

Name of the Partner Organisation: **AGE Platform Europe**
Framework Partnership Agreement Reference number: **VS/2010/0588**

ANNUAL WORK PROGRAMME 2013



PART A. HIGHLIGHTS AND UPDATE FOR 2013

1. Operating environment

1.1 External environment

Our work programme 2013 will seek to contribute to various initiatives of the Europe 2020 Strategy and to contribute to its key objectives of smart, sustainable and inclusive growth. In particular, the following developments which have occurred in 2012 or will be launched in 2013, will influence significantly our work programme 2013:

- The [European Semester](#) and its economic policy coordination cycle, annual National Reform Programmes (NRPs), country specific recommendations and optional National Social Reports, etc;
- The [European Year 2013 of Citizens](#), in particular how to [empower older citizens to get involved in EU debates](#) that concern them in line with [the European Commission's proposals to build the future with Europeans in the EY2013](#)
- The follow-up to the [European Year for Active Ageing and Solidarity between Generations 2012](#);
- The impact of the current [economic and sovereign debt crisis on older people](#) and on key objectives of the Europe 2020 Strategy (employment rate of older workers, the poverty reduction target, the inclusive growth objective, etc.);
- The increasing discrimination faced by older people in the labour market and in access to fundamental goods and services as reported by the recent [Eurobarometer n° 393 on Discrimination in EU in 2012 published on 23 November 2012](#);
- The [United Nations Open Ended Working Group on the rights of older people \(OEWG\)](#);
- The Council of Europe decided in February 2012 to create [a new drafting group \(CDDH-AGE\)](#) in view of elaborating a non-binding instrument on the promotion of the human rights of older persons.
- The implementation at EU level of the [United Nations Convention on the Rights of Persons with Disabilities](#);
- The [implementation of the ECJ Judgement on C-236/09 Test Achat Case](#) which rules that ["Article 5\(2\) of Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services is invalid with effect from 21 December 2012"](#).
- The European Commission's proposal for a Directive of the [European Parliament and of the Council on the accessibility of public sector bodies' websites](#)
- The upcoming [European Accessibility Act](#) and the promotion of the concept of [Design-for-All](#) to improve accessibility of goods and services for Europe's [ageing population](#) and people with disability;
- The European Commission report to the European Parliament and the Council on the transposition and implementation of Directives [2000/78/EC](#) and [2000/43/EC](#) to which AGE has been invited to contribute the views of its members.
- The European Commission first assessment report of the [national Roma integration strategies](#).

- The work of the [Platform for Diversity Management](#) set up in 2010 with the support of the PROGRESS programme in the field of age management and the promotion of the [Check List for Diversity Management developed in 2012](#);
- The on-going debate in the Social Questions Working Group on [the Draft Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation](#); and the joint work done in 2012 by AGE and other EU non discrimination NGOs on the discrimination faced by older migrants, older LGBTBs, older Roma, older persons with autism;
- The follow-up to the [Equality Summit 2012](#);
- The promotion of the outcomes of the [seminar on public policies combating discrimination based on age](#) organised by the EC in 2011;
- The dissemination and promotion of the outcomes of the [Synthesis Report 1 - 2011 on Older Workers, Discrimination and Employment](#), launched by the EC in November 2012
- The [Social Protection Committee](#) Working Group on Ageing issues (SPC-WG-AGE) to deal with ageing related policies: employment of older workers, age discrimination in the labour market and in access to goods and services, pension reform (White Paper launched in 2012), long-term care reform (Communication now foreseen in 2013), etc.
- The [European Innovation Partnership was dedicated to Active and Healthy Ageing](#) through which AGE leads a campaign to support active and healthy ageing and the empowerment of older people through the promotion of age-friendly environments and the setting up of a European Covenant on Demographic Change ([Action D4](#));
- Debates on the [EU multiannual financial framework 2014-2020](#) and future EU programmes. AGE will need to ensure that older people's rights and interests are taken on board during the negotiations on all relevant programmes.
- The [Social Investment Package](#)
- The [Strategic Innovation Agenda](#) of the EIT (European Institute of Technology) adopted in November 2011 envisaged new KICs (Knowledge Innovation Community) to be launched in 2014. One of them is dedicated to [Innovation for healthy ageing and active ageing \(improving the quality of life and well-being of citizens of all ages\) and should be prepared in 2013](#).
- The adoption of the [eHealth Action Plan 2012-2020](#).

1.2 Internal environment

2013 will be a transition year for various reasons: it will be the last year of our triennial Strategy 2011-2013 and operational grant under the current PROGRESS programme. In addition to the uncertainty around our future which results from the lack of agreement on the Multiannual Financial Framework for the period 2014-2020 in the Council, AGE will have to deal with the increasing difficulties that some of our members face due to the crisis and budget cuts in national budgets. Yet our workload keeps increasing and AGE is expected to contribute to even more dossiers at EU level, for example in areas of consumers' rights, in the promotion of age-friendly environments and workplaces, etc.

2013 will also be a challenging year with all the work we need to do to build on the work done in 2012 and planned for 2013 by DG Justice in the field of age discrimination, the follow-up to the EY2012 and to the European Innovation Partnership on Active and Healthy Ageing. We need to support our members to get actively involved in the EY2013 of Citizens and in the preparation of the European Parliament elections in 2014.

To cope with our workload, we have planned the following changes in our PROGRESS funded team:

- Julia Wadoux, Policy Officer for Health and New Technologies came back from maternity leave end of September 2012 and is again working Full time. Since she is planning to take some parental leave during the summer 2013, we have calculated her budget line on the basis of 200 working days/year.
- Nena Georgantzi, who has worked for us as Legal issues officer 1d/week in 2012, will work 2d/week in 2013 to help us on the United Nations Open Ended Working Group on Older People's rights and Council of Europe Drafting group on older people's rights. The remaining 3 days, Nena will be working on research projects.
- Alice Sinigaglia, our Campaign and Logistic Officer will work 3 days/week (instead of 4d/week in 2012) to deal with the follow-up to the EY2012 and our campaign on the promotion of an age-friendly EU by 2020. The remaining 2 days, Alice will work on research projects.
- Ophélie Durand, will work 1d/week as EP liaison Officer. The remaining 4 days, Ophélie will work on research projects.
- Maude Luherne will work 2 days/month on policy work in the field of elder abuse and rights of older dependent people to help us implement the EU Strategy for the wellbeing and dignity of older people in need of care and assistance. The remaining days, Maude will work on research projects.

