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COMMUNITY ACTION PROGRAMME IN THE SPHERE OF EMPLOYMENT AND SOCIAL SOLIDARITY – PROGRESS

COMMITTEE FOR THE IMPLEMENTATION OF PROGRESS 2007-13

FUNDING PRIORITIES FOR 2010 ANNUAL PLAN OF WORK

INTRODUCTION

The 2010 Annual Plan of Work (hereinafter '2010 Work Plan') for the Community Programme for Employment and Social Solidarity – Progress (hereinafter 'Progress') sets out the proposed general priorities for 2010 that will guide Progress funding priorities as provided for in Article 12(1)(b) of the Decision establishing Progress¹ (hereinafter 'the Decision'). This 2010 Work Plan also links up with the strategic framework for the implementation of Progress.

The 2010 Work Plan prepares the ground for the implementation of the political commitments which will form the core of the future EU 2020 Strategy. It also paves the way for the implementation of the next Social Agenda, due to be adopted in 2010 and which is expected to set out the Commission's key strategic orientations and the EU 2020 roadmap in the employment and social fields.

Furthermore, the 2010 Work Plan reflects the evolving priorities for tackling the employment and social impact of the current economic crisis as set out in the Commission Communication 'A Shared Commitment for Employment' adopted on 3 June.

Lastly, the 2010 Work Plan takes on board the views expressed by stakeholders through a series of consultations of the relevant policy committees².

It covers the 27 Member States, the EFTA/EEA countries in accordance with the EEA Agreement, as well as Turkey, Croatia, the former Yugoslav Republic of Macedonia and Serbia in accordance with the relevant Memoranda of Understanding.

¹ See Annex 1 to Decision No°1672/2006/EC of 24 October 2006.

² Policy committees consulted were the Employment Committee, the Social Protection Committee, the Advisory Committee on Safety, Hygiene and Health Protection at Work, the General Directors on Industrial Relations, Non-discrimination Governmental Expert Group, High Level Group on Disability and High-Level Group on Gender Mainstreaming.

1. POLICY PRIORITIES IN THE EMPLOYMENT AND SOCIAL SOLIDARITY FIELDS

1.1. KEY STRATEGIC CHALLENGES

The EU 2020 Strategy is part of a wider approach to allow the EU to move from crisis-effect management to longer-term structural growth. There is broad agreement that it will need to tackle a number of major challenges facing the Union, such as:

- Coping with the aftermath and lasting effects of the economic crisis is likely to jeopardise the sustainable implementation of social policies. High public debt will impose serious constraints on growth, may endanger social cohesion and will exacerbate the labour-market situation, in particular for young people, women, older workers, and vulnerable groups;
- Skills shortages will remain a feature of the EU economy in the foreseeable future, along with continued demand for temporary and permanent migrants. The challenge of matching skills and jobs will be compounded by technological development, globalisation, the ageing of the population and the transformation to a low-carbon economy. But all these challenges also present opportunities that must be grasped. The EU needs to support smooth transitions between jobs (especially for people made redundant) in line with the flexicurity approach;
- The demographic challenges will become more acute in the coming decade. An ageing population and an increase in the number of people with disabilities will generate greater demand across the social sector, including for health services and residential care, income support, housing, transport and infrastructure. Ensuring that older people receive the support they need to live healthy, fulfilling, independent lives and maximising the contribution they can make to society as a whole will be important;
- Europe's future depends on its youth. Yet the life chances of many young people are blighted: they lack the opportunities and the access to education and training they need to realise their full potential. 19 million children and young people are at risk of poverty and 6 million drop out of secondary education each year. Action is required to break the vicious cycle of childhood deprivation, unhealthy lifestyles, academic under-achievement and social exclusion;
- The ethnic mix of the EU population will continue to change in the next 10 to 15 years. The percentage of migrants in the workforce is expected to grow thanks to their higher fertility rates and younger populations. There is scope for greater participation of large sections of the population in employment. Special attention should be paid to some groups, such as Roma, who face structural and systemic barriers that impede their full inclusion in society;
- Technological advances and globalisation are changing the structure and nature of work and workplaces. Ensuring a high standard of work quality and a healthy, safe working environment will require the continuous adaptation of the legal and policy framework. There will also be greater demand for more flexible working arrangements and adaptable workplace cultures.

