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COMMISSION IMPLEMENTING DECISION

of 21.2.2013

**Adopting DG Justice's annual work programme of grants and contracts for the Progress
programme serving as a financing decision for 2013**

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THE EUROPEAN COMMISSION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Decision No 1672/2006/EC of the European Parliament and of the Council of 24 October 2006¹, establishing a Community Programme for Employment and Social Solidarity - Progress,

Having regard to Regulation (EU, Euratom) No 966/2012 of the European Parliament and of the Council of 25 October 2012 on the financial rules applicable to the general budget of the Union and repealing Council Regulation (EC, Euratom) No 1605/2002² (hereinafter referred to as the 'Financial Regulation'),

Having regard to Commission Delegated Regulation (EU) No 1268/2012 of 29 October 2012 on the rules of application of Regulation (EU, Euratom) No 966/2012 of the European Parliament and of the Council on the financial rules applicable to the general budget of the Union (hereinafter referred to as the 'Rules of Application')³

Whereas:

- (1) In accordance with Articles 84(2) of the Financial Regulation and Article 94(1) of the Rules of Application, the commitment of expenditure from the European Union budget shall be preceded by a financing decision setting out the essential elements of the action involving expenditure and adopted by the institution or the authorities to which powers have been delegated by the institution.
- (2) In accordance with Article 128(1) of the Financial Regulation and Article 188 of the Rules of Application, an annual work programme for grants shall be adopted.
- (3) The 2013 work programme being a sufficiently detailed framework in the meaning of Article 94(2) and (3) of the Rules of Application, this Decision constitutes a financing decision for the expenditure envisaged under the work programme for grants and procurement.
- (4) In accordance with Article 190(1)(c) of the Rules of Application, grants may be awarded without a call for proposals to bodies with a *de jure* or *de facto* monopoly.

¹ OJ L 315, 15.11.2006, p.1.

² OJ L 298, 26.10.2012, p. 1.

³ OJ L 362, 31.12.2012, p. 1.

- (5) This financing decision may also cover the payment of interest due for late payment on the basis of Article 92(5) of the Financial Regulation and Article 111(4) of the Rules of Application.
- (6) For the application of this Decision, it is appropriate to define the term 'substantial change' within the meaning of Article 94(4) of the Rules of Application.
- (7) The measures provided for in this Decision are in accordance with the opinion of the PROGRESS Committee set up by Article 13 of Decision No 1672/2006/EC of the European Parliament and of the Council of 24 October 2006.

HAS ADOPTED THIS DECISION:

Article 1

The annual work programme for the implementation in 2013 of the part of the Progress programme managed by DG JUSTICE, namely Section 4: Antidiscrimination and diversity and Section 5: Gender equality, is hereby adopted, as set out in Annex. It constitutes a financing decision in the meaning of Article 84(2) of the Financial Regulation.

Article 2

Without prejudice to the last paragraph, the maximum contribution authorised by this Decision for the implementation of the work programme is set at EUR 37 890 270, to be financed from the following budget lines of the General Budget of the European Union for 2013.

- budget line 33 06 01: EUR 24 029 884

- budget line 33 06 02: EUR 13 860 386

These appropriations may also cover interest due for late payment.

The implementation of this Decision is subject to the availability of the appropriations provided for in the draft budget for 2013 after the adoption of the budget for 2013 by the budgetary authority or provided for in the provisional twelfths.

Article 3

Cumulated changes of the allocations to the specific actions not exceeding 20 % of the maximum contribution set in Article 2 for each budget line are not considered to be substantial provided that they do not significantly affect the nature and objectives of the work programme. The increase of the maximum contribution of each budget line may not exceed 20% of the maximum contribution set in Article 2 for that budget line.

The authorising officer responsible may adopt such changes in accordance with the principles of sound financial management and of proportionality.

Article 4

It is appropriate to authorise grants without a call for proposals to the bodies identified in the work programme and for the reasons provided therein.

Done at Brussels, 21.2.2013

For the Commission
Viviane Reding
Vice-President of the Commission

ANNEX

ANNUAL WORK PROGRAMME 2013

PROGRESS PROGRAMME

Section 4: ANTI-DISCRIMINATION AND DIVERSITY

& Section 5: GENDER EQUALITY

I. THE PROGRESS PROGRAMME

1. POLICY AND LEGAL CONTEXT

On 24 October 2006 the European Parliament and the Council adopted the Decision No 1672/2006/EC establishing a Community Programme for Employment and Social Solidarity - Progress⁴, which was amended on 25 March 2010 by Decision No 284/2010/EU of the European Parliament and of the Council amending Decision 1672/2006/EC establishing a Community Programme for Employment and Social Solidarity – Progress⁵ (hereinafter referred to as "the Programme").

The Europe 2020 Strategy, proposed by the Commission on the 3rd of March 2010⁶, sets out a vision for Europe's social market economy over the next decade, and rests on three interlocking and mutually reinforcing priority areas:

- Smart growth, developing an economy based on knowledge and innovation;
- Sustainable growth, promoting a low-carbon, resource-efficient and competitive economy;
- Inclusive growth, fostering a high-employment economy delivering social and territorial cohesion.

Achieving the objectives of the Europe 2020 Strategy will call for a combination of instruments comprising EU legislation, open methods of coordination in various policy fields, financial incentives such as the European Social Fund and strong gender equality and anti-discrimination policies. The mission of the Programme is to strengthen EU back-up for Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To that effect, the Programme is instrumental in:

- providing analysis and policy advice on its policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in its policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and

⁴ OJ L 315, 15.11.2006, p.1.

⁵ OJ L 87, 7.4.2010, p. 6.

⁶ http://ec.europa.eu/eu2020/index_en.htm

- relaying the views of the stakeholders and society at large.

More specifically, the Programme 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 working 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 the promotion of its mainstreaming in all EU policies (section 4);
- the effective implementation of the principle of gender equality and the promotion of its mainstreaming in all EU policies (section 5).

2. GENERAL OBJECTIVES OF THE PROGRAMME

Against this background, the Programme pursues the following general objectives:

- to improve the knowledge and understanding of the situation prevailing in the Member States and in other participating countries through analysis, evaluation and close monitoring of policies;
- to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the Programme;
- to support and monitor the implementation of EU law, where applicable, and EU policy objectives in the Member States, and assess their effectiveness and impact;
- to promote networking, mutual learning, identification and dissemination of good practice and innovative approaches at European level;
- to enhance the awareness of the EU policies and objectives pursued under each of its five sections among stakeholders and the general public;
- to boost the capacity of key European level networks to promote, support and further develop EU policies and objectives, where applicable.