To summarize, AGE PROGRESS funded team in 2013 will be composed of the following staff equivalent to 6,8 Full time positions:

- Anne-Sophie Parent, Secretary General, Full Time
- Maciej Kucharczyk, Managing Director, responsible for pensions and social inclusion issues, Full Time
- Hanan Soussi, Office Manager, responsible for day to day management of financial and membership issues, 4d/week
- Rachel Buchanan, Policy Officer, responsible for non-discrimination and employment, volunteering and LLL issues, Full Time
- Julia Wadoux, Policy Officer, responsible for Health, long-term care, ICT and accessibility issues, 200 days/year (one month of parental leave)
- Anne Mélard, Information and Communication Officer, 4 d/week
- Alice Sinigaglia, Campaign and Logistics, 3 days/week
- Nena Georgantzi, Legal Officer, responsible for anti-discrimination/human rights legislation and consumers rights, 2 days/week
- Ophélie Durand, EP Liaison Officer, 1 day/week
- Maude Luherne, Policy Officer in the field of elder abuse and rights of older dependent people, 2 days/month

The PROGRESS funded team and the research project team meet on a regular basis to coordinate their respective work and feed research outcomes to AGE policy work and vice-versa.

2. Strategic Objectives

2.1 Improve the organisational capacity and management of AGE

2.1.1.: Improve AGE Secretariat's working methods to increase the understanding of EU policies and AGE's work among its members and facilitate their active involvement in the development of AGE positions:

The annual staff evaluations in July 2012 were a good opportunity to assess work done by the Secretariat during a very busy year. Overall, AGE Executive Committee are very pleased with the staff's performance, their commitment to AGE and the way they use this annual exercise to reflect on what they have done and enjoyed in the past year, what they feel they could do better and how the team could work better together. To prepare our work programme 2013, a brainstorming session was organized with all staff in October to discuss our key objectives 2013 and tasks distribution to ensure that we make the best use of our skilled workforce. The proposals made during this brainstorming session was presented and discussed with the Executive Committee (on 8/10/12) and the Council (on 21/11/12). All activities described below reflect the decisions made by the Council.

Activities implemented under this objective: Overall management of Secretariat and staff, joint and individual staff training, staff annual evaluations, performance reporting and data collection, Analysis by external evaluator of internal membership survey and stakeholders' interviews, and annual external evaluator' report

2.1.2.: Support transversal cooperation and exchange of good practice between members and promoting greater involvement of members/experts in AGE work:

Discussions will take place in the Council on the various governance issues and how we could improve the participation of AGE members and experts in AGE policy development, in particular to be more efficient on some new dossiers for which we need to access new expertise (for. Ex. on consumers' rights). In the framework of the EY2012, most Council members have played an active role at national level and have become contact persons for the national coordinators and the communication agency. This role needs to continue in the framework of the EY2013 of Citizens and preparation of the upcoming European Parliament elections.

Council members and experts are also more and more often asked to represent AGE in EU and national events with the support of AGE Secretariat. This allows us to make a better use of the expertise that is available in our network.

Activities implemented under this objective: AGE statutory meetings (1 Annual General Meeting, 2 Council meetings, 4 Executive Committee), development of AGE website (Members' section).

2.1.3. Develop AGE membership and representativeness: New organisations keep applying to join AGE membership but at the same time the crisis has hit severely NGOs in some countries and we received a few resignations in the last few weeks. Our network now counts 173 member organisations. The Accreditation Committee has received several requests for reduced fees from members who face drastic cuts in their budgets. Discussions will be held in the Council on how to improve the benefits that Full members can draw from their membership to AGE in order to retain and attract more organisations.

Activities implemented under this objective: 2 meetings of the Accreditation Committee (FYI, AC is composed of 4 Council members who meet on the evening of day 1 of Council meetings).

2.1.4. Improving AGE financial independence: AGE General Assembly 2012 agreed that 2013 membership fees should be increased by 3% to cover inflation. This is however not enough to cover our co-funding needs which increase more than inflation every year (degressivity rule). The General Assembly 2012 decided to set up a Finances Group to help the Treasurer and Secretariat explore new options to increase AGE's own resources without

adding too much pressure on our members since most of them are going through budget reduction and cuts in their own funding sources. The new Finances Group is composed of 5 members nominated by members. The group met with the Executive Committee in October and explored various avenues. It was decided to start immediately and explore the proposal of organizing a conference back to back with our General Assembly 2013. The event will be open to external stakeholders and sponsors. An exhibition will be organized where members and external non-for-profit exhibitors could present their work/projects.

The Secretariat was also asked to prepare a proposal on the business partners who could be approached to support our campaign on the Covenant on Demographic Change and the promotion of age-friendly environments, in line with our code of ethics for fundraising, and EU and Belgian legislation for NGOs. This could help us find new sponsors and donors.

Activities implemented under this objective: analytical book keeping, check and advice on AGE accounts by external accountant, audits by our certified external auditor of PROGRESS and general final accounts, fundraising activities.

2.2 Improve AGE capacity to voice the concerns and expectations of older people and to influence policy making at EU and national levels

2.2.1 Improve AGE communication tools: Our new website keeps growing and is visited by an increasing number of visitors (for the first 11 months of 2012, 86.125 visits of which 54.883 new visits; 258.896 page views). A new registration on line system was introduced in 2012 to facilitate registrations for both internal and public events. The database and linked CiviCRM system facilitate also group mailings. While the majority of our contacts use our on-line tools and English website, a significant number of our members require documents in French, so we need to keep our French website as well. AGE opened a Twitter account in 2012. To increase AGE's visibility and reach new targets, AGE will create a Facebook account. To facilitate also access to our work by a wider range of older people, it is important to continue to keep also more traditional and accessible communication tools such as publications on paper and various language versions of the most important ones (see 2.2.4).

Activities implemented under this objective: Information and communication work in secretariat; Website development (public part): drafting and translating newsflashes, web articles and press releases on latest EU policy developments, posting of good practice on website, dissemination of EY2013 information; translation of website articles in French, creation and management of a Facebook account.

2.2.2 Improve communication with and from members/experts: The section called "[Info on AGE members](#)" was developed a year ago and members have started to send us information they wish to share with others in some areas. We wish to continue to develop this section (with more articles and more sections). [CoverAge](#), our monthly online magazine is another tool which is very much appreciated and used by members/experts to communicate information about their activities and challenges (there is a section on News from AGE Members).

Activities implemented under this objective: 10 editions of CoverAge, AGE monthly on-line magazine in EN, FR (full versions) and IT, DE, ES (summary); further development of AGE website section on "Info on AGE members", development and update of website Members' section.

2.2.3 Develop other ways to improve the advocacy and campaigning skills of AGE and its members: In 2012 AGE published a brochure entitled: “ [Active Senior Citizens for Europe: A Guide to the EU](#)” (in French: “[Seniors actifs pour l’Europe: Guide de l’Union européenne](#)”) to help older citizens across the EU understand how the EU works, what issues are at stake in an ageing Europe and what they can do to take part in EU debates and make Europe a better place for all of us to live, work and grow old in. We applied for funding under the call DG JUST Rights and Citizenship 2012 (project’s name: Active Senior Citizens for Europe) with partners in 12 countries. Our objective was to use this brochure as a basis to develop training tools to train older citizens to become trainers themselves in their countries and empower much larger groups of older citizens to campaign together and become actively involved in EU debates and in the preparation of the upcoming EP elections. Since the project was not selected for funding, we would like to translate the brochure in a few more languages and produce web versions (no printing costs). We plan also to produce a leaflet on the EY2013 of Citizens in EN and FR to raise awareness of the objectives of the Year and of AGE members recommendations.