1.2. THE EU'S CONTRIBUTION TO MEETING THESE CHALLENGES

The main responsibility for developing labour-market and social policies will continue to lie with the Member States while the diversity of situations between and within the Member

States may in some cases call for a more differentiated approach³. Yet, the shared values of openness, solidarity and opportunity backed up by various national and EU policies and institutions and by the extensive body of Community legislation bring real benefits and EU added value to Europeans.

These values should continue to underpin the Union's response to the crisis; the EU 2020 Strategy in the field of employment will need suitable instruments, resources and methods and a clear vision of the key challenges facing our societies if they are to help Europe and its people emerge from the recession stronger than before.

To meet these ongoing challenges and to be able to alleviate the social impact of the economic downturn, the EU needs a combination of responses that are coherent and complementary and that activate the policy levers available with a view to:

- Sustaining high levels of participation in employment, including for the most disadvantaged groups;
- Addressing changing skills requirements;
- Developing a safe, efficient, productive European labour market;
- Promoting social inclusion, combating poverty and modernising social protection systems;
- Combating discrimination and promoting equal opportunities for all;
- Promoting gender equality in all policies.

To that end, the Employment, Social Affairs and Equal Opportunities DG will support the Member States in delivering on the EU 2020 Strategy and Social Agenda goals by:

- Shaping the EU policy agenda in response to the most pressing EU challenges, concerns and expectations;
- Developing common EU legal standards;
- Supporting, monitoring and reporting on Member States' progress in achieving their EU objectives within the open method of coordination or in meeting their EU legal commitments;
- Rallying support and promoting the involvement of key EU and national stakeholders, by actively encouraging a culture of social dialogue and partnership.

2. PROGRESS'S GENERAL OPERATIONAL OBJECTIVES

To reflect the Commission's strong commitment to activating the policy levers in order to respond innovatively and flexibly to the challenges of globalisation, technological advances and demographic developments, the 2010 Work Plan will in particular comprise new activities designed to respond to emerging needs, such as the economic downturn, while continuing or following up actions launched in previous years. Such new activities mainly

³ Communication "A Shared Commitment for Employment", COM(2009) 257, p.12.

relate to the 'evidence-based EU policies and legislation' objective. These include studies and analyses to be carried out with the following aims:

- To provide evidence or data underpinning the Commission's internal decision-making process, in particular to counteract the social impact of the current economic crisis;
- To provide information on the implementation of Community legislation and policies at EU and national level;
- To offer a forward-looking perspective with a view to accompanying the implementation of the new EU 2020 Strategy.

These new activities also relate to the 'information-sharing and learning' outcome in such areas as social inclusion, anti-discrimination and gender equality and concern in particular support to national authorities or communication and networking, both on specific and on cross-cutting issues. The 2010 Work Plan pays special attention to cross-cutting work and linkages with other EU instruments, such as transnational cooperation and restructuring issues under the European Social Fund or social dialogue.

The activities that will continue include work by legal and/or policy experts supporting the implementation of Community legislation and the open method of coordination, support provided to national authorities and identification of good practice, as well as international cooperation, communication activities, and financial assistance to EU networks of non-governmental organisations.

2.1. DESIGNING EVIDENCE-BASED EU POLICIES AND LEGISLATION

The availability of reliable information and quality analysis is crucial to the relevance and effectiveness of EU policy development. Studies, analyses and statistics that meet real needs are therefore key components of the Progress 2010 Work Plan. The evidence gathered through such studies, analysis and statistics will be instrumental in giving form to policy development under the open method of coordination in the fields of employment (European Employment Strategy (EES)) and social protection and social inclusion (SPSI), as well in the other policy areas covered by Progress.

