

ANNEX 1

AGE - the European Older People's Platform
Reference number: VS/2007/0656
Annual Work Programme 2008

Main strategic objectives of our work programme 2008

In line with our triennial Strategic Plan 2008-2010, AGE is happy to submit the following work programme for funding under the Community Programme for Employment and Social Solidarity – PROGRESS for the period January–December 2008.

Our main strategic objectives for 2008 will aim at:

- I. Improving AGE's organisational capacity and management by reinforcing the capacity of our Secretariat to provide effective support to our member organisations to help them build the necessary skills to become more actively involved in AGE's work and structures. Under this strategic objective AGE will address issues around the coordination of our day-to-day policy work, network management and fundraising activities to ensure long term financial sustainability, membership development and representativeness, participation in AGE governing bodies, governance, staff management and evaluation issues.
- II. Voicing the concerns and expectations of the 150 million inhabitants aged 50+ in the European Union and raise awareness of the issues that concern them most among EU and national policy makers to help influence EU and national policy development. Under this strategic objective AGE will seek to promote a more positive image of older people and the huge contribution that they make to society so as to achieve a European Union for all ages based on inter- and intra-generational solidarity. We will provide them with information on all relevant EU policies and general information about older people's needs and expectations in relation to these. Under this strategic objective we will implement our information, communication and cooperation activities with external stakeholders (outward communication).
- III. Strengthening the capacity of our member organisations to advocate and campaign on behalf of older people and to influence policy change at national level. Under this strategic objective AGE will seek to bridge the gap between senior citizens and the EU institutions by promoting the active participation of our members in the most relevant EU policy processes, in particular in the fields of non-discrimination, equality between women and men, employment, lifelong learning, social inclusion, social protection including adequacy of income in old age, health and long term care, the digital divide which excludes older people from the information society, accessibility of the build environment and public transport, research on ageing, etc. We will aim at helping our members and experts develop better understanding of the main EU objectives and policies to

enable them to influence and mainstream these within their work at national level. Under this strategic objective we will focus on implementing our internal information, communication and cooperation activities with our members (policy development and inward communication).

IV. Mainstreaming gender, social inclusion and non discrimination issues in all our work. AGE will continue to pay specific attention to the gender dimension in all areas of our work programme. AGE will take the opportunity of the 2008 European Year on Intercultural Dialogue to develop more awareness of the needs and expectations of older people from ethnic minorities, including Roma people and older migrants. We will carry forward and build on our achievements under the 2007 European Year of Equal Opportunities for All. We will further develop our cross-ground work with other EU non-discrimination networks and with the European Youth Forum and European Women's Lobby. We will aim at implementing this strategic objective by mainstreaming the gender, social inclusion and non-discrimination dimensions in all our work (horizontal work) as well as by developing specific thematic activities on these issues.

Key EU processes to which AGE wants to contribute in 2008

In accordance with our Strategic Plan, our work programme 2008 will aim to contribute to the following key EU policy processes:

- The bi-annual cycle on demographic challenge
- The European Equality Framework: the follow-up to the 2007 European Year of Equal Opportunities for All, the Commission's Communication on the improvement of the EU legislative instruments and the Equality Summit 2008;
- The active ageing objective of the renewed Lisbon Strategy, the implementation of the flexicurity principles, the Spring Summit and the post-Lisbon cycle;
- The new Social Agenda Forum and longer term reflection on the social dimension of the EU;
- The Streamlining process in social protection (pensions), social inclusion and health/long term care (LTC);
- The on-going debate on Services of General Interest and Social Services of General Interest;
- The work of the European Alliance for Families;
- The Platform (civil society network) of the European Union Agency for Fundamental Rights (FRA);
- The implementation of the new European Health Strategy's objective on healthy ageing
- The potential impact of the United Nations Madrid International Plan of Action on Ageing and its UNECE Regional Implementation Strategy, WHO Age friendly cities project and primary care services programme on EU policies;

- The implementation of the Commission Strategy on ICT and Ageing and e-inclusion;
- The EU work on urban transport;
- The EU regional policy;
- The EU Research Agenda on ageing;
- The ratification process for the Reform Treaty
- The preparation of the European Parliamentary elections in 2009
- The Transparency Initiative and Code of Conduct for Interest Representatives

Strategic objective I: Improving AGE's organisational capacity and management

With its 145 member organisations across the EU-27 representing some 25 million older people, AGE has developed into a key player at EU level and is representative of the European older people's community. It is important now to ensure that the network develops sustainable governance and management rules to ensure that we can continue to serve our members and funders in the most efficient way.