Activities implemented under this objective: Update of website with information on EU citizens’ rights and where older people can seek support, translation and web versions in DE, IT, PL on our new brochure “Active Senior Citizens for Europe: A Guide to the EU” publication of a brochure in EN and FR on what the EU is doing to support older people’s rights, dissemination of information and communication tools developed by the EC for the EY2012. Publication in EN and FR of a leaflet on the EY2013.

2.2.4 Develop a more efficient communication strategy to better influence EU and national policy makers, social partners, media, etc, and other relevant stakeholders

In 2013 AGE will seek to use the momentum of work done in 2012 to pursue our campaign on age-friendly environments (campaign for an age-friendly EU by 2020) and to achieve more visibility in the media and among relevant stakeholders. Together with our campaign partners AGE will publish articles, press releases and information on good practice that support a society for all ages. AGE will also continue to respond to national media looking for quick answers on age related EU debates and approaches adopted in other countries (AGE visibility in national specialised media has increased significantly in 2012).

Activities implemented under this objective: printing and dissemination of AGE annual report, publication of press releases and articles on major EU developments, collection and posting of best practice on the AGE website, dissemination of communication material on our campaign for an age-friendly EU by 2020 and on the EY2013, event at the Committee of the Regions or European Parliament to present and discuss our proposal for European Covenant on demographic Change, thematic conference on age-friendly environments open to external stakeholders and interested parties organised back to back with our Annual General Assembly in May 2013.

2.3. Reinforce the advocacy and campaigning skills of AGE and its European/national members to influence EU policy objectives and priorities at EU and national level

2.3.1 Implement the policy priorities agreed by the General Assembly for the period 2011-2013: With the support of our members and experts, we will work on our policy priorities in the field of older people’s fundamental rights, i.e. fight against age discrimination in and outside employment, employment of older workers, adequate and sustainable pensions, quality long-term care and fight against elder abuse, fight against social exclusion and poverty in older age, active and healthy ageing, older volunteering and informal carers, ICT and ageing, accessibility of the built environment and transport, etc.

AGE will produce position papers and contributions to relevant EU dossiers, in particular:

- Feedback on transposition and implementation of directives [2000/78/EC](#) and [2000/43/EC](#) for the Commission's report to the European Parliament and Council on the application of these two EU non-discrimination legislative instruments;
- Follow-up national debates on the proposed directive on equal treatment outside employment (COM(2008)426) and debates on the "age" ground in the Social Questions Working Group (SQWG) under the [Irish](#) and [Lithuanian](#) Presidencies;
- Draft a joint position paper with EWL on the challenges and discrimination faced by older women (to be published in spring 2013);
- Raise awareness of the challenges faced by older migrants and religious groups highlighted in the joint paper "[Voices of older ethnic and religious minorities and migrants](#)" launched by AGE and ENAR during the Equality Summit 2012
- Raise awareness of the [national Roma Strategies](#) and of the [specific challenges and discrimination faced by older Roma](#) highlighted in the joint position paper "Improving the situation of Older Roma, produced in 2011 by AGE and ERIO
- Raise awareness of the [challenges and discrimination faced by older LGBTI people](#) highlighted in the joint position paper AGE-ILGA-Europe launched in November 2012 and mainstream these issues on our campaign for an age-friendly EU.
- Raise awareness of the challenges and discrimination faced by older people with autism highlighted the position paper "[Rights of older people with autism](#)" produced Autism-Europe in collaboration with AGE in October 2012 and mainstream these issues on our campaign for an age-friendly EU.
- EC 3rd [annual report on the application of the Charter of Fundamental Rights of the European Union](#) in 2012 (expected in Spring 2013);
- Response to [EC proposal on the accessibility of public sector bodies websites](#) (published on 3 December 2012)
- Response to EC proposal for a [EU Accessibility Act](#) (upcoming)
- European Commission Report on "[Employment and Social Developments in Europe](#)"
- Message to Spring Council 2013 on impact of crisis and reforms in social protection schemes on older people;
- [Annual Growth Survey \(AGS\) 2013](#) – on the basis of its members' feedback, AGE will submit contributions to the Spring European council, in particular in relation to the AGS's priority on tackling unemployment and the social consequences of the crisis.
- In the follow-up to the European Semester policy coordination, our assessment of the implementation of [National Reform Programmes](#) (NRPs) and National Social Reports (NSRs) will be also used in the second half of the year to prepare AGE's contribution to the AGS 2014.
- Follow-up to the adoption and implementation of the EU [Social Investment Package](#) setting a new agenda for social policies to help Member States pursue the structural reforms while sustaining investment in human capital and cohesion.
- [Joint Employment Report](#) (JER - part of the Annual Growth Survey 2013) and input to related discussion in EMCO and SPC on older workers issues prior to adoption of JER in Spring EPSCO meeting;
- Implementation of the [EC Employment Package](#) adopted in April 2012 with regard to older workers;
- Respond to the EC Communication Rethinking skills in the context of Europe 2020;

- Respond to the EC Communication on Health and Safety at work;
- Raise awareness of the [Diversity Charters](#) adopted by 12 Member States and use these as an inspiration source to encourage more Member States to adopt such strategies as part of their national programmes on active ageing and more companies to sign these charters and become in the framework of our campaign for age-friendly workplaces;
- AGE contribution to annual [Convention of the European Platform against Poverty and Social Exclusion](#)
- Input to [Social Protection Committee Social Monitoring of the Crisis](#)
- EC Communication on Implementation of the Active Inclusion Strategy
- Contribution and response to [European Parliament own initiative report on the White Paper on Pensions](#) issued by the EC in 2012
- Response to Commission review of the [IORPs Directive](#) for Institutions for Occupational Retirement Pensions in relation to the Solvency II (minimum standards for the acquisition and preservation of supplementary pension rights);

AGE will also participate in the following working groups:

- Forum on the implementation of Article 5 of Directive 2004/113/EC, Gender equality in the access to and supply of insurance and related financial goods and services, (DG JUST)
- EU Agency for Fundamental Rights FRP (Fundamental Right Platform)
- Financial Services Users Group, (DG MARK)
- SEPA Advisory Council (AGE has applied for a seat, but DG MARK has not replied yet).
- European Pension Forum (DG EMPL)
- Action Group D4 of the European Innovation Partnership on Active and Healthy Ageing (DG Health and Consumer Affairs and DG INFSO)
- European Health Policy Forum (DG Health and Consumer Affairs)
- Advisory Board of the Ambient Assistive Living Joint Programme
- Social Protection Committee Working Group on Age (SPC-WG-AGE) upon invitation
- Steering Committee of the project 'Support to voluntary initiatives promoting diversity management at the workplace across the EU
- Civil Society Alliance for EY2013 led by the European Civic Forum to prepare European Year of Citizens 2013.
- Collaborative project on "Promoting the business case for active ageing", led by CSR Europe,
- Other relevant groups, for example if a group is set by the Commission with external stakeholders to develop concrete options for the implementation of the new proposal for an Accessibility Act and other issues linked to "Connecting Europe".
- ICT Standardisation Platform (DG CONNECT and DG ENTR)
- eHealth Stakeholder Group (DG CONNECT)

- European Railway Agency: revision of the Technical Specification for Interoperability – People with Reduced Mobility
- European Medicine Agency: Patients and Consumers Working Parties
- CEN-CENELEC, Strategic Advisory Group on Accessibility and work on the Mandate 473 “Design for All”
- Access City Award EU Jury (DG JUSTICE)

Under this strategic objective we will participate as speakers, moderators or rapporteurs in key EU and national events. FYI: in 2012 AGE participated actively in more than 180 EU and national events as speaker, moderator or rapporteur.

AGE will take part in particular in the following key EU events/initiatives:

- Launch of the EY2013, January 2013
- Seminars organised by the European Commission on good practices in the field of combatting discrimination
- Open Health Forum (April)
- eHealth Week (May – Dublin)
- 3rd Annual Convention of the European Platform Against Poverty and Social Exclusion, December 2013
- Follow-up to the Equality Summit 2012 and its objective of promoting equality for growth
- European Demography Forum
- Closing ceremony of the EY 2013, December 2013

Activities implemented under this objective: Policy work in Secretariat to monitor EU and national policy developments, develop position papers and open letters to EU policy makers on relevant issues. Participate in relevant EU and national events and advisory bodies. Facilitate relationship between our members/experts and EU/national institutions, equality bodies, etc. Organise 2 meetings for each of our 6 expert groups (6 x 2 x 1,5 day meetings).

Organise a thematic conference on “Age-friendly environments: Promoting Equality for Growth”. This event will be organised back to back with our Annual General Assembly 2013 to enable AGE members and experts as well as guest speakers and external stakeholders (industry, researchers, etc.) to contribute to the debate. We will publish a report on the outcomes of the conference to raise awareness of the latest developments in EU equality policies and initiatives that support age-friendly environments, and share AGE and other stakeholders’ views with a wider public.

We also plan to co-organise a few events/meetings with the intergroup on Ageing and Solidarity between Generations or other key MEPs and two events with the Committee of the Regions (one on Senior Entrepreneurs and one on the proposed Covenant on Demographic Change (no costs involved for AGE).

2.3.2 Getting our members more actively involved in the Social Open Method of Coordination

Our members and experts will monitor the implementation of the renewed Social Open Method of Coordination, and will seek to raise awareness of the challenges that older people face in accessing an adequate income in old age, adequate social protection, health and long-term care, as well as social integration. The Social Inclusion Expert Group, Social Protection Expert Group and Health expert groups will be helping AGE assess progress

made towards the common objectives for Social Protection and Social Inclusion and, more broadly, towards the social dimension of the Europe 2020 Strategy. Our work on the Social OMC will be in particular looking at the progress towards the achievement of the EU headline indicator on poverty reduction with regard to older people.

Activities implemented under this objective: Coordination of on-going work and support to our expert groups in the development of position papers in the field of social protection, helping members get involved in the preparation, implementation and monitoring of the National Social Reports. This work will be done in parallel with the joint analysis of both the EU economic governance process, the European Semester, based on the National Reform Programmes. AGE members will analyse these two reporting mechanisms in parallel and look in particular for synergies between the proposed macro-economic reforms and social policy objectives. Prepare AGE input into the 2014 Annual Growth Survey based on our final assessment and recommendations of the NRPs and NSRs.

2.3.3 Promoting direct involvement of older people through participatory meetings

Throughout 2012 our objective has been to use the momentum of the European Year to promote a more direct involvement of our members in relevant national and local debates. National coalitions were set up with a wide range of stakeholders who share the same vision of a society for all ages. In 2013, we want to build on these achievements to run our campaign for an age-friendly EU by 2020 and the setting up of a European Covenant on Demographic Change.

Activities implemented under this objective: Support our members to organise debates involving older people in their country to discuss what can be done to promote age-friendly environments at local, regional and national level across the EU and to get actively engaged in the European Year 2013 on Citizens as active senior citizens. Our members will be able to use the material developed by AGE for that purpose (see under 2.2.3).

2.4 How can we better integrate cross-cutting issues (e.g. gender, poverty, disability and non-discrimination) in AGE's day-to-day work?

2.4.1 Campaign in support of active ageing and intergenerational solidarity: Since it was launched by AGE a few years ago, the [EY2012 stakeholders' coalition](#) has grown and keeps on growing. It now brings together 65 stakeholders (NGOs, foundations, social partners, local authorities, industries) who share the same vision and objective to create an age-friendly EU by 2020. In addition to the EY2012 coalition, a large of stakeholders have joined AGE's campaign and the promotion of age-friendly environments (Action D4 of the EIP-AHA). AGE will continue to coordinate and to involve the coalition and the EIP partners in our campaign for the setting up of European Covenant on Demographic Change.

Throughout the EY2012 AGE has also started to work more directly with some social partners, as well as business organisations. AGE is actively involved in CSR Europe collaborative project on "The Business Contribution to Active Ageing", an initiative to feed into the European Year 2012 under their Enterprise 2020 Strategy and asked AGE to join their stakeholder group as a co-leader. AGE is also working with EPSU on care professionals' issues, i.e. how to improve the working conditions and the challenges faced by older care workers, a highly feminized and ageing workforce.

Finally AGE, as EY2012 coalition leader, will work with MEP Heinz Becker, co-chair of the Intergroup on Ageing to prepare an event at the European Parliament on intergenerational solidarity to mark the European Day of Solidarity between Generations in April 2013.

Activities implemented under this objective: Follow-up to the EY2012 with the stakeholders' coalition; publication of a joint statement with the outcomes of the EY2012 and recommendations for future action to ensure a long-term legacy. EP event organised to mark the EU Day of Solidarity between Generations.

2.4.2 European Year 2013 of Citizens

The EY2013 will also be a very important year for AGE and its members. AGE will work with other stakeholders at EU level to promote the EY2013 of Citizens and our members will be active at national/local level on this theme. We will also use this EY to promote active participation of older people in citizenship activities such as getting involved with other stakeholders at national and local levels to promote active citizenship.

Activities implemented under this objective: Joint work and publication of joint positions on active citizenship.