3. STRUCTURE OF THE PROGRAMME

The programme is divided into five policy sections, each corresponding to a specific budget line:

- Employment – 04 04 01 01
- Social protection and inclusion – 04 04 01 02
- Working conditions – 04 04 01 03

- Anti-discrimination and diversity – 33 06 01 (ex-04 04 01 04)
- Gender equality – 33 06 02 (ex-04 04 01 05).

Since 1 January 2011, Sections 1-3 of the Programme are managed by DG Employment and Sections 4-5 are managed by DG Justice. Although the Programme is implemented by two DGs, it continues to run as an integrated programme, exploiting synergies across the policy sections.

4. ACCESS TO THE PROGRAMME

Access to the Programme is open to all public and /or private bodies, actors and institutions, in particular Member States; public employment services and their agencies; local and regional authorities; specialised bodies provided for under EU law; the social partners; NGOs, in particular those organised at European level; higher education institutions and research institutes; experts in evaluation; national statistical offices; the media.

5. PARTICIPATION OF THIRD COUNTRIES

The Programme is open to the participation of the EFTA/EEA countries in accordance with the conditions established in the EEA Agreement and to the accession and candidate countries associated to the EU, as well as the western Balkan countries included in the stabilisation and association process. At present, Serbia, Croatia, Turkey and the Former Yugoslav Republic of Macedonia have already signed and ratified the corresponding Memoranda of Understanding.

II. PROGRESS SECTION 4: ANTIDISCRIMINATION AND DIVERSITY

1. OBJECTIVES AND PRIORITIES OF THE YEAR

This Section of the Programme will support the effective implementation of the principle of non-discrimination and promote its mainstreaming in all EU policies by:

- improving the understanding of the situation in relation to discrimination, in particular through analysis and studies and, where appropriate, the development of statistics and indicators, as well as by assessing the effectiveness and impact of existing legislation, policies and practices;
- supporting the implementation of EU anti-discrimination legislation through effective monitoring, the holding of seminars for those working in the field and networking amongst specialised bodies dealing with anti-discrimination;
- raising awareness, disseminating information and promoting the debate about the key challenges and policy issues in relation to discrimination and the mainstreaming of anti-discrimination in all EU policies, including among the social partners, NGOs and other stakeholders;
- developing the capacity of key European-level networks to promote and further develop EU policy goals and strategies in the field of combating discrimination.

2. BUDGET DISTRIBUTION FOR 2013

Budget line: 33 06 01

For 2013, the total annual budget available for the Programme is EUR 24 029 884⁷. The annual work programme consists of the following parts and types of action:

Types of actions	Envisaged budget
GRANTS	
Action Grants to national authorities in charge of equality and non-discrimination (call for proposals)	EUR 3 929 884
Action Grants to NGOs organised at European level	EUR 6 400 000
Operating Grants on the basis of framework partnership agreements	EUR 5 600 000
Operating Grants for a body with de facto monopoly	EUR 800 000
PROCUREMENT	
Public procurement contracts	EUR 7 300 000
TOTAL	EUR 24 029 884

3. ACTION GRANTS

3.1. Support to national activities aiming at combating discrimination and promoting equality

3.1.1. Objectives and priorities

The objectives of this call will be to support national authorities in charge of equality and non-discrimination of countries participating in the Programme in:

- Developing their national policy to combat discrimination and promote equality beyond legislation;
- Fostering the dissemination of information on EU and national policy and legislation in the anti-discrimination field;
- Identifying best practices which could be transferable to other participating countries.

In this call, the Commission wishes to support activities which tackle at least one of the following 5 grounds of discrimination: race and ethnic origin, disability, age, religion or belief and sexual orientation.

The Commission would in particular encourage activities on the following topics, all of which are key policy areas under the PROGRESS funding programme:

⁷ The total annual budget includes the EEA contribution and the contributions paid by Serbia, Croatia, Turkey and the Former Yugoslav Republic of Macedonia on the basis of the corresponding Memoranda of Understanding. The appropriations arising from the internal assigned revenue (revenue from recoveries) carried over from 2012 to 2013 will be added to this amount.

- **Non discrimination mainstreaming:** practical integration of equality issues in other national/regional/local policies, guidance to support that process, dissemination of results and development of tools such as equality impact assessment, equality plans. The activities could also take the form of training on equality issues for civil servants responsible for policy design and/or elaboration and management of programmes both at national and regional/local levels, elaboration and dissemination of manuals, creation of specific curricula in public servants' training programmes.
- **Diversity management in the public and private sector:** identification of existing practices, research work on their impact and awareness-raising on their results. The proposed activities may for example focus on general provisions, like adapting daily routines and work processes within organisations, and combine it with provisions which target individuals or vulnerable groups, for example recruitment procedures or reasonable accommodation schemes. Additionally, the proposed activities may focus on measurement of diversity management benefits. Finally, the proposed activities may be linked to the launch and implementation of diversity awards.
- **Roma:** activities aiming to raise awareness of the situation of Roma and supporting their integration into mainstream society. Analysis of the situation of Roma and identification of good examples in the country across different fields related to Roma social inclusion and combating discrimination in: education, healthcare, employment, housing, etc. Analyses touching upon the challenges for building up meaningful indicators supporting policy design to sustain the inclusion of the Roma population.
- **Multiple discrimination:** research work on the phenomenon, awareness-raising of its existence and consequences, identification and dissemination of good practices in combating multiple discrimination.
- **Measurement of discrimination:** production and collection of data on discrimination of vulnerable groups at the national/regional level in order to improve the monitoring of actions to combat discrimination.
- **Discrimination on the ground of religion or belief:** research work on the phenomenon, awareness-raising of its existence and consequences, identification and dissemination of good practices in combating this form of discrimination.
- **Communication and awareness raising:** to display cases of discrimination through digital storytelling by social media and local and internet television.