2010 funding priorities:

Progress will finance activities aimed in particular at delivering an ongoing series of high-quality, authoritative, comparative policy research and analysis studies relating to new such priorities as:

- The impact of the economic crisis, in particular, on employment, social inclusion and social protection policies;
- Recent labour-market trends and the development of employment policies and instruments against the background of the low-carbon economy, demographic and technological change, and globalisation;
- The social impact of migration, in particular from rural to urban areas in the Eastern European countries;
- Occupational safety and health issues, including identifying new risks at the workplace;

- The development of disability statistics;
- The data-base on men and women in decision-making and the role of men in gender equality.

Special attention will be paid to the launching of studies to support impact assessments in areas where additional Community legislation may be envisaged, in particular in the health and safety at work area.

Progress will also finance a number of recurring activities aimed at providing necessary data to underpin current policies such as flexicurity, New Skills for New Jobs, and active inclusion. In addition, several studies will be launched to assess the impact of EC labour law and clarify issues arising in its implementation.

All these activities seek to gather relevant, credible, accurate information on conditions, needs, concerns and expectations at EU level and in the Member States. Furthermore, these policy research and analysis studies must consider the gender perspective.

In addition to the thematic studies highlighted above, Progress will continue to support the work of various networks comprising national legal experts on gender and employment, non-discrimination and labour law (Committee of Experts on Posting of Workers) or national policy experts on employment (European Employment Observatory), social inclusion, social protection, gender and social inclusion, and disability issues.

Progress will support the development of fit-for-purpose statistical tools, methods and suitable common indicators capable of rallying EU-wide support, *inter alia* on the measurement of poverty, health and safety at work, and gender equality in relation to decision-making positions, as well as micro-simulation tools for modelling the impact of a given set of policy measures on a specific outcome (poverty rate, financial situation of households, etc.).

Lastly, the 2010 Work Plan will continue to promote cooperation with international organisations (OECD, WHO, UNICEF, UN, Council of Europe) and non-member countries, and in particular industrialised countries, focusing, for example, on the impact of the economic crisis on decent work and other issues, such as tax-benefit models, pensions, health and safety, and disability.

2.2. EFFECTIVE INFORMATION-SHARING/LEARNING

Increasing the relevance of information goes hand in hand with the need to identify and disseminate examples of good practice and innovative approaches among stakeholders. Progress will continue to support the exchange of good practice, mutual-learning activities and the transfer of knowledge at both national and EU level.

2010 funding priorities:

Progress will finance activities aimed in particular at partnering EU and national policy/decision-makers and stakeholders in identifying best practice to assist them in improving policy-making and policy implementation. In addition to traditional peer reviews and mutual-learning exercises focusing on employment (flexicurity, New Skills for New Jobs, and public employment services) and social inclusion and social protection issues (including, in particular, migration and ethnic minority issues, active inclusion, pension reform, health and long-term care), new similar activities relating to worker mobility and gender equality

will be promoted. Progress will also play a role in implementing the UN Convention and preparing the forthcoming European Disability Strategy

Furthermore, Progress will foster clarity and consistency in rights and obligations under EC law through the provision of guidance and information. To that end, as in previous years, the programme will finance training sessions relating to social inclusion policy, non-discrimination (targeted at legal and policy practitioners, civil society and the social partners) and gender equality law (targeted at legal practitioners). Progress will also support administrative cooperation between national authorities (i.e. exchanges of national labour inspectors).

In addition, Progress will encourage the effective transfer of knowledge to policy/decision-makers and other stakeholders regarding the implementation and impact of EC law and policies in the employment and social areas. To that end, the Commission will effectively use the monitoring and assessment reports on the implementation and impact of EC law and policy provided by Progress-supported networks of national legal and policy experts.

Lastly, Progress will continue to communicate EC law and policies in a way that is suitable and responsive to the various segments of the target audiences. The 2010 Work Plan will include a number of communication activities aimed at promoting better understanding and ownership of EU objectives and priorities. Progress will in particular continue to support the holding of employment seminars, national awareness-raising activities in the non-discrimination field and gender mainstreaming in national policies and programmes.

