and technical assistance: EUR 1200 (excluding VAT) per booth per day.

3.2.3 Eligible indirect costs - Overheads

Indirect costs are general administrative costs – overhead costs incurred in connection with the eligible direct costs of the action. They are limited to a maximum flat-rate of 7% of the total eligible direct costs for the action. These can include maintenance, stationery, photocopying, mailing postage, telephone and fax costs, heating, electricity or other forms of energy, water, office furniture, insurance and any other expenditure necessary for the successful completion of the project. Postage costs are considered as overhead costs and cannot be accepted under the headings "publications" or "administration".

If the accepted budget includes a provision for flat-rate funding in respect of indirect costs, such costs do not need to be supported by accounting documents.

Indirect costs are not eligible for an action where the beneficiary already receives an operating grant from the EU budget during the period in question.

3.2.4 Non-eligible costs

The following expenses are ineligible and therefore not accepted:

- contributions in kind: these are contributions that are not invoiced, such as voluntary work, equipment or premises made available free of charge;
- return on capital;
- debt and debt service charges;
- doubtful debts;
- provisions for losses or potential future liabilities;

²⁰ Art. 172 IR

- interest owed;
- exchange losses;
- VAT, unless the beneficiary can show that he/she is unable to recover it according to the applicable national legislation. VAT paid by public bodies is not an eligible cost.
It should be noted that VAT paid by a public body²¹ to operators who are subject to VAT (when purchasing goods or supplying services within the framework of the implementation of the co-financed action) is not eligible. The VAT thus collected by operators liable for tax will in fact be returned to accounts of the Member State of the public body. Considering this VAT as an eligible cost would lead to double financing (by the EU and by the fiscal revenue).
- excessive or reckless expenditure;
- costs declared by the beneficiary and covered by another action or work programme receiving a EU grant.

3.3 Income

Total income must be identical to total expenditure. The income side of the budget must show:

The beneficiary's contribution in cash: the direct monetary contribution from the applicant's own resources and/or the contribution from any other fund providers. This means an effective expenditure, i.e. a financial flow that can be traced in the written accounts. Placing a civil servant remunerated by a public administration, or an employee of a company or organisation, at the disposal of the project is treated as a cash contribution since this gives rise to an expense that can be identified in the accounts of these administrations or organisations.

By way of another example, if a meeting room is made available paying the cost of rental, then this is treated as a cash contribution, which can be included in the direct eligible costs of the project and on the income side.

- The revenue generated by the action: any income expected to be generated by the implementation of the action should be detailed (such as the yield from sales of publications or conference registration fees).
- The EU grant: the grant requested from the Commission.

4 HOW THE GRANT WILL BE CALCULATED

If the proposal is selected for a grant, the Commission will calculate the EU contribution as a percentage of the total eligible costs as shown in the estimated budget for the implementation of the action.

The Commission reserves the right to reduce the grant requested if the proposal is acceptable but considered too expensive, and to reduce individual unit costs if these are estimated to be too high.

Determination of the final amount of the grant

The EU final grant is calculated on the basis of the **actual** eligible expenditure by applying the "double ceiling" rule and verifying compliance with the non-profit rule.

- Application of the "double ceiling" rule limiting the grant both to the percentage of the eligible costs and to the maximum amount mentioned in the grant agreement

The EU final grant is calculated by applying the percentage for the co-financing of the eligible costs laid down in the grant agreement to the total of the actual eligible costs. This amount must not exceed the maximum amount for the EU grant laid down in the grant agreement.

As a result, if the actual expenditure turns out to be lower than the expenditure you budgeted, the actual grant will also be reduced in application of the percentage contribution which will remain the same. If the actual expenditure turns out to be higher than the expenditure budgeted, the EU grant will not be increased. It is therefore in the applicant's interest to submit a realistic estimate of expenses.

- Verification of compliance with the non-profit rule

²¹ In accordance to Council Directive 2006/112/EC of 28/11/06, states, regional and local government authorities and other bodies governed by public law shall not in theory be regarded as taxable persons in respect of the activities or transactions in which they engage as public authorities.

The grant may not have the purpose or effect of producing a profit for the beneficiary²².
On the basis of the above rule if the total income of the action is higher than the total costs, the final grant amount will be reduced accordingly so that it will not produce a profit.