National authorities in charge of equality and non-discrimination can play a key role in identifying the needs in their country in terms of legislation implementation, policy development and awareness-raising activities as well as the key actors to involve in this process. National authorities in charge of equality and non-discrimination will be asked to elaborate, in cooperation with national stakeholders, a framework document presenting national priorities and challenges for 2013-2014. Each applicant has to attach this document to the proposal.

Funding from the Programme should complement existing or planned national activities in the field of non-discrimination. The applicant/beneficiary should explain how gender dimension was taken into account when planning and implementing the activities. The discrimination faced by especially vulnerable groups, such as Roma, should also be considered.

3.1.2. Financial provisions

The total amount foreseen for action grants is EUR 3 929 884.

The grant provided by the Programme should not cover the entire cost of the action; the EU contribution is limited to a maximum 80% of the total eligible cost of the action. Consequently, at least 20% of the total eligible costs must be covered by the applicant, the partners or by another fund provider. Contributions in kind cannot be included in the project budget as an expense and are not accepted as co-financing.

Projects must be non-profit making.

The Commission may award a grant lower than the amount requested.

Grants awarded shall be covered by a written agreement including the modalities for the reimbursement of a specified proportion of the eligible costs actually incurred. A grant agreement for an action with one beneficiary or with multiple beneficiaries will be used on a case by case basis, as appropriate. The agreement is a standard agreement, and its terms and conditions may not be altered and are not subject to negotiation.

As a general rule, the co-funding is provided in two instalments: a pre-financing payment of up to 80% of the Commission grant on the signature of the grant agreement, and the balance on receipt and approval by the Commission of the final report and final financial statement. Based on individual risk assessment the Commission may lower the percentage of the pre-financing, introduce an interim payment or request additional financial guarantees from the applicant. These additional conditions should be set out in the grant agreement.

3.1.3. Selection procedure

Projects to be co-financed will be selected following a call for proposals. Proposals will be evaluated by an evaluation committee made up of Commission staff, possibly supported by external independent experts when needed. The essential exclusion, eligibility, selection and award criteria to be used for the assessment of proposals are described below and will be further detailed in the call for proposals.

3.1.4. Exclusion criteria

Applicants shall be excluded from participating in the call for proposals if they are in one or more of the situations listed in Articles 106 (1), 107 and 109 (2) (a) of the Financial Regulation.

3.1.5. Eligibility criteria

To be eligible, grant applications must meet the following criteria:

Eligibility of the applicant and the partners

The applicant and the partners must be:

- National authorities in charge of equality and non-discrimination in one of the countries participating in the Programme, OR

- Other public organisations or private non-profit oriented organisations duly established in one of the countries participating in the Programme at the time of the submission of the application.

If the applicant of a project is not the national authority in charge of equality and non-discrimination, then it must provide a mandate from the respective national authority in charge of equality and non-discrimination, which authorises the applicant to submit an application under the call.

Eligibility of the proposal

- The application must be submitted by the deadline set in the call for proposals using only the online application tool of Directorate General for Justice (PRIAMOS);
- The application must contain a balanced budget presenting the sources of co-financing other than the budget of the EU (the maximum EU co-financing can be up to 80% of the total eligible costs);
- The project must not be completed or started prior to the date of submission of the grant application.

3.1.6. Selection criteria

Only organisations which meet the following selection criteria may be awarded a grant:

- (a) The applicant's operational and professional competencies to implement and/or coordinate the proposed action and to maintain its activities during the implementation of the proposed action;
- (b) The applicant's financial capability: the applicant should have stable and sufficient sources of funding to maintain its activity throughout the period during which the proposal is being carried out and to participate in its funding.

3.1.7. Award criteria

The proposals will be assessed against the criteria set out below:

- Coherence of the proposed activities with the framework document presenting national priorities and challenges for 2013-2014;
- Relevance and degree to which the proposed activities meet the purpose of the call for proposals;
- Clarity of the presentation of the background aims and expected results of the project. Clarity and feasibility of the proposed activities, including distribution of tasks, timetable, and methodology;
- Inclusion of gender dimension in the preparation and implementation of the proposed activities;
- Identification of the target group and definition of a clear strategy for communicating effectively with that group;

- Quality of evaluation and feedback mechanisms (e.g. how to assess impact and quality of proposed outputs);
- Durability and dissemination potential of the activities foreseen under the action;
- Cost-efficiency ratio and financial feasibility of the action proposed by means of a realistic, reasonable and balanced budget.

3.1.8. *Indicative Timetable*

The following indicative timetable is envisaged for this call for proposals:

Publication of the call for proposals on the Commission website:	Q2 2013
Deadline for submission of proposals:	Q2 2013
Opinion of the Programme Committee:	Q4 2013
Commission Decision:	Q4 2013
Commitments and grant agreements:	Q4 2013-Q1 2014
Projects' starting date:	Q4 2013-Q1 2014

3.2. **Support to activities implemented by NGOs organised at European level, and aiming at combating discrimination and promoting equal opportunities for all and at promoting the rights of persons with disabilities, as enshrined in the UN Convention on the Rights of Persons with Disabilities**

3.2.1. *Objectives and priorities*

This call aims to support activities which are implemented by NGOs organised at European level, and which contribute to the development, implementation and monitoring of European and national policies and legislation:

- (a) in the area of non-discrimination and of Roma integration, and
- (b) in the area of disabilities.

These activities should focus on:

- (a) in the area of non-discrimination and of Roma integration:
 - improving the understanding of the situation in relation to discrimination, in particular through analysis and studies and, where appropriate, the development of statistics and indicators, as well as by assessing the effectiveness and impact of existing legislation, policies and practices;
 - supporting the implementation of EU antidiscrimination legislation through effective monitoring, holding of seminars for those working in the field and networking amongst specialised bodies dealing with antidiscrimination;
 - raising awareness, disseminating information and promoting the debate about the key challenges and policy issues in relation to discrimination and the mainstreaming of antidiscrimination in all EU policies, including among the social partners, NGOs and other stakeholders;

- raising awareness of the situation of Roma and supporting their integration into mainstream society; analysis of the situation of Roma and identification of good examples related to Roma social inclusion and combating discrimination in particular in: education, healthcare, employment, housing, etc; building up meaningful indicators supporting policy design to sustain the inclusion of the Roma population; interaction between Roma civil society and the EU institutions, as well as national authorities and other stakeholders; supporting the involvement of national member organizations in the implementation of the 10 Common Basic Principles of Roma Inclusion (annexed to the June 2009 EPSCO Council of Ministers Conclusions)⁸.