2.3. PROMOTING HIGH-QUALITY, PARTICIPATORY POLICY DEBATE AT EU AND NATIONAL LEVEL

Progress aims to foster shared understanding and consensus among all stakeholders of problem identification and policy options or solutions that respond to real needs. EU policy initiatives need broad-based support at both EU and national levels. Progress helps to create such an enabling environment by holding high-quality, inclusive, participatory policy debates.

2010 funding priorities:

Progress will finance activities to mobilise all key EU and national policy/decision-makers and stakeholders to provide information on and influence the development of EC law, policies and objectives with a view to creating a critical support base on EU objectives and priorities.

In particular, Progress will support presidency conferences and organise various EU-level events, such as:

- The Annual Meeting of People Experiencing Poverty;
- The Round Table on Poverty and Social Exclusion;
- The Equality Summit;
- The European day of persons with disabilities;
- Conferences on employment issues (including New Skills for New Jobs, green jobs, flexicurity, decent work, and migration).
- The second Roma Summit;

- The conferences on a new Gender Equality Roadmap;
- The conference on labour law.

Furthermore, in tune with the communication strategy, Progress will finance a public engagement process targeted at all stakeholders. This will be conducted in parallel at EU level, through seminars with the social partners, civil society and policy committees, and at national level, through a number of regional seminars (involving several countries). The overall purpose is to create an effective, renewed dialogue, on the one hand, on how various underlying trends (such as ageing, migration, technological change and the move to a low-carbon economy) could affect social policy in Europe and, on the other hand, on how to ensure the European Union is up to these challenges and capable of effective delivery for the ultimate benefit of its inhabitants. This public engagement process will also be conducted with a view to contributing to the drafting of the next post-2010 Social Agenda, to be announced at the second Social Agenda Forum due to take place in 2010.

2.4. GREATER CAPACITY NETWORKS TO PROMOTE AND DEVELOP POLICIES AND OBJECTIVES RELATING TO PROGRESS POLICY AREAS

Progress has a key role to play in promoting the involvement of civil society, in particular through financial support to key EU-level networks.

Progress aims to strengthen their capacity to participate in and influence policy-making and policy implementation at EU and national level in support of EU objectives and priorities. Furthermore, such involvement fosters accountability and transparency, and increases the relevance of policy responses.

2010 funding priorities:

Progress will continue to finance the activities of various EU-level networks active in the following fields:

- The fight against discrimination on grounds of racial or ethnic origin, disability, age or sexual orientation;
- The integration of people with disabilities;
- The inclusion and defence of the rights of Roma people;
- The fight against poverty and social exclusion;
- The promotion of gender equality;
- The promotion of women in decision-making;
- The promotion of non-discrimination law and policies (network of national equality bodies);
- The promotion of active inclusion (network of local authorities/observatories).

2.5. BETTER INTEGRATION OF CROSS-CUTTING ISSUES

Given the multidimensional nature of employment and social affairs issues, Progress offers the possibility of dealing with subjects that cut across several sections, such as gender equality, non-discrimination and the fight against poverty. Reducing the programme's overall financial resources means further promoting of cross-cutting and linkages across policy sections.

Gender mainstreaming, which is one of Progress's fundamental principles, will continue to be incorporated into the definition and implementation of all Progress activities. This will include collecting disaggregated data broken down by gender. Accessibility requirements, including for people with disabilities, will be duly taken into account.

2010 funding priorities:

Progress will support the development of cross-cutting work in particular with a view to monitoring and assessing the social impact of the economic crisis and thus contributing to the development of coordinated policy responses. It will also ensure the mainstreaming of the social aspects of migration and ethnic minorities, including the issue of the Roma community.

In addition, in terms of support in implementing Progress, the 2010 Work Plan comprises activities to monitor and evaluate the programme. In particular, it will finance the organisation of dedicated focus groups comprising national policy-makers to assess their perception of Progress's contribution to supporting their work.