A mere forecast of expenditure does not give entitlement to a grant. This is why the exact amount of the final grant cannot be calculated until the Commission has received the final activity report and the final statement of expenditure. The expenditure that is committed to the implementation of the action must be justified by invoices or equivalent supporting documents, in order to be accepted as actual expenditure. It must also relate to actual rather than inputted costs.

5 AGREEMENT GOVERNING THE GRANT

Should the Commission award a grant, a grant agreement setting out the conditions and maximum level of funding will be concluded with the beneficiary.

Successful applicants will receive two original copies of the grant agreement for acceptance and signature. Both of these copies must be sent back to the Commission, which will then return one of them once it has been signed by both parties.

If international organisations are selected under this specific call, they will receive an agreement based on the "EU Contribution agreement with an International Organisation".

6 PAYMENT PROCEDURES

The payment procedures will be laid down in the grant agreement.

Generally, payment of the grant will be made in three instalments (two pre-financing payments and a final payment under the following conditions:

- A pre-financing payment of 30% at the signature of the grant agreement.
- A second pre-financing payment of 40% of the total amount awarded upon receipt and approval by the Commission of a progress report on implementation of the action and detailed statement of the costs already incurred, showing that at least 70% of the previous pre-financing payment has been used up. Where the consumption of the previous pre-financing is less than 70%, the amount of the new-pre-financing payment shall be reduced by the unused amounts of the previous pre-financing payment²³.
- The balance will be paid upon acceptance by the Commission of the final technical implementation report and final financial statement.

7 GUARANTEE²⁴

The Commission may require the beneficiary to provide a guarantee in advance, in order to limit the financial risk linked to the payment of the pre-financing.

This guarantee shall be denominated in euro and shall be valid for a period sufficiently long to allow it to be activated. The guarantee shall be provided by an approved bank or financial institution established in one of the Member States.

The guarantee shall be released as the pre-financing is gradually cleared against interim payment(s) or payment of the balance to the beneficiary in accordance with the conditions laid down in the grant agreement or, in the absence of such clearing, three months after a recovery is notified to the beneficiary by which the Commission asks him to repay the pre-financing. The Commission undertakes to release the

²² Art. 109(2) FR

²³ Art. 180(1) IR

²⁴ Compulsory in the case of pre-financing representing over 80% of the total amount of the grant and exceeding EUR 60 000. However, this requirement may be waived for public-sector bodies and international organisations or for beneficiaries who have signed a framework partnership agreement with the Commission. (Art.118 FR and 182(1) IR)

guarantee within the following month..

In exceptional cases, the guarantee may be replaced by a joint and several guarantee by a third party or by the irrevocable and unconditional joint guarantee of the beneficiaries of an action who are parties to the same grant agreement.

8 BANK ACCOUNT AND INTEREST GENERATED BY PRE-FINANCING PAYMENTS²⁵

Payment shall be made to the beneficiary's bank account or sub-account denominated in Euro. The account or sub-account indicated by the beneficiary must make it possible to identify the funds transferred by the Commission and the interest yielded by the pre-financing payments.

If the funds paid into the account yield interest or equivalent benefits under the law of the State on whose territory the account is opened, such interest or benefits, if they have been generated by pre-financing payments which remain the property of the European Union, shall not be treated as a receipt for the action. The beneficiary shall, as specified in the grant agreement, inform the Commission of any interest or equivalent benefits yielded by pre-financing payments higher than EUR 50 000, it has received from the Commission. Notification must be made when the request is introduced for interim payment or for payment of the balance that clears the pre-financing.

Interests yielded by pre-financing payments between EUR 50 000 and EUR 750 000 will be directly deducted from payments. Interests generated by pre-financing payments higher than EUR 750 000 will be recovered through a recovery order.

Interests shall not be due to the EU on pre-financing paid to Member States, that is to say, not only the central structure of the State, but also, on the one hand, the regional or local authorities and, on the other hand, the public bodies acting on behalf, under the control or the responsibility of the Member State, or paid in the framework of joint management with international organisations.

All costs related to these requirements (such as the cost for opening and closing accounts) are eligible and may be submitted in the budget estimate.

9 SUBMISSION OF REPORTS AND OTHER DOCUMENTS

Within three months after the closing date of the action, the beneficiary must submit to the Commission the final report on the implementation of the action, along with a final financial statement of all actual expenditure and actual revenue. Both reports must be submitted on-line via SWIM as well as in paper version (see section 13). The final implementation report must be completed using the template announced in the call that will also be annexed to the grant agreement.