To achieve this objective we will further develop the capacity of our Secretariat to monitor closely EU policy developments and to provide tailor-made support to our members, paying specific attention to the needs of newcomers including our new members from Bulgaria and Romania; we will pursue our reflection on governance issues and update our Internal Rules and terms of reference for elected/mandated representatives; we will strengthen our efforts to recruit new members in countries where our membership could be more representative of the older people's community; we will actively seek new sources of income in compliance with EU rules and our ethical guidelines on sponsoring and we will continue to apply sound and transparent financial management procedures. To guarantee democratic procedures within our network, regular meetings of our statutory bodies will be organised as provided by our Statutes. A performance reporting method will be developed with the support of the Commission who will provide training to all PROGRESS funded EU networks in early 2008. This will involve the development of common indicators to assess progress made toward achieving PROGRESS objectives. We will also set up a triennial evaluation procedure which will include a survey of our regular external stakeholders in year one, a survey of our membership in year two and the preparation of our next Strategic Plan based on lessons learnt from these surveys and the on-going performance reporting exercise in year three. Under this strategic objective we will respond to the Commission consultation on a Code of Conduct for Interest Representatives which has just been launched and will help the Commission finalise its proposal in the framework of the Transparency Initiative. Activities implemented under this strategic objective will be mainly the responsibility of the Director and Executive Committee under the guidance and supervision of the Council.

Strategic objective II: Voicing the concerns and expectations of the 150 millions inhabitants aged 50+ in the European Union

Our society is ageing rapidly and there is an urgent need to adapt policies and structures across the EU to turn the challenge of demographic ageing into an opportunity and to ensure equal opportunities for all regardless of their age. Too often older people are still portrayed as unproductive and a burden to public finances. This approach is not only discriminatory against older people but it does not acknowledge the huge contribution that they make to their communities and prevents them from participating more actively in society.

Under this strategic objective we will pursue our campaign to promote a more positive image of older people as a valuable resource and we will provide our members, readers and the general public with the necessary information about EU

processes to enable them to take an active part in civil dialogue on issues that concern them. Most activities under this objective will relate to providing information which can be clearly understood and is presented from the perspective of older people on EU policies and institutions including on the European Parliament Intergroup on Ageing, the ratification process of the Lisbon Treaty, the 2009 European Parliament elections, the main EU policies that are of interest to older people, and on how older people can become involved in EU policy development (see list of key EU policy processes that AGE will seek to influence).

The activities under this strategic objective will include the production of our main information tools (monthly on-line magazine, newflashes and the public part of our website) as well as a few key publications. We will aim to increase awareness of the European Equality Framework and of the Open Method of Coordination on Social Protection and Social Inclusion and the role that civil society organisations should play in these European processes through a constructive and on-going civil dialogue. Work will be done to develop awareness on potential synergies between UN-WHO and EU processes with regard to ageing and how civil dialogue can influence change for the benefit of older people and the general interest. A Memorandum of Agreement is currently being finalised between WHO, AGE, the International Federation on Ageing and the International Gerontology Association and should be launched early 2008. Under this strategic objective we will aim at developing AGE as a reliable and well documented source of information on EU policies and institutions, on older people's needs and expectations across the EU and on the most relevant actors influencing EU and national policy development on ageing. The activities under this strategic objective can be summarised as general information work and will be the main responsibility of the Secretariat.

Strategic objective 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

It is of utmost importance that our members develop a strong sense of ownership of the work that AGE does on their behalf and that they are empowered to use this work for their own needs to influence policy change at national level, ensuring that the necessary synergies between EU and national policy development are built. It is also important that our members develop partnerships with the relevant national stakeholders to increase their impact and to bring about positive change at national level. Our aim under this strategic objective will be to coordinate our members' views to influence the key policy processes listed above.