(b) in the area of disabilities:

- improving the understanding of the situation of person with disabilities in society, in particular through analysis and studies and, where appropriate, the development of statistics and indicators, as well as by assessing the effectiveness and impact of existing legislation, policies and practices;
- supporting the implementation of the UN Convention on the Rights of Person with Disabilities (UNCRPD), as well as relevant disability and accessibility legislation through effective monitoring, holding of seminars for those working in the field and networking amongst relevant organisations including the structures set for the implementation of the UNCRPD;
- raising awareness, disseminating information and promoting the debate about the key challenges and policy issues in relation to disability and accessibility matters in all EU policies, including among the social partners, NGOs and other stakeholder and participating at relevant EU level initiatives;
- raising awareness of the situation of persons with disabilities and supporting their integration into mainstream society; analysis of the situation of disabled persons and identification of good examples for their inclusion and combating discrimination in all relevant areas identified in the UNCRPD; building up meaningful indicators supporting policy design to sustain the rights of persons with disabilities; interaction between disability organisations and the EU institutions, as well as national authorities and other stakeholders; support the implementation of the European Disability Strategy 2010-2020.

3.2.2. *Financial provisions*

The total amount foreseen in the area of non - discrimination and of Roma integration is EUR 4 300 000.

The total amount foreseen in the area of disabilities is EUR 2 100 000.

The grant provided by the Programme should not cover the entire cost of the action; the EU contribution is limited to a maximum 80% of the total eligible cost of the action. Consequently, at least 20% of the total eligible costs must be covered by the applicant or by another fund provider. Contributions in kind cannot be included in the project budget as an expense and are not accepted as co-financing.

⁸ <http://register.consilium.europa.eu/pdf/en/09/st10/st10394.en09.pdf>

Projects must be non-profit making.

The Commission may award a grant lower than the amount requested.

Grants awarded shall be covered by a written agreement including the modalities for the reimbursement of a specified proportion of the eligible costs actually incurred. The agreement is a standard agreement, and its terms and conditions may not be altered and are not subject to negotiation.

As a general rule, the co-funding is provided in two instalments: a pre-financing payment of up to 80% of the Commission grant on the signature of the grant agreement, and the balance on receipt and approval by the Commission of the final report and final financial statement. Based on individual risk assessment the Commission may lower the percentage of the pre-financing, introduce an interim payment or request additional financial guarantees from the applicant. These additional conditions should be set out in the grant agreement.

3.2.3. Selection procedure

Projects to be co-financed will be selected following a call for proposals. Proposals will be evaluated by an evaluation committee made up of Commission staff, possibly supported by external independent experts when needed.

The essential exclusion, eligibility, selection and award criteria to be used for the assessment of proposals are described below and will be further detailed in the call for proposals.

3.2.4. Exclusion criteria

Applicants shall be excluded from participating in the call for proposals if they are in one or more of the situations listed in Articles 106 (1), 107 and 109 (2) (a) of the Financial Regulation.

3.2.5. Eligibility criteria

To be eligible, grant applications must meet the following criteria:

Eligibility of the applicant

- The applicant must be properly constituted and registered legal person for at least three years at the time of the submission of the application and must be established in one of the countries participating in the Programme;
- The applicant must be non-governmental, non-profit-making, and independent of industry, commercial and business or other conflicting interests;
- The applicant must be an NGO, which is organised at European level and has national member organisations;
- The applicant must be mandated by its member organisations, through a Management Board or other administrative fora, to represent these member organisations at the EU level and to be responsible for the implementation of EU level activities;

- The applicant's mission must fall under the objectives and priorities of the call and its main purpose must be to contribute to promoting the principles of non-discrimination, Roma integration and integration of people with disabilities in Europe.

Eligibility of the proposal

- The application must be submitted by the deadline set in the call for proposals using only the online application tool of Directorate General for Justice (PRIAMOS);
- The application must contain a balanced budget presenting the sources of co-financing other than the budget of the EU (the maximum EU co-financing can be up to 80% of the total eligible costs);
- The project must not be completed or started prior to the date of submission of the grant application.

3.2.6. Selection criteria

Only organisations which meet the following selection criteria may be awarded a grant:

- (a) The applicant's operational and professional competencies to implement and/or coordinate the proposed action and to maintain its activities during the implementation of the proposed action;
- (b) The applicant's financial capacity: the applicant should have stable and sufficient sources of funding to maintain its activity throughout the period during which the proposal is being carried out and to participate in its funding.

3.2.7. Award criteria

The proposals will be assessed against the criteria set out below,:

- Relevance of the proposed activities to meet the purpose of the call for proposals;
- Quality of the proposal;
- Effective and efficient organisation of work;
- European dimension and European added value of the proposal;
- Cost-efficiency ratio and financial feasibility of the activities.

3.2.8. Indicative Timetable

The following indicative timetable is envisaged for this call for proposals:

Publication of the call for proposals on the Commission website:	Q2-3 2013
Deadline for submission of proposals:	Q3 2013
Opinion of the Programme Committee:	Q4 2013
Commission Decision:	Q4 2013
Commitments and grant agreements:	Q4 2013-Q1 2014
Starting date of the activities:	Q1 2014

4. OPERATING GRANTS

4.1. Operating grants on the basis of framework partnership agreements

4.1.1. Object of the grants

The aim of these grants is to support to EU-level networks active in combating discrimination and to reinforce their capacity to play their part in the development of non-discrimination policies and objectives.

On the basis of the call for proposals VP/2010/2012, 15 partnership agreements were signed in December 2010 for a period of 3 years.

4.1.2. Financial provisions

The total planned budget for these operating grants is EUR 5 600 000 for the year 2013.

The maximum rate of co-financing for each organisation will be determined in accordance with the provisions of the framework partnership agreement already signed with this organisation and the Financial Regulation.

4.1.3. Selection procedure

The Commission will invite in writing the 15 organisations which have signed the framework partnership agreements to submit their proposals.

The Commission will assess the proposals of the organisations on the basis of the following criteria:

- coherence of the annual work programme with the Triennial strategic plan included in the framework partnership agreement;
- quality of the annual work programme, which must be clear, realistic and well detailed, and which must address the priorities announced by the Commission;
- coherence between the annual work programme and the proposed budget.