2.4.3 Fighting discrimination outside employment:

In addition to our work on age-discrimination we will also pursue our joint work on cross-cutting issues of discrimination in and outside employment with other will concentrate mainly on:

- Discrimination in access to financial products with the European Disability Forum (EDF) and the European Women's Lobby (EWL);
- Contribute to the debate of Social Question Working Group on the draft directive tabled by the European Commission in 2008 in coordination with the other EU non-discrimination networks;
- Draft a joint position paper with EWL on the challenges and discrimination faced by older women (to be published in spring 2013);
- Joint work with the European Women's Lobby on the monitoring of implementation of the ECJ Judgement on C-236/09 Test Achat Case
- Coordinate our work on web accessibility and Accessibility Act with the European Disability Forum and on the promotion of Design-for-All approach;
- Joint work with European Blind Union and RNIB to draw up recommendations on how to develop age friendly cities in Europe to benefit older citizens who are blind or living with sight loss. These recommendations will also feed into the broader debate on age-friendly environments;
- Collaboration with other stakeholder, such as the Design for All Foundation, for the promotion of the Design-for-All approach
- Raise awareness of the specific challenges faced by older migrants and ethnic minorities in access to employment, goods and services
- Raise awareness of the Roma national Strategies and EC first assessment report and do joint work with ERIO on the specific challenges faced by older Roma in particular in access to health and long-term care and in employment.

Activities implemented under this objective: Joint work and positions with other stakeholders on relevant issues. .

2.4.4 Promotion of older people's human rights

AGE Council has decided in November 2012 that AGE should apply for consultative status with the UN Economic and Social Council (ECOSOC) in order to facilitate our participation in UN conferences and consultations, allow us to present statements at UN instances and increase our visibility among UN stakeholders. AGE is asked to continue to contribute to the work of UN DESA (Department of Economic and Social Affairs) and the OHCHR (Office of the High Commissioner for Human Rights) on the rights of older people, as well to provide input in the frame of the OEWG. AGE now follows that issue with the Directorate on Human Rights and Democracy of the EEAS and DG JUST.

AGE was invited to take part in the first two meetings of the drafting group on the rights of older people ([CDDH-AGE](#)) set up in 2012 and will continue to contribute to the [Draft Recommendation of the Committee of Ministers to member states on the promotion of the human rights of older persons](#) in the course of 2013. Meanwhile AGE has applied for INGO participative status to the Council of Europe.

Activities implemented under this objective: [AGE](#) was invited by the UN to take an active part in the meeting of the OEWG in New York in August 2012 and we plan to take part in the next expert and OEWG meetings in 2013, as well as contribute to relevant events and consultations launched by the OHCHR and UNDESA. AGE will also continue to participate actively in the elaboration of the Council of Europe Recommendation on the promotion of the human rights of older persons and be involved in Council of Europe working groups that discuss the rights and dignity of older people.

2.4.5 Adequate minimum old-age income as a tool to fight poverty and social inclusion among older people: In line with the 2008 Commission Recommendation on active inclusion (objective to ensure adequate income support) and Article One of the Charter of Fundamental Rights on human dignity, AGE will pursue its work on adequacy of pension income for a dignified old age. It will be based on the development of a “basket of goods and services for older people” that could be adapted to all national contexts and could be used to measure whether older people have adequate resources, either through a pension or in-kind benefits, to live a decent life. Such income standard for an adequate old-age income should in particular address older people's expectations including non-monetary aspects such as access to quality healthcare services, education and long life learning, decent housing, leisure and social activities or civic participation. AGE is working with EAPN on this work.

Activities implemented under this objective: Joint campaign with EAPN and joint statement on decent income for all in old age.

2.4.6 Quality of long-term care as a tool to fight elder abuse and promote the dignity and well-being of older people:

The WeDO project on the dignity and wellbeing of older people in need of care and assistance ended in November 2012 and delivered a European Quality Framework for long-term care and 12 national strategies whereby national coalitions of relevant stakeholders commit to implement the agreed principles. Our objective is to use this European quality framework for LTC as a tool to combat a very severe form of age discrimination, i.e. elder abuse, a phenomenon that is found across the EU and in all care settings: at home, in the community and in residential care across the EU. A European strategy was developed with the input of a [European coalition](#) composed of several key EU stakeholders and other EU stakeholders supporting our initiative. This Strategy outlines what can and should be done at EU level to promote the wellbeing and dignity of older people in need of care and assistance.

Activities implemented under this objective: promotion of the European Quality Framework for the wellbeing and dignity of older people in need of care and assistance and policy work identified in the European Strategy to improve the quality of life of older people¹ in need of care and assistance, support professional and informal carers and contribute to a more efficient long-term care system.

2.4.7 Upcoming European Parliament elections 2014

2013 will be an important year for the preparation of the upcoming European Parliament elections (political groups will start preparing their manifesto for 2014). AGE members will develop some common messages and priorities and will seek to influence European political groups' manifestos. AGE members will then adapt and promote these messages and recommendations to their own national priorities and will seek to influence national parties' manifesto.

Activities implemented under this objective: develop European Manifesto with common priorities and recommendations; support our members to adapt and produce document to influence national EP elections manifestos.

3. Risk Management

3.1 External risks: The on-going crisis and the lack of agreement at Council on the budget 2014-2020 are external factors on which we have no control. They create additional challenges not only for all EU funded networks but more generally on the ability of the EU to move forward on some key dossiers. The challenge for AGE members will remain how to influence their National Reform Programme and relevant debates at national level in a way that will deliver tangible and lasting progress for older people as there is no requirement put on Member States to consult with civil society. To help them overcome this challenge, AGE has produced the brochure "Active Senior Citizens for Europe: A Guide to the EU" in which we explain and support our members to get involved in the relevant policy processes at national/local levels.

3.2 Internal risks: The Secretariat's workload keeps increasing and we expect 2013 to be also a very busy year with the follow-up to the European Year 2012, the EY2013 on Citizens, various important EC proposals just released or upcoming (for more details see part 2.3 above). In light of the upcoming work that we would like to implement in 2013, we have reviewed the tasks distribution among AGE team to better use the expertise and skills available in our staff (for more details see section: 1.2).

In 2013 one of our priorities will be to find additional resources for our core activities and to ensure that we can continue to function in 2014 in case the implementation of the new programme and call for proposals is delayed. We are currently developing a fundraising strategy with our new Treasurer and Finances Group to attract funding from diverse external sponsors for ad-hoc events or campaigns.

4. Performance Measurement

In accordance with instructions received from the European Commission and as in previous years, we will use the following performance indicators to monitor progress in the

¹ When using the term 'older people', this strategy refers to various groups including older migrants, older women and men, older LGBT, older Roma, etc

implementation of our work programme. Our aim is to use the same simple - yet reliable - indicators to be able to assess progress over time (see table below). The indicators used by the European Commission to collect quantitative data about the PROGRESS programme are in bold.