To achieve this strategic objective AGE will organise regular meetings of our six expert groups and consultations of our wider membership to gather feedback to enable us to contribute constructive input to these EU policy processes. Position papers and responses to relevant EU consultations will be developed. Cooperation with other key stakeholders will be promoted. We will further develop our position on age discrimination in and outside employment and we will feed into the development of the Commission's conceptual thinking on multiple discrimination, positive action and data collection to influence the Communication on that which is expected in June 2008. With regard to the Streamlining Process on Social Protection and Social Inclusion, we will help our members influence the design, implementation and

monitoring of the national integrated strategies (new OMC cycle 2008-2010) to ensure that they better reflect the needs of older people in terms of old age income and minimum social/health and LTC standards and their right to live in dignity. We will also continue our work on social protection and social inclusion indicators with the Social Protection Committee. We will continue to work with the European Youth Forum, the European Women's Lobby and the King Baudouin Foundation (B) to promote greater solidarity between and within generations to achieve a European society for all ages. Together with these partners and with the support of the Slovene Presidency, we will pursue our efforts to launch a debate on intergenerational solidarity during this Presidency conference in April 2008 and hope to be successful in achieving the launch of a European Day on Intergenerational Solidarity. AGE will also pursue its close cooperation with the Commission on the issue of elder abuse and will contribute actively to the conference which the Commission is organising in March 2008 and the Communication that will be launched on the issue. On ICT and ageing, AGE and [EICTA](#) (the European Information & Communications Technology Industry Association) signed a [joint statement](#) where they commit to working together to fight the digital divide and ensure that future ICT products and services will be developed with older people's needs in mind to promote their inclusion in the information society. The activities under this strategic objective can be summarised as specific policy work based on our members' input and will be the shared responsibility of our Council members, experts and the Secretariat.

Strategic objective IV: Mainstreaming gender, social exclusion and non discrimination issues in all our work

Older people are a very diverse group and many older citizens have a multiplicity of identities: older women, older people of ethnic minorities, older disabled people, older LGTB people, etc. For this reason AGE is committed to combating all forms of discrimination in all areas of life to prevent inequality and promote social inclusion. In all our work, we aim at mainstreaming gender, social inclusion and non discrimination issues. We also carry out specific work on these issues to develop better understanding of the challenges that these groups of older people are facing.

Under this strategic objective we will pursue our cooperation with the European Disability Forum, the European Anti Racism Network, ILGA-Europe, the European Women's Lobby, the European Youth Forum, EAPN and the Social Platform. Among other activities, we plan to co-organise a meeting of the Intergroup on Ageing on the issue of older people of ethnic minorities, including Roma people and migrants, a joint intergroup on the forthcoming Communication on the outcome of the European Year and the proposal for a directive extending protection against discrimination beyond the field of employment; a joint intergroup on multiple discrimination and an intergroup on the employment of older workers with a strong gender dimension. We will continue our cooperation with the European Youth Forum on age discrimination both inside and outside employment, in particular on the issue of preferential treatments. We will continue our cooperation with the European Disability Forum on the accessibility of new technologies and urban transport and the promotion of the Design for All concept.

Operating environment

The challenge of demographic ageing will remain one of the top priorities at EU level for many years. Policy makers are aware of the need to find new approaches to meet the challenges that our societies are facing and to find sustainable solutions which are fair to everyone. This means that many dossiers addressed at European level are of direct importance to our members and new ones open up which AGE and its members should try to influence. This will require great efforts on our side to build the capacity of our members and Secretariat to contribute constructively to these debates and help shape policies that better meet the needs of our ageing population. It will also require some flexibility to adapt to emerging challenges and to be ready to work on new dossiers as and when they open up.

Risk Management

The risks identified in our Strategic Plan are linked to the lack of representativity of our network in a few Member States, the language barriers faced by some of our members, the lack of civil dialogue in some Member States, the lack of resources among some of our members, and the difficulty that European social NGOs face in retaining their qualified staff.

To address the lack of representativity in some Member States we will launch a recruitment procedure with the help of our Council members in those countries concerned. For the language barriers, we will try to find external financial support to enable additional translations and we will encourage our members to translate some of our key documents into their own languages. To deal with the lack of civil dialogue we will be running a campaign on the involvement of older people in the Open Method of Coordination. To address the lack of resources of some of our members, we will try to help them access EU funding sources and we will do our utmost to convince national authorities to fund civil society organisations as part of the OMC. To help retain our staff for longer we will develop a proper staff policy including salary scale, training opportunities and a career development plan to offer more attractive working conditions. We want to develop our staff policy together with the other PROGRESS funded European networks to develop fairer and more harmonised working conditions for our respective staff.