4.1.4. Indicative timetable

The following indicative timetable is envisaged:

Invitation letter of the Commission	Q4 2012
Submission of the grant request	Q4 2012
Evaluation of the grant request	Q4 2012
Commitment and grant agreement	Q1 2013

4.2. Operating grant to a de facto monopoly

4.2.1. Justification

In accordance with Article 190(1)(c) of the Rules of Application, grants may be awarded without a call for proposals to bodies with de facto monopoly.

This grant aims to support the activities implemented by the network of the equality bodies and encourage the sharing of experiences and good practices between them. The beneficiary of the grant will be EQUINET AISBL (registered in Belgium).

EQUINET was created in 2007 and its members are National Equality Bodies as established by Article 13 of Directive 2000/43/EC. This article provides that Member States will designate a body or bodies for the promotion of equal treatment of all persons without discrimination on grounds of racial or ethnic origin. These bodies may form part of agencies charged at national level with the defence of human rights or the safeguarding of individuals' rights.

Member States must also ensure that the competences of these bodies include independent assistance to victims of discrimination in pursuing their complaints about discrimination, conducting independent surveys concerning discrimination and finally publishing independent reports and making recommendations on any issue relating to such discrimination.

The Commission considers that the National Equality Bodies play a key role in the actual implementation of Directive 2000/43/EC. This is comprehensive legislation taking a rights-based approach, so it will work only if citizens take cases to court. That is why there is a need for comprehensive support by the equality bodies, both in terms of direct support to the individuals and in terms of research and awareness-raising. The work with the equality bodies to date has shown a very varied level of knowledge and working methods among the 27 equality bodies. Consequently, European sharing of best practice is crucial to get a common level of protection of citizen's across the EU.

As the designation of equality bodies by the Member States is required by Article 13 of Directive 2000/43/EC, these organisations are well identified and their network will be composed exclusively of them.

EQUINET is in a de facto monopoly situation, because this is the only network which is composed by members of the Equality bodies foreseen by the Directive 2000/43/EC. There is no other network, association, institution or group of such Equality bodies which could be put in competition with Equinet in an hypothetical call for proposals.

4.2.2. Financial provisions

The total planned budget for the grant to EQUINET is EUR 800 000 for the year 2013.

The grant provided by the Programme should not cover the entire costs the applicant expects to incur in carrying out its activities during its financial year starting in 2013; the EU contribution is limited to a maximum of 80% of the total eligible operational budget of the organisation. Contributions in kind cannot be included in the budget as an expense and are not accepted as co-financing.

The Commission may award a grant lower than the amount requested. Grants awarded shall be covered by a written agreement including the modalities for the reimbursement of a specified proportion of the eligible costs actually incurred. The agreement is a standard agreement, and its terms and conditions may not be altered and are not subject to negotiation.

4.2.3. Selection procedure

The Commission will invite EQUINET in writing to submit its proposals. The Commission will verify that the organisation satisfies the exclusion criteria, that the proposal is consistent with the objectives pursued by the Programme and will assess the proposal essentially on the basis of the following criteria:

- quality of the annual work programme, which must be clear, realistic and well detailed, and which must address the priorities announced by the Commission;
- coherence between the annual work programme and the proposed budget.

The grant will be formalised by a grant agreement. Co-financing may concern only eligible costs incurred when pursuing an objective of general European interest.

4.2.4. Indicative timetable

The following indicative timetable is envisaged:

Invitation letter of the Commission	Q4 2012
Submission of the grant request	Q4 2012
Evaluation of the grant request	Q4 2012
Commitment and grant agreement	Q1 2013

5. PROCUREMENT

In 2013 the Commission intends to undertake the following actions through contracts following public procurement (open calls for tenders, renewals of existing contracts and use of framework contracts) or administrative arrangements. The general purpose of the procurement contracts is to provide analysis and policy advice on policy areas and policy priorities; to monitor and report on the implementation of EU legislation and policies in this policy area; to promote policy transfer, learning and support among Member States on EU objectives and priorities; and to relay the views of the stakeholders and society at large.

- The total budget envisaged for these types of actions is EUR 7 300 000.
- It will cover in particular the following actions:

5.1. Evidence-based policy

5.1.1. Study on implementing measures under the European Accessibility Act

This study aims to support the preparation of implementing measures by collecting and analysing data and identifying options.

Type of procedure: Call for tenders

Indicative timetable of publication: 2nd quarter of 2013

5.1.2. Activities to support and accompany new legislation or to respond to policy changes in the area of non-discrimination

Actions necessary in order to prepare, or accompany new legislation or to respond to policy changes in the area of non-discrimination, including to deal with initiatives of EU Council Presidencies.

Type of procedure: Call for tenders or use of framework contracts

5.2. Information sharing and learning

5.2.1. Training of legal practitioners on the EU anti-discrimination legislation

This activity aims to secure a consistent interpretation and implementation of EU anti-discrimination legislation.

Type of procedure: Second renewal of the contract JUST/2011/DISC/PR/1085/A4 signed on 30/11/2011 for a period of 12 months, renewable twice.

5.2.2. Network of legal experts in the field of antidiscrimination

This network aims to gather independent information on recent legal developments in order to support the Commission (i) with the legal compliance checking, (ii) with responding to complaints from citizens, questions from MEPs and (iii) with the review of the effectiveness of existing legislation and the development of new legislative instruments at EU level, and (iv) to inform the exchanges of good practices organised by the Commission.

Type of procedure: Second renewal of the contract JUST/2011/DISC/PR/0092/A4 signed on 27/12/2011 for a period of 12 months, renewable twice.

5.2.3. Network of socio-economic experts on diversity and anti-discrimination

This activity aims to contribute to Equality for growth. The network will provide independent information and analysis of economic and societal aspects of discrimination and of growth-stimulating equality policies.

Type of procedure: First renewal of a contract to be signed in 2012 for a period of 12 months, renewable twice.

5.2.4. Academic Network of European Disability Experts (ANED)

This network aims to gather information on the implementation of disability legislation and policies and assist the Commission in the assessment of their effectiveness.

Type of procedure: Second renewal of the contract JUST/2011/PROG/PR/01/D3 signed on 30/11/2011 for a period of 12 months, renewable twice.