SUMMARY TABLE: PERFORMANCE MEASUREMENT PLAN

PERFORMANCE MEASURE	UNIT OF MEASUREMENT	DATA SOURCE	METHOD/ APPROACH OF DATA COLLECTION	DATA REGULARLY AVAILABLE?	DATA ACQUISITION		PLANNED TARGET FOR THIS WORK PROGRAMME	CRITICAL ASSUMPTIONS
					SCHEDULE/ FREQUENCY	RESPONSIBLE OFFICE/PERSON		
Immediate outcome 1: IMPROVING THE NETWORKS' ORGANISATIONAL CAPACITY AND MANAGEMENT								
Staff retention	Average seniority in permanent staff	AGE staff file	SECUREX data	All year round	Once a year after staff evaluation	Office Manager/ Secretary General	To keep all our present staff, including in 2014	It will depend on the uncertainty around the transition between end of PROGRESS funding and next funding programme
Staff training	Number of hours	AGE staff file	Table in AGE staff file	All year round	Once a year (final report)	Office Manager/ Secretary General	Same level of training opportunities as in 2012	
Staff satisfaction	Satisfaction scale	AGE staff file	Annual staff evaluations	All year round	Once a year	President, Vice-President and Secretary General	To be able to reduce excessive pressure on staff for long periods as was the case in 2012	Will depend on amount of work and level of uncertainty around AGE future funding
Members' involvement in statutory meetings	N° pers./meeting /gender /satisfaction	Website	On-line registration for meetings	All year round	Once a year (in January of the following year)	Logistics and Campaign Officer/ Secretary General	To keep same level as in 2012	
Members' satisfaction regarding participation in meetings organised by AGE	N° of pers. who have responded to satisfaction questionnaire and results of satisfaction surveys	On-line tool	On-line questionnaire with satisfaction survey sent to all participants	After each meeting	Once a year (final report)	Logistics and Campaign Officer and Policy Officers/ Secretary General	To keep at least same level as in 2012	Will depend on members/experts' willingness to respond
Analysis of internal membership survey (2011) and interviews of	Qualitative indicator	External evaluator	Discussion with Council and General	once	Spring 2013	Secretary General and external evaluator	Progress achieved when compared to similar exercise	

PERFORMANCE MEASURE	UNIT OF MEASUREMENT	DATA SOURCE	METHOD/ APPROACH OF DATA COLLECTION	DATA REGULARLY AVAILABLE?	DATA ACQUISITION		PLANNED TARGET FOR THIS WORK PROGRAMME	CRITICAL ASSUMPTIONS
					SCHEDULE/ FREQUENCY	RESPONSIBLE OFFICE/PERSON		
a few key external stakeholders (2012)			Assembly				done at end of last Triennial Strategic Plan	
Membership development	N° of members	Secretariat	AGE files	All year round	Once a year after each GA	Office Manager/ Secretary General and external evaluator	To keep at least same number of members as in 2012	The on-going crisis is hitting badly a few of our members and force them to withdraw from AGE or move to Observer members due to reduced budgets or wind up.
Financial independence	% of PROGRESS co-funding	AGE financial reports	Book keeping documents	All year round	Once a year (final report)	Secretary General and Treasurer	80%	
<p>Immediate outcome 2: VOICING THE CONDITIONS, CONCERNS AND EXPECTATIONS OF (1) PEOPLE EXPOSED TO SOCIAL EXCLUSION, DISCRIMINATION AND GENDER INEQUALITY OR (2) ORGANISATIONS PROVIDING SERVICES TO PEOPLE EXPOSED TO POVERTY AND SOCIAL EXCLUSION, DISCRIMINATION AND GENDER INEQUALITY</p>								
Audience for AGE work	N° of hits and visits to AGE website	Website	Website statistics	All year round	Once a year (final report)	Logistics and Campaign Officer/ Secretary General and evaluator	To keep same level or even increase compared to 2012	Let's see if we can keep up the same audience as in the EY2012
	N° of persons receiving AGE publications	AGE internal files	Financial documents	All year round	Once a year (final report)	Logistics and Campaign Officer/ Secretary General and evaluator		Will greatly depend on budget availability
External stakeholders' satisfaction with AGE	Qualitative indicator	AGE internal files	Analysis of outcomes of	once	Spring 2013	External evaluator,	Progress compared to 3	

PERFORMANCE MEASURE	UNIT OF MEASUREMENT	DATA SOURCE	METHOD/ APPROACH OF DATA COLLECTION	DATA REGULARLY AVAILABLE?	DATA ACQUISITION		PLANNED TARGET FOR THIS WORK PROGRAMME	CRITICAL ASSUMPTIONS
					SCHEDULE/ FREQUENCY	RESPONSIBLE OFFICE/PERSON		
advocacy work at EU level			interviews done by external evaluator in 2012 by our members			Secretary General and Executive Committee	years ago	
Invitations received to send a speaker/moderator/rapporteur to EU and national events	N° of AGE representatives who participated in an active role in external events	List of events in which AGE took an active part	Website	All year round	Once a year (final report)	Managing Director/ Secretary General	Progress compared to 2011 (2012 was a special year for AGE with lots of invitations)	
Visibility in media	N° of references to AGE work in media	AGE internal files	Template to be filled after each interview	All year round	Once a year (final report)	All staff concerned/ Secretary General and evaluator	Progress compared to 2011 (2012 was a special year for AGE)	Feedback depends also greatly on journalists

Immediate outcome 3: REINFORCING THE ADVOCACY AND CAMPAIGNING SKILLS OF THE NETWORKS AND ITS MEMBERS' ORGANISATIONS TO ADVANCE, SUPPORT AND FURTHER DEVELOP EU OBJECTIVES AND PRIORITIES AT EU AND NATIONAL LEVELS								
Participation of experts in AGE work	N° of pers/meeting/gender	Website	Online registration	All year round	Once a year (final report)	Logistics and Campaign Officer/ Secretary General	Same level as in 2012	We have more requests to join expert groups than we can afford, so we have to make a selection among nominees
Experts input on AGE work	Qualitative assessment of experts' input	AGE internal files	Experts annual report	All year round	Once a year (final report)	Policy Officers/ Secretary General	Progress compared to 2011 (2012 was a special year for AGE)	
Policy papers produced	N° of position papers, briefings, toolkits, good practices published	AGE website	Tags to retrieve documents and good practices/ participants questionnaires	All year round	Once a year (final report)	Policy Officers/ Secretary General and evaluators	Progress compared to 2011 (2012 was a special year for AGE)	Depends to a great extent on external factors (priorities on the EU agenda, etc.)
Immediate outcome 4: BETTER INTEGRATING OF CROSS-CUTTING ISSUES (E.G. GENDER, POVERTY, DISABILITY, NON-DISCRIMINATION)								
Gender mainstreaming	% of position paper produced by AGE which take gender dimension on board	Website	Search by tags in website	All year round	Once a year (final report)	Policy Officers/ Secretary General and evaluator	Gender should be mainstreamed in all relevant AGE documents	
Alliances with other NGOs	Qualitative assessment of alliances	website	Search by tags in website	All year round	Once a year (final report)	Policy Officers/ Secretary General and evaluator	Whenever relevant	
Joint work with other stakeholders	Quantitative and qualitative assessment of joint work	website	Search by tags in website	All year round	Once a year (final report)	Policy Officers/ Secretary General and evaluator	Whenever relevant	
Comments/Notes:								