A. ANNUAL WORK PLAN 2008

I.- IMPROVING AGE CAPACITY AND MANAGEMENT

Objectives:

- ✓ *Develop the capacity of our Secretariat to provide support to our members*
- ✓ *Develop our representativity in a few Member States*
- ✓ *Find new sources of income in line with EU rules and AGE ethical guidelines*
- ✓ *Ensure democratic procedures by organising regular meetings of AGE statutory bodies*
- ✓ *Develop a method to report on performance and assess progress made*

EXPECTED OUTPUTS <i>and indicators including annual targets (KI)</i>	ANNUAL TARGET/DELIVERABLES	PLANNED ACTIVITIES <i>List all activities including Monitoring and Evaluation to be undertaken during the year towards stated outputs</i>	TIMEFRAME				RESPONSIBILITY <i>Who is responsible for implementing the activity</i>	PLANNED BUDGET <i>(optional- list all related costs including staff or other personnel costs, meetings, administration to deliver the services)</i>
			Q1	Q2	Q3	Q4		
On-going monitoring of EU policy development on a day-to day basis (KI: n° of papers and web entries produced, n° of external meetings and seminars attended by staff members)	Information documents and position papers on all key EU policy developments	Management of the secretariat, information gathering, drafting documents, liaising with our members and experts.	x	x	x	x	All 6 staff members	352.017

Sound and transparent financial procedures (KI: certificates of external auditor)	Accounts that are successfully audited by an certified auditor twice yearly	Analytical book keeping	x	x	x	X	Administrative Officer under the supervision of Director	51.182
		Accounts checked twice yearly by external accountant		x		x	external certified accountant	2.560
		2 audits by external auditor		x		x	external certified auditor	4.000
Staff development (KI: n° of staff training courses, new staff policy, staff appraisal system developed)	Life-long learning and career development opportunities for staff	Training courses for staff: all staff involved	x	x	x	x		4.480
		Development of staff policy: all staff involved, in consultation with other EU funded NGOs	x	x	x	x		
Sound performance reporting procedures (KI: performance system in place, survey of external stakeholders)	Development of common method for all PROGRESS funded EU Networks	Training to be provided by the Commission	X				Commission's consultant	
		External evaluation: year 1: survey of main external stakeholders		X		X	External evaluator	4.800

A well functioning office (Kl: bills in line with budget)	Office space for 6 staff members + meeting room	Annual rent	x	x	x	X		36.000
		Annual overheads	X	x	x	x		20.640
		Annual IT maintenance	x	x	x	X		11.520
		Annual office maintenance	x	x	x	X		800
		Annual depreciation	x	x	x	x		5.740
Greater representativity across the EU (Kl: n° of new member organisations and n° of new countries represented in network)	New member organisations in countries where network is not very representative	4 visits to older people's organisations	X	x	x	x	staff members or Council members	1.540
		Recruitment campaign to present AGE's work	x	x	x	x	secretariat and Council	
More sustainable sources of funding (Kl: amount raised in % of co-funding needs)	New sponsors found to help us cover our co-funding needs	Fundraising activities in line with EU rules and AGE ethical guidelines	x	x	x	x	Director and Executive Committee	
Strong involvement of AGE members in the governing and decision making process	Performing consultation procedures and regular meetings of statutory bodies	1 General Assembly	x				All members and staff	46.600
		2 Council meetings		x		x	Council members and staff	35.000
		5 Executive Committee meetings	x	x	x	x	Executive officers and Director	5.900
TOTAL							582.779	

II- VOICING THE CONCERNS AND EXPECTATIONS OF THE 150 MILLIONS INHABITANTS AGED 50+ IN THE EUROPEAN UNION UNION AND RAISING AWARENESS OF EU MAIN POLICY PROCESSES AND INSTITUTIONS

Our Objectives:

- ✓ *Promote a better image of older people*
- ✓ *Promote inter and intra generational solidarity*
- ✓ *Provide information about EU institutions and main policies*