5.2.5. Support to trade unions' initiatives on equality

This activity aims to identify effective national and local trade union initiatives promoting equality, in view of their transferability to other countries.

The contract is foreseen for a period of 18 months.

Type of procedure: Call for tenders

Indicative timetable of publication: 2nd quarter of 2013

5.2.6. Support to business sector diversity policies

This activity aims to mobilise economic operators to develop diversity policies promoting equality for growth.

The contract is foreseen for a period of 12 months renewable twice.

Type of procedure: Call for tenders

Indicative timetable of publication: 2nd quarter of 2013

5.2.7. European Award for Accessible Cities

The aim is to promote and exchange good practice on the implementation of accessibility in EU cities providing a scheme across EU cities that will cover various areas like the built environment, transport and ICT as well as policy and programmes. An award ceremony is foreseen at the end of the year.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 1

5.3. Participatory debate

5.3.1. Work forum of national focal points for UN Convention on the Rights of Persons with disabilities

The EU and the Member States have signed the UN Convention on the Rights of Persons with disabilities. In this context the work forum is intended to exchange practices and to identify common challenges and solutions. The UN Convention is a mixed agreement where Member States and the EC shared some competences in various areas covered by the Convention. Any preparatory work needed for the forum will also be covered including the preparation of background and support material.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 1

5.3.2. Support to the network of National Contact Points for Roma integration

This activity aims to support the implementation of National Roma Integration Strategies.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 1-2

5.3.3. *European Day of Disabled people*

This activity aims to promote and organise an annual conference to raise awareness and foster debates on disability issues at EU and Member States' level.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 1

5.3.4. *Dissemination of activities carried out under the "Anti-discrimination and diversity" strand of the Programme*

These activities aim to increase the visibility of EU activities in the non discrimination field for all discrimination grounds including Roma.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 2-3

5.3.5. *Communication activities*

These activities aim to raise awareness, inform the public and promote debates at EU and Member State level on non-discrimination policy issues including on Roma.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 2-3

III. PROGRESS SECTION 5: GENDER EQUALITY

1. OBJECTIVES AND PRIORITIES OF THE YEAR

The Strategy for equality between women and men (2010-2015) represents the political framework for the definition of the activities to be funded by this Section of the Programme. This Section will support the effective implementation of the principle of gender equality and promote gender mainstreaming in all EU policies by:

- improving the understanding of the situation in relation to gender issues and gender mainstreaming, in particular through analysis and studies and the development of statistics and, where appropriate, indicators, as well as assessing the effectiveness and impact of existing legislation, policies and practices;
- supporting the implementation of EU gender equality legislation through effective monitoring, holding seminars for those working in the field and networking amongst specialised equality bodies;
- raising awareness, disseminating information and promoting the debate about the key challenges and policy issues in relation to gender equality and gender mainstreaming, among the social partners, NGOs and other stakeholders;

- developing the capacity of key European level networks to support and further develop EU policy goals and strategies on gender equality.

2. BUDGET DISTRIBUTION FOR 2013

Budget line: 33 06 02

For 2013, the total annual budget available for the Programme is EUR 13 860 386⁹.

The annual work programme consists of the following parts and types of action:

Types of actions	Envisaged budget
GRANTS	
Action Grants to support the civil society in the member states (call for proposals)	EUR 3 618 122
Action Grant to a monopoly – Presidency Conference	EUR 300 000
Action Grants to NGOs organised at European level	EUR 950 000
Operating Grants on the basis of framework partnership agreements	EUR 950 000
PROCUREMENT	
Public procurement contracts	EUR 8 042 264
TOTAL	EUR 13 860 386

3. ACTION GRANTS

3.1. Support to civil society and other stakeholders to promote gender equality

3.1.1. Objectives and priorities

This call aims to support civil society and other stakeholders in promoting equality between women and men and to achieve the objectives defined in the Commission's Strategy for equality between women and men 2010-2015 and in the EU Member States' European Pact for gender equality 2011-2020.

As part of this call for proposals actions on the ground dealing with the themes of equality in decision-making and gender pay gap will be considered in priority, the other themes of the Strategy not being excluded. Actions that will be financed could cover activities related to the chosen themes such as development of tools, databases, networking, events and awareness-raising campaigns.

3.1.2. Financial provisions

The total amount foreseen for action grants is EUR 3 618 122.

⁹ The total annual budget includes the EEA contribution and the contributions paid by Serbia, Croatia, Turkey and the Former Yugoslav Republic of Macedonia on the basis of the corresponding Memoranda of Understanding. The appropriations arising from the internal assigned revenue (revenue from recoveries) carried over from 2012 to 2013 will be added to this amount.

The grant provided by the Programme should not cover the entire cost of the action; the EU contribution is limited to a maximum 80% of the total eligible cost of the action. Consequently, at least 20% of the total eligible costs must be covered by the applicant, the partners or by another fund provider. Contributions in kind cannot be included in the project budget as an expense and are not accepted as co-financing.

Projects must be non-profit making.

The Commission may award a grant lower than the amount requested.

Grants awarded shall be covered by a written agreement including the modalities for the reimbursement of a specified proportion of the eligible costs actually incurred. A grant agreement for an action with one beneficiary or with multiple beneficiaries will be used on a case by case basis, as appropriate. The agreement is a standard agreement, and its terms and conditions may not be altered and are not subject to negotiation.

As a general rule, the co-funding is provided in two instalments: a pre-financing payment of up to 80% of the Commission grant on the signature of the grant agreement, and the balance on receipt and approval by the Commission of the final report and final financial statement. Based on individual risk assessment the Commission may lower the percentage of the pre-financing, introduce an interim payment or request additional financial guarantees from the applicant. These additional conditions should be set out in the grant agreement.

3.1.3. Selection procedure

Projects to be co-financed will be selected following a call for proposals. Proposals will be evaluated by an evaluation committee made up of Commission staff, possibly supported by external independent experts. The essential exclusion, eligibility, selection and award criteria to be used for the assessment of proposals are described below and will be further detailed in the call for proposals.

3.1.4. Exclusion criteria

Applicants shall be excluded from participating in the call for proposals if they are in one or more of the situations listed in Articles 106 (1), 107 and 109 (2) (a) of the Financial Regulation.