3. ANNUAL FINANCIAL ENVELOPE

The budget for the 2010 Work Plan amounts to **€109,57 million**, comprising both operating and administrative expenditure (without EFTA-EEA contribution). Appropriations may be adjusted in the light of the vote on the 2010 budget by the Budgetary Authority.

3.1. OPERATING EXPENDITURE

Total operating expenditure for 2010 (covering EU-27, EFTA-EEA and candidate countries) amounts to **€108,09 million**, i.e. a 6.70% increase compared to 2009.

Allocation of operating expenditure by policy section

Policy section	2009 budget (€million)	2010 budget (€million)	Increase from 2009 to 2010
Employment Budget heading 04.040101	22,65	23,99	5.92%
Social Inclusion and Protection Budget heading 04.040102	31,13	33,27	6,87%
Working Conditions Budget heading 04.040103	10,44	10,58	1,34%
Non-discrimination Budget heading 04.040104	23,01	24,65	7.13%
Gender Equality Budget heading 04.040105	12,28	13,81	12,46%
Support to the implementation of the programme Budget heading 04.040106	1,79	1,79	0%
Total	101,30	108,09	6.70%

Allocation of operating expenditure by policy section (%)

Policy section	2007	2008	2009	2010	Average 2007-2010	Progress Decision
Employment Budget heading 04.040101	21,92	21,82	22,35	22,19	22,07	23
Social Inclusion and Protection Budget heading 04.040102	30,7	29,40	30,72	30,78	30,40	30
Working Conditions Budget heading 04.040103	11,18	12,96	10,31	9,79	11,06	10
Non-discrimination Budget heading 04.040104	22,49	25,09	22,71	22,81	23,28	23
Gender Equality Budget heading 04.040105	11,75	9,24	12,11	12,78	11,47	12
Support to the implementation of the programme Budget heading 04.040106	1,91	1,47	1,76	1,66	1,70	2

3.2. ADMINISTRATIVE EXPENDITURE

Administrative expenditure for 2010 amounts to €4.13 million (compared to €3.74 million in 2009).

Breakdown of administrative expenditure (€million)

Administrative expenditure	2009 budget	2010 budget
Evaluation	0,40	0,00
Experts' meetings (including meetings of the Advisory Committee for Safety and Health at work (ACSH))	1,65	1,84 = (Dir D) 0,90 (F4) 0,60 (01) 0,34
Translation (guides in the Safety and Health at Work field)	0	0,60
Information and Publication	1,57	1,57
Administrative and technical assistance (audit)	0,12	0,12
Total	3,74	4,13

3.3. ACTIVITIES BY POLICY SECTION AND BREAKDOWN OF BUDGET ALLOCATION BY PROGRESS IMMEDIATE OUTCOME

The 2010 Work Plan comprises 125 activities, compared to 116 in 2009. The breakdown per section is as follows.

Policy section	Number of activities (2009)	Number of activities (2010)
Employment Budget heading 04.040101	30	32
Social Inclusion and Protection Budget heading 04.040102	25	24
Working Conditions Budget heading 04.040103	22	27

Non-discrimination Budget heading 04.040104	20	20
Gender Equality Budget heading 04.040105	15	18
Support to the implementation of the programme Budget heading 04.040106	4	4
Total	116	125

38 calls are to be launched in 2010 (8 calls for proposals and 30 calls for tenders), compared to 60 calls in 2009 (9 calls for proposals and 51 calls for tenders).

Breakdown of budget allocation by Progress immediate outcome

Progress immediate outcome	Total 2009 (€ million)	% 2009	Total 2010 (€ million)	% 2010
Evidence-based policy	22,973	22,68	20,16	18,65
Information-sharing/learning	38,695	38,204	49,55	45,84
Cross-cutting policy and consistency	2,672	2,64	2,21	2,04
Greater capacity of key EU networks	13,353	13,18	15,55	14,39
High-quality, participatory policy debate	23,611	23,31	20,62	19,08
Total	101,304		108,09	