Should the final report be deemed to be inadequate or of low quality, the Commission reserves the right to request additional information within 60 days of reception of the final report, and, if necessary, to suspend the final payment until the requested information is provided.

In addition to these requirements, other documents that might be indicated in the text of the call for proposals must also be provided.

10 PUBLICITY

All grant beneficiaries are required to mention clearly the fact that they have received funding from the EU in any publication, in other materials, and during activities (conferences or seminars, etc.), for which the grant is used, using the following wording: **"With financial support from the European Union "**. The logo of the EU, given at the following web address: http://europa.eu/abc/symbols/emblem/index_en.htm should also be visible.

Any communication or publication by the beneficiary, in any form and medium, including the Internet, shall indicate that sole responsibility lies with the author and that the Commission is not responsible for any use that may be made of the information contained therein.

²⁵ Art. 5(a) FR, Art. 3, 4, 4(a) IR

In addition to these minimum requirements, references specified in the text of the call for proposals must also be indicated.

All grants awarded in the course of a financial year shall be published on the Internet site of the EU institutions during the first half of the year following the closure of the budget year in respect of which they were awarded.

By signing the grant agreement for an action, the beneficiary authorises the Commission to publish the following information in any form and medium, including via the Internet site of the EU²⁶:

- the beneficiary's name and the address
- the subject of the grant,
- the amount awarded and the rate of funding of the costs of the action.

Upon a duly substantiated request by the beneficiary, publication of this data can be waived if it threatens the safety of the beneficiary or harms his business interests.

Information on partners in PROGRESS funded projects (when applicable):

In order to increase the visibility of transnational partnerships established under PROGRESS and to facilitate networking between organisations involved in actions covered by PROGRESS grants, the Commission intends to publish the name and address of partners in PROGRESS-funded projects together with the name and address of the beneficiary, the reference of the call for proposals and the title and description of the project. To that purpose, the Beneficiary will be asked to seek the partners' agreement to authorise the Commission to publish this data. This written agreement should be included in the letters of commitment sent to the Commission with the application form.

11 EVALUATION

If the proposal should include a specific evaluation component for ongoing monitoring and final evaluation of the action, these costs can be taken into account as eligible in the budget estimate.

Successful proposals could be the subject of an ongoing and ex-post evaluation led by the Commission and/or by independent experts selected by the European Commission. Therefore, the beneficiaries of the grant undertake to make available to the Commission and/or persons authorised by it, all necessary documents or information as will allow the evaluation to be successfully completed and give these persons the rights of access required.

12 CHECKS AND AUDITS

An external audit report is required in the following cases:

12.1 Audit report in support of grant applications²⁷.

Organisations' proposals for an action for which the grant exceeds EUR 500 000, shall be accompanied by an external audit report produced by a certified auditor. That report shall certify the accounts for the last financial year available.

12.2 Audit report in support of requests for payment²⁸

An external audit report produced by an approved auditor or in case of public bodies, by a competent and independent public officer may be required by the authorising officer in respect of any interim or final payment request, depending on his assessment of the management risk.

It is compulsory in the case of a grant for an action over EUR 750 000, , when the cumulative amounts per financial year of requests for interim payments and for payment of the balance is at least EUR 325 000. The purpose of the audit report is to certify that the submitted accounts comply with the financial provisions of the agreement, that the costs declared by the beneficiary in the financial statements on which

²⁶ Art. 110(2) FR, 169(2) IR

²⁷ Art. 173(4) IR

²⁸ Art. 180(2) IR

the request for payment is based on real, accurately recorded and eligible according to the grant agreement and that all receipts have been declared.

The obligation to provide such a certification of the financial statements and underlying accounts may be waived in the cases of grant beneficiaries that are public bodies or international organisations. If an external audit of the action's accounts is not required, the beneficiary himself shall certify on his honour that information contained in requests for payments is full, reliable and true. He shall also certify that the costs incurred can be considered eligible in accordance with the grant agreement and that requests for payment are substantiated by adequate supporting documents that can be checked.

The beneficiary undertakes to provide any detailed information requested by the Commission or by another qualified outside body chosen by the Commission for the purposes of checking that the action and the provisions of the agreement are being properly implemented. The beneficiary must enable the Commission and/or the Court of Auditors to verify the organisation's accounting documents, if they deem this appropriate. To this end, documentation justifying items of expenditure must be retained by the applicant's organisation for five years following final payment by the Commission.