3.1.5. Eligibility criteria

To be eligible, grant applications must meet the following criteria:

Eligibility of the applicant and partners

Applicants must be properly constituted and registered legal persons in one of the countries participating in the Programme at the time of the submission of the application, such as non-governmental organisations, social partners¹⁰, higher education institutions and research centres and institutes.

¹⁰ In application of Article 131 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.

Eligibility of the proposal

- The application must be submitted by the deadline set in the call for proposals using only the online application tool of Directorate General for Justice (PRIAMOS);
- The application must contain a balanced budget presenting the sources of co-financing other than the budget of the EU (the maximum EU co-financing can be up to 80% of the total eligible costs);
- The project must not be completed or started prior to the date of submission of the grant application.

3.1.6. Selection criteria

Only organisations which meet the following selection criteria may be awarded a grant:

- (a) The applicant's operational and professional competencies to implement and/or coordinate the proposed action and to maintain its activities during the implementation of the proposed action;
- (b) The applicant's financial capability: the applicant should have stable and sufficient sources of funding to maintain its activity throughout the period during which the proposal is being carried out and to participate in its funding.

3.1.7. Award criteria

The proposals will be assessed against the criteria set out below:

- Relevance to the demands of the call for proposals and degree to which the proposal meets the objectives of the call notably the priority theme;
- Clarity and feasibility of the work programme, including distribution of tasks, timetable, and methodology;
- Added value at European level and quality of the proposed partnership;
- Scope and effectiveness of dissemination methods;
- Quality of the mechanisms for ongoing monitoring and final evaluation;
- Cost-efficiency ratio and financial feasibility of the action proposed by means of a realistic, reasonable and balanced budget.

3.1.8. Indicative Timetable

The following indicative timetable is envisaged for this call for proposals:

Publication of the call for proposals on the Commission website:	Q2 2013
Deadline for submission of proposals:	Q2 2013
Opinion of the Programme Committee:	Q4 2013
Commission Decision:	Q4 2013
Commitments and grant agreements:	Q4 2013-Q1 2014
Projects' starting date:	Q4 2013-Q1 2014

3.2. Action grant to monopoly – presidency conference

3.2.1. Justification

In accordance with Article 190(1)(c) of the Rules of Application, grants may be awarded without a call for proposals to bodies with a monopoly.

Presidency Conferences, highly political in nature and needing representation at the highest level both from national authorities and European representatives, are to be organised exclusively by the Member State holding the Presidency. Given the unique role of the Presidency in the framework of EU activities, the Member State responsible for the organisation of the event is considered as a monopoly.

One Presidency conference will be be financed and will aim to enhance awareness and promote the debate about key challenges and policy issues on gender equality among stakeholders and civil society at Member States' level.

3.2.2. Financial provisions

The total planned budget for this action grant is EUR 300 000.

The grant provided by the Programme should not cover the entire cost of the action; the EU contribution is limited to a maximum 80% of the total eligible cost of the action. Consequently, at least 20% of the total eligible costs must be covered by the applicant, the partners or by another fund provider. Contributions in kind cannot be included in the project budget as an expense and are not accepted as co-financing.

Projects must be non-profit making.

The Commission may award a grant lower than the amount requested.

The awarded grant shall be covered by a written agreement including the modalities for the reimbursement of a specified proportion of the eligible costs actually incurred. The agreement is a standard agreement, and its terms and conditions may not be altered or subject to negotiation.

As a general rule, the co-funding is provided in two instalments: a pre-financing payment of up to 80% of the Commission grant on the signature of the grant agreement, and the balance on receipt and approval by the Commission of the final report and final financial statement.

3.2.3. Selection procedure

The Commission will invite in writing the applicant to submit a proposal. The Commission will assess the proposal essentially on the basis of the following criteria:

- Coherence of the proposal with the priorities of the Strategy for equality between women and men 2010-2015 (COM(2010) 491 final);
- Quality of the proposal.

3.3. Support to activities implemented by NGOs organised at European level, and aiming at promoting gender equality

3.3.1. Objectives and priorities

This call aims to support activities which are implemented by NGOs organised at European level, and which contribute to the development, implementation and monitoring of European and national policies and legislation in the area of gender equality. These activities should focus on:

- supporting the implementation of the Commission's Strategy for equality between women and men 2010-2015¹¹ and contributing to the promotion of gender equality in the implementation of the Europe 2020 Strategy¹²;
- promoting gender equality concerns in EU and national policies (mainstreaming approach) and supporting national member organisations' involvement, at national level, in the promotion of the gender equality aspects of the main EU policies;
- strengthening the capacity of national member organisations and their knowledge of relevant EU matters;
- improving the knowledge and understanding of discriminatory and gender inequality phenomena in Member States;
- contributing to an effective legal protection against discrimination on the basis of the various EU-directives implementing the principle of equal treatment between women and men and making international commitments on gender equality and women's rights better known and respected (Beijing Declaration and Platform for Action; Cairo Programme of Action, the Millennium Development Goals, etc);
- raising public awareness and disseminating information about women's rights, the rights to gender equality and their benefits to society, including among the social partners, NGOs and other stakeholders;
- promoting the business case for gender equality across the EU.

3.3.2. Financial provisions

The total amount foreseen is EUR 950 000.

The grant provided by the Programme should not cover the entire cost of the action; the EU contribution is limited to a maximum 80% of the total eligible cost of the action. Consequently, at least 20% of the total eligible costs must be covered by the applicant or by another fund provider. Contributions in kind cannot be included in the project budget as an expense and are not accepted as co-financing.

Projects must be non-profit making.

The Commission may award a grant lower than the amount requested.

¹¹ COM(2010) 491 final

¹² <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:2020:FIN:EN:PDF>

Grants awarded shall be covered by a written agreement including the modalities for the reimbursement of a specified proportion of the eligible costs actually incurred. The agreement is a standard agreement, and its terms and conditions may not be altered and are not subject to negotiation.

As a general rule, the co-funding is provided in two instalments: a pre-financing payment of up to 80% of the Commission grant on the signature of the grant agreement, and the balance on receipt and approval by the Commission of the final report and final financial statement. Based on individual risk assessment the Commission may lower the percentage of the pre-financing, introduce an interim payment or request additional financial guarantees from the applicant. These additional conditions should be set out in the grant agreement.

3.3.3. Selection procedure

Projects to be co-financed will be selected following a call for proposals. Proposals will be evaluated by an evaluation committee made up of Commission staff, possibly supported by external independent experts when needed.