5. External evaluation

In 2008, AGE adopted a triennial evaluation and reporting exercise. An external evaluator monitors our work on an on-going basis and provides us with guidance to improve our tools and working methods. The external evaluator also reports back once a year on AGE's performance with regard to the implementation of our Strategic Plan and work programme. During year 1 of the cycle (2008 and 2011), a membership survey was carried out to collect AGE members' views about our work and achievements and to gather feedback on members' expectations and on what needs to be improved. During year 2 (2009 and 2012), the external evaluator conducted a series of interviews with some key external stakeholders whom AGE tries to influence (European Commission officials, Members of the European Parliament, EU Presidencies and high officials in national Ministries, social partners and NGOs, etc.). During year 3 (2010 and 2013) the external evaluator will facilitate a discussion with our whole membership on the next Strategic Plan based on the outcomes of the membership survey and external stakeholders' interviews done in year 1 and 2.

The external evaluators will also use the information collected through the key indicators listed in the above table to evaluate progress achieved in 2013. All data will be analysed and presented by our evaluators to our Council in March 2013 who will make recommendations to the General Assembly in May 2013 to ensure that we make progress toward our strategic objectives.

Finally in spring 2014 the external evaluators prepare a short evaluation report based on information provided by AGE in its final report.

Financial audit: In March 2014, our final PROGRESS and general accounts 2013 will be audited by a certified external auditor (appointed by our General Assembly in May 2014) and presented to AGE Council in March 2014 for approval on behalf of the General Assembly. The certificates will be included in our final report to be sent to the European Commission by end of March 2014. Then, in accordance with our statutes, the 2013 financial report and activity report will be presented to our General Assembly 2014 for ratification.

AGE ANNUAL WORK PLAN TEMPLATE

Year 2013

I.- Improving AGE capacity and management

Objectives:

- ✓ *Improve AGE Secretariat's working methods*
- ✓ *Support transversal cooperation and exchange of good practice between members and promoting greater involvement of members/experts in AGE work*
- ✓ *Develop AGE membership and representativeness:*
- ✓ *Improve AGE financial independence*

EXPECTED OUTPUTS	ANNUAL TARGET/ DELIVERABLES	PLANNED ACTIVITIES	TIMEFRAME				PLANNED INPUTS/BUDGET (refer to budget lines)
			Q1	Q2	Q3	Q4	
Capacity building:	Staff retention	Overall management of the secretariat and staff	X	X	X	X	A23 A24
	Staff training	Joint and individual staff training	X	X	X	X	C60 C61
	Staff satisfaction Staff performance	Annual staff evaluation			X		C62 D64 D65
	Performance reporting	Analysis by external evaluator of internal membership survey and stakeholders' interviews, and annual external evaluator' report	X	X	X	X	D66 E81 E86 E88 E103 E104 E105 E106 E107 E108 E109 E110

Capacity building:	Increased number of persons taking part in AGE statutory meetings	Organisation of AGE statutory meetings: 1 General Assembly (back to back with annual thematic conference)		X			B34 B35 B36
		2 Council meetings		X		X	B37 B38 B39
	Improved satisfaction of members participating in AGE statutory meetings	4 Executive Committee	X	X	X	X	E72 E82 E83
		2 Accreditation Committee meetings		X		X	E89 E90 E91
	Input mechanism for members	Development of website Members' section	X	X	X	X	E94 E95 E98 E99
		Discussion at Council and GA of external evaluator's report and recommendations on future work priorities and work processes to prepare next Strategic Plan		X	X		
Capacity building:	Sound and transparent financial procedures with increased financial independence Accounts successfully audited	Analytical book keeping	X	X	X	X	A25
		Final PROGRESS and general accounts checked once a year by external accountant	X				E87
		Final PROGRESS and general accounts checked once a year by external certified auditor					E102
TOTAL:							538.677,76

II- IMPROVE AGE CAPACITY TO VOICE THE CONCERNS AND EXPECTATIONS OF OLDER PEOPLE AND TO INFLUENCE POLICY MAKING AT EU AND NATIONAL LEVELS

Our Objectives:

- ✓ *Improve AGE communication tools*
- ✓ *Improve communication with and from members*
- ✓ *Develop other ways to improve the advocacy and campaigning skills of AGE and its members*
- ✓ *Develop a more efficient communication strategy to better influence EU ad national policy makers, social partners, media, and other stakeholders*

EXPECTED OUTPUTS	ANNUAL TARGET/ DELIVERABLES	PLANNED ACTIVITIES	TIMEFRAME				PLANNED INPUTS/BUDGET (refer to budget lines)
			Q1	Q2	Q3	Q4	
Awareness raising:	Improved audience for AGE information, communication, awareness campaigning tools	Information and communication work in secretariat	X	X	X	X	A28
		Website development (public part): drafting and translating newsflashes, web articles and press releases on latest EU policy developments, posting of good practice on website, dissemination of EY2012 information. Update of website with information on EU citizens' rights and where older people can seek support. Further development of AGE website section on "Info on AGE members", development and update of website Members ' section.	X	X	X	X	E68 E69 E70

		Production of 10 editions of CoverAge, AGE monthly on-line magazine in EN, FR (full versions) and IT, DE, ES (summary);	X	X	X	X	E71
		Translation and publication of AGE Annual report 2012				X	E74 E78 E79
Awareness raising and capacity building:	Raise public awareness of EU non discrimination legislation and rights conferred by Lisbon Treaty and Charter of Fundamental Rights of the EU; EY2013 of Citizens	Translation and web versions in DE, IT, PL on our new brochure "Active Senior Citizens for Europe: A Guide to the EU" publication of a brochure in EN and FR on what the EU is doing to support older people's rights, dissemination of information and communication tools developed by the EC for the EY2012. Publication in EN and FR of a leaflet on the EY2013.				X	E75 E76 E77
TOTAL:							83.879,32

III.- STRENGTHENING THE CAPACITY OF OUR MEMBER ORGANISATIONS TO ADVOCATE AND CAMPAIGN ON BEHALF OF OLDER PEOPLE AND TO INFLUENCE POLICY CHANGE AT NATIONAL AND EUROPEAN LEVEL

Our Objectives:

- ✓ *Implement the policy priorities agreed by the General Assembly for the period 2011-2013*
- ✓ *Get our members/experts more actively involved in the Social Open Method of Coordination*
- ✓ *Promote direct involvement of older people through participatory meetings*

EXPECTED OUTPUTS	ANNUAL TARGET/ DELIVERABLES	PLANNED ACTIVITIES	TIMEFRAME				PLANNED INPUTS/BUDGET (refer to budget lines)
			Q1	Q2	Q3	Q4	
Policy papers Identification of good practice Monitoring of EU policies implementation	Policy work and on-going consultation with our network of experts and members	Policy work in Secretariat to monitor EU and national policy developments, develop position papers and open letters to EU policy makers on relevant issues. Participate in relevant EU and national events and advisory bodies. (see detailed lists under section 2.3.1) Facilitate relationship between our members/experts and EU/national institutions, equality bodies, etc. Organise 2 meetings for each of our 6 expert groups (see below).	X	X	X	X	A26 A27 A30 A31 A32 B52 B53
Policy papers Identification of good practice Monitoring of EU policies implementation	organisation of bi-annual meetings	Coordination of Expert group on Age Discrimination (ADEG) work and meetings					B40 B41 E84 (1/6) E92 (1/6) E96 (1/6) E100 (1/6)

Policy papers Identification of good practice Monitoring of EU policies implementation	organisation of bi-annual meetings	Coordination of Expert Group on Social Protection (SPEG) work and meetings		X		X	B42 B43 E84 (1/6) E92 (1/6) E96 (1/6) E100 (1/6)
	organisation of bi-annual meetings	Coordination of Expert Group on Social Inclusion (SIEG) work and meetings	X		X		B44 B45 E84 (1/6) E92 (1/6) E96 (1/6) E100 (1/6)
	organisation of bi-annual meetings	Coordination of Expert Group on Health and Long-Term Care work and meetings	X		X		B48 B49 E84 (1/6) E92 (1/6) E96 (1/6) E100 (1/6)
	organisation of bi-annual meetings	Coordination of Expert Group Employment, Volunteering and LLL work and meetings					B46 B47 E84 (1/6) E92 (1/6) E96 (1/6) E100 (1/6)
	organisation of bi-annual meetings	Coordination of Expert Group on ICT and Accessibility work and meetings					B50 B51 E84 (1/6) E92 (1/6) E96 (1/6) E100 (1/6)
Campaigning and awareness raising	Influence EU policy objectives	Participation in key EU and national events	X	X	X	X	B56

	and priorities at EU and national levels	Participation in European Parliament meetings (intergroup on Active ageing and solidarity between generations, committees, etc.)	X	X	X	X	B57 B58
		Co-organise an EP event with Intergroup on Ageing to mark the EU Day of Solidarity between Generations		X			No cost to AGE
		Co-organise 2 events with Committee of the Regions (one on Senior Entrepreneurs and one on the proposed Covenant on Demographic Change)		X		X	No cost to AGE
		Participate in relevant EU working groups and advisory bodies	X	X	X	X	No cost to AGE
Campaigning and capacity building	Influence EU policy objectives and priorities at EU and national levels	Organise a thematic conference back to back to AGE General Assembly on: "Age-friendly environments: Promoting Equality for Growth"		X			E85 E93 E97 E101
Campaigning and capacity building	Influence EU policy objectives and priorities at EU and national levels	Drafting, translation and publication of the outcome of the thematic conference on: "Age-friendly environments: Promoting Equality for Growth"		X	X	X	E73 E80

Campaigning and capacity building	Use the momentum of the European Year to promote a more direct involvement of our members in relevant national and local debates.	Support our members to organise debates involving older people in their country to discuss what can be done to promote age-friendly environments at local, regional and national level across the EU and to get actively engaged in the European Year 2013 on Citizens as active senior citizens. Our members will be able to use the material developed by AGE for that purpose (see under 2.2.3).	X	X	X	X	Staff and production costs covered under section I. and II.
TOTAL:							268.025,80

IV.- MAINSTREAMING GENDER, SOCIAL EXCLUSION AND NON DISCRIMINATION ISSUES IN ALL OUR WORK

Our Objectives:

- ✓ *Campaign in support of active ageing and intergenerational solidarity*
 - ✓ *Fighting discrimination outside employment*
 - ✓ *Minimum pension as a tool to fight poverty and social exclusion among older people*
- Quality of long-term care as a tool to fight elder abuse and promote the dignity and wellbeing of older people*

EXPECTED OUTPUTS	ANNUAL TARGET/ DELIVERABLES	PLANNED ACTIVITIES	TIMEFRAME				PLANNED INPUTS/BUDGET (refer to budget lines)
			Q1	Q2	Q3	Q4	
Campaigning and policy papers	Joint campaign and active participation of stakeholders' coalition to ensure long-term legacy of EY2012 and EU Day on Solidarity between Generations	Follow-up to the EY2012 with the stakeholders' coalition;	X	X	X	X	A29
		Publication of a joint statement with the outcomes of the EY2012 and recommendations for future action to ensure a long-term legacy.	X	X	X	X	No additional cost to AGE PROGRESS budget
	EP event co-organised with co-chair of Intergroup on Ageing to mark the EU Day of Solidarity between Generations.		X			No additional cost to AGE PROGRESS budget	

Campaigning and policy papers	Joint campaign on EY2013 of Citizens	EY2013 of Citizens: Joint work with AGE members and EY2013 stakeholders, and publication of joint positions on active citizenship.	X	X	X	X	No additional cost to AGE PROGRESS budget
	Position papers on discrimination faced by groups of older people	Joint work on cross-cutting issues of discrimination in and outside employment with others NGOs (see details in section 2.4.3)	X	X	X	X	No additional cost to AGE PROGRESS budget
Awareness raising and policy papers	Promotion of older people's rights in international institutions' debates	Participation in work and meetings of UN Open Ended Working Group on older people and Council of Europe			X	X	E54 E55 (costs to travel to CoE listed under III. With trips to Strasbourg)
Awareness raising and campaign	Joint campaign with EAPN on decent minimum income in old age	Joint campaign with EAPN and joint statement on decent income for all in old age.	X	X	X	X	No additional costs to AGE

Awareness raising and campaign	Policy work with WeDO project partners, EPSU, ESN, Eurocarers	Promotion of the European Quality Framework for the wellbeing and dignity of older people in need of care and assistance and policy work identified in the European Strategy to improve the quality of life of older people ² in need of care and assistance, support professional and informal carers and contribute to a more efficient long-term care system.	X	X	X	X	No additional costs to AGE
Awareness raising and campaign	Preparation of EP elections 2014	Develop European Manifesto with common priorities and recommendations; support our members to adapt and produce document to influence national EP elections manifestos.	X	X	X	X	No additional costs to AGE
TOTAL:							36.007,20

² When using the term 'older people', this strategy refers to various groups including older migrants, older women and men, older LGBT, older Roma, etc.