13 PROCEDURE: ELECTRONIC MEANS OF SUBMISSION - SWIM

The Internet Web application called "SWIM" (SAGA Web Input Module) allows applicants/beneficiaries to introduce, edit, validate, submit and print grant applications, as well as requests for payments and modifications on the budget estimate. SWIM can be accessed in the following web address²⁹: <https://webgate.ec.europa.eu/swim>

The final financial statement and the final implementation report will also be submitted via SWIM.

13.1 Introduction of grant applications

The grant application form has to be filled in electronically as follows: first, access the system at the address mentioned above and select the number of the call for proposals you wish to apply for in the box "New grant application", enter your e-mail address and then fill in your application. Once your application is completed, click on the "submission" button in order to finalise the submission procedure. Please note that after submitting your application form electronically no changes to the application are possible.

After electronic submission, the application form must also be printed out, signed by the legal representative of the organization submitting the proposal and sent by post to the responsible Unit, as specified in the text of the call for proposals.

Failure to respect this procedure will render the application ineligible.

13.2 Requests for payments and budgetary modifications

In addition to the documents specified in the grant agreement, financial documents required in support of requests for further pre-financing payments (if applicable) and for payment of the balance, as well as requests for modifications of the budget estimate to be made by addendum must also be submitted electronically using SWIM, as well as by post duly signed by the legal representative.

To be allowed to log on to SWIM and to access its grant file, the beneficiary will be asked to enter the same application reference number and password assigned by the system to the grant application when it was created.

13.3 Final reports

As mentioned in section 9, the final report on the implementation of the action and the final financial statement of the actual expenditure and actual revenue must be submitted on-line via SWIM as well as by post duly signed by the legal representative.

14 DATA PROTECTION

The grant application will be processed by computer. All personal data (such as names, addresses, CVs, etc.) will be processed in accordance with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal

²⁹ For more technical details on using SWIM, a user's manual is available on-line

data by the Community institutions and bodies and on the free movement of such data.³⁰ Replies to the questions in the application form are necessary in order to assess the grant application and they will be processed solely for that purpose by the department responsible for the EU grant programme concerned. On request, applicants may be sent personal data to correct or complete. For any question relating to these data, please contact the Commission department to which the form must be returned.

Beneficiaries may lodge a complaint against the processing of their personal data with the European Data Protection Supervisor at any time.

15 EARLY WARNING SYSTEM AND CENTRAL EXCLUSION DATABASE

Grant applicants and, if they are legal entities, persons who have powers of representation, decision-making or control over them, are informed that, should they be in one of the situations mentioned in:

- the Commission Decision of 16.12.2008 on the Early Warning System (EWS) for the use of authorising officers of the Commission and the executive agencies (OJ, L 344, 20.12.2008, p. 125), or

- the Commission Regulation of 17.12.2008 on the Central Exclusion Database – CED (OJ L 344, 20.12.2008, p. 12),

their personal details (name, given name if natural person, address, legal form and name and given name of the persons with powers of representation, decision-making or control, if legal person) may be registered in the EWS only or both in the EWS and CED, and communicated to the persons and entities listed in the above-mentioned Decision and Regulation, in relation to the award or the execution of a procurement contract or a grant agreement or decision.

³⁰ Official Journal L 8, 12.1.2001.

ANNEX II

MODEL FOR TENDER SPECIFICATIONS FOR SUBCONTRACTING EXTERNAL EXPERTISE

Tender Specifications –

1. **Background**
2. **Purpose of the Contract**
3. **Tasks to be performed by the Contractor**

Description of tasks

Guidance and indications on tasks execution and methodology

4. **Expertise required**
5. **Time schedule and reporting**
6. **Payments and standard contract**
7. **Price**
8. **Selection criteria**
9. **Award criteria**

(option 1)

The contract will be awarded to the tenderer whose offer represents the best value for money - taking into account the following criteria:

-
-
-

It should be noted that the contract will *not* be awarded to a tenderer who receives less than 70% on the Award Criteria.

(option 2)

The contract will be awarded to the tenderer whose offer represents the lowest price.

10. **Content and presentation of the bids**

Content of the bids

Presentation of the bids