The essential exclusion, eligibility, selection and award criteria to be used for the assessment of proposals are described below and will be further detailed in the call for proposals.

3.3.4. Exclusion criteria

Applicants shall be excluded from participating in the call for proposals if they are in one or more of the situations listed in Articles 106 (1), 107 and 109 (2) (a) of the Financial Regulation.

3.3.5. Eligibility criteria

To be eligible, grant applications must meet the following criteria:

Eligibility of the applicant

- The applicant must be properly constituted and registered legal person for at least three years at the time of the submission of the application and must be established in one of the countries participating in the Programme;
- The applicant must be non-governmental, non-profit-making, and independent of industry, commercial and business or other conflicting interests;
- The applicant must be an NGO, which is organised at European level and has national member organisations
- The applicant must be mandated by its member organisations, through a Management Board or other administrative fora, to represent these member organisations at the EU level and to be responsible for the implementation of EU level activities;
- The applicant's mission must fall under the objectives and priorities of the call and its main purpose must be to contribute to promoting the principles of gender equality.

Eligibility of the proposal

- The application must be submitted by the deadline set in the call for proposals using only the online application tool of Directorate General for Justice (PRIAMOS);
- The application must contain a balanced budget presenting the sources of co-financing other than the budget of the EU (the maximum EU co-financing can be up to 80% of the total eligible costs);
- The project must not be completed or started prior to the date of submission of the grant application.

3.3.6. *Selection criteria*

Only organisations which meet the following selection criteria may be awarded a grant:

- (c) The applicant's operational and professional competencies to implement and/or coordinate the proposed action and to maintain its activities during the implementation of the proposed action;
- (d) The applicant's financial capacity: the applicant should have stable and sufficient sources of funding to maintain its activity throughout the period during which the proposal is being carried out and to participate in its funding.

3.3.7. *Award criteria*

The proposals will be assessed against the criteria set out below,:

- Relevance of the proposed activities to meet the purpose of the call for proposals;
- Quality of the proposal;
- Effective and efficient organisation of work;
- European dimension and European added value of the proposal;
- Cost-efficiency ratio and financial feasibility of the activities.

3.3.8. *Indicative Timetable*

The following indicative timetable is envisaged for this call for proposals:

Publication of the call for proposals on the Commission website:	Q2-3 2013
Deadline for submission of proposals:	Q3 2013
Opinion of the Programme Committee:	Q4 2013
Commission Decision:	Q4 2013
Commitments and grant agreements:	Q4 2013-Q1 2014
Starting date of the activities:	Q1 2014

4. OPERATING GRANTS

4.1. Operating grants on the basis of framework partnership agreements

4.1.1. Object of the grants

The aim of these grants is to support to EU-level networks active in promoting gender equality and to reinforce their capacity to play their part in the development of gender equality policies and objectives.

On the basis of the call for proposals VP/2010/2012, 2 partnership agreements were signed in December 2010 for a period of 3 years.

4.1.2. Financial provisions

The total planned budget for these operating grants is EUR 950 000 for the year 2013.

The maximum rate of co-financing for each organisation will be determined in accordance with the provisions of the framework partnership agreement already signed with this organisation and the Financial Regulation.

4.1.3. Selection procedure

The Commission will invite in writing the organisations which have signed the framework partnership agreements to submit their proposals.

The Commission will assess the proposals of the organisations on the basis of the following criteria:

- coherence of the annual work programme with the Triennial strategic plan included in the framework partnership agreement;
- quality of the annual work programme, which must be clear, realistic and well detailed, and which must address the priorities announced by the Commission;
- coherence between the annual work programme and the proposed budget.

4.1.4. Indicative timetable

The following indicative timetable is envisaged:

Invitation letter of the Commission	Q4 2012
Submission of the grant request	Q4 2012
Evaluation of the grant request	Q4 2012
Commitment and grant agreement	Q1 2013

5. PROCUREMENT

In 2013 the Commission intends to undertake the following actions through contracts following public procurement (open calls for tenders, renewals of existing contracts and use of framework contracts) or administrative arrangements. The general purpose of the procurement contracts is to provide analysis and policy advice on policy areas and policy priorities; to monitor and report on the implementation of EU legislation and policies in this

policy area; to promote policy transfer, learning and support among Member States on EU objectives and priorities; and to relay the views of the stakeholders and society at large.

The total budget envisaged for these types of actions is EUR 8 042 264.

It will cover in particular the following actions:

5.1. Evidence-based policy

5.1.1. Eurobarometer on gender equality in the EU

A Eurobarometer was conducted in 2009 on gender equality in the EU. This activity aims to reconduct the same Eurobarometer with the view to analyse the evolution of EU citizens' perception on gender equality.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 1

5.2. Information sharing and learning

5.2.1. Network of legal experts in the field of gender equality

This network aims to gather independent information on recent legal developments in order to support the Commission (i) with the legal compliance checking, (ii) with responding to complaints from citizens, questions from MEPs and (iii) with the review of the effectiveness of existing legislation and the development of new legislative instruments at EU level, and (iv) to inform the exchanges of good practices organised by the Commission.

Type of procedure: Second renewal of the contract JUST/2011/GEND/PR/0093/A4 signed on 12/12/2011 for a period of 12 months, renewable twice.

5.2.2. Network of socio-economic experts on gender equality

This network aims to feed into the European Semester assessment of National Reform Programmes and, in particular, of growth potential of gender equality policies.

Type of procedure: Renewal of the contract JUST/2011/PROG-GEND/PR/1083/A4 signed on 7/12/2011 for a period of 24 months, renewable once.

5.2.3. Sharing and learning on equal pay

This activity aims to contribute to Equality for growth. The activity will support trainings for companies on the business case for gender equality and exchanges of good practices.

Type of procedure: Renewal of the contract JUST/2011/PROG-GEND/PR/1084/A4 signed on 9/12/2011 for a period of 24 months, renewable once.

5.3. Participatory debate

5.3.1. European Equal Pay Day

This activity aims to raise awareness and support for policy dialogue with all stakeholders.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 1

5.3.2. *Communication activities*

These activities aim to promote gender equality policies, including on the participation of women in decision-making.

Type of procedure: Use of framework contracts

Indicative number of specific contracts to be signed: 2-3