EXPECTED OUTPUTS <i>1. and indicators including annual targets</i>	ANNUAL TARGET/DELIVERABLES	PLANNED ACTIVITIES <i>List all activities to be undertaken during the year towards stated outputs</i>	TIMEFRAME				RESPONSIBILITY <i>Who is responsible for implementing the activity</i>	PLANNED BUDGET <i>(optional- list all related costs including staff or other personnel costs, meetings, administration to deliver the services)</i>
			Q1	Q2	Q3	Q4		
a)								
Better awareness about older people's expectations (KI: n° brochures disseminated)	Campaign for European society for all ages	Dissemination of brochure Toward a European Society for All Ages (EN, FR, DE, SI)	x	x	x	x	Secretariat	4.000
New approach on intergenerational solidarity (KI: involvement in Slovene presidency, contract with King Baudouin Foundation,		Seminar to prepare Slovene Presidency conference	x				Secretariat with King Baudouin Foundation	1.000
		Active participation in Slovene Presidency conference on intergenerational solidarity, documents		x			Secretariat with King Baudouin Foundation	4.000

brochure published together, meetings organised on topic)		EP seminar on intergenerational solidarity			x		Secretariat with King Baudouin Foundation	1.000
		Publication of brochure on intergenerational solidarity with examples of good practice and recommendations (EN, FR, NL), in cooperation with King Baudouin Foundation				x	Secretariat with King Baudouin Foundation	10.525
		Participation in 2 nd Forum on Demography				x	Secretariat with King Baudouin Foundation	10.500
A stronger civil dialogue and involvement of our members in the OMC on Social Protection and Social Inclusion (KI: n° of members who report being consulted on Social Inclusion, Pensions and LTC issues by their ministries)	Toolkit and campaign at national level	Publication of material to help our members and SPC members develop stronger contacts (in EN and FR)	x	x	x	x	Secretariat and members	
An efficient website (public part) with information on EU policy processes and institutions (KI: n° of visitors, n° of	Regular updates of our website public part and increased number of visitors	On-going maintenance	x	x	x	X	Webmaster under supervision of Communication officer	10.000
		Translations of web entries	x	x	x	x	Supervised by administration officer	5.040

new articles posted, n° of on-line magazine)		11 editions of on-line magazine CoverAge in EN, FR, DE, IT, ES, PL	x	x	x	x	Communication Officer with input from all staff members and under supervision of Director	21.840
Major publications		Annual Report in EN, FR, DE	x				Director	13.040
		Brochure on employment of older workers and flexicurity			x		Policy officer in liaison with Employment Expert Group	7.000
		Brochure on EU Institutions and policies		x			Communication officer under supervision of director	6.000
		Development and printing of leaflets and position papers	x	x	x	x	Policy officers in liaison with Communication Officer	3.080
Achieve higher visibility among media and partnership with key stakeholders (KI: n° of media interviews, requests for articles or media coverage of AGE work)	Produce quality information documents and disseminate them more efficiently	Issue press releases on major news affecting older people or AGE network	x	x	x	x	Information officer and Director	
		Develop information tools on major policy issues	x	x	x	x	Information officer and Director	8.650
		Seek to develop media contacts	x	x	x	x	Information officer and Director	

	Partnership on Healthy Ageing with public health institutes of 14 countries (see annex)	Agree a roadmap and work plan for the promotion of healthy ageing recommendations and implement campaign	x	x	x	x	Director, HEG, 14 national public health institutes, AGE members	
	Participation in several EU Research projects with industry and public authorities, on ICT and ageing, including the AALIANCE (on AAL)	Help our members and experts participate actively in the various research projects AGE is involved in on ICT and Ageing and ensure that older people's needs and expectations are taken on board (see list of research projects in annex)	x	x	x	x	Director, WGUAIL and AGE members	
High visibility of AGE positions in major events organised by external stakeholders: presidencies, etc. (KI: n° of events in which AGE is invited to make a presentation)		Preparation of AGE input in relevant events in close consultation with AGE members and experts	x	x	x	x	Director, Policy Officers, Executive Committee and Council. Some experts can be mandated to represent AGE if needed.	
Meetings with the EP Intergroup on Ageing (KI: n° of Intergroup meetings in which AGE	6 meetings	Joint meeting with the Health Intergroup on Access to Health and Long-Term Care	x				Intergroup co-chair (Claude Moraes and John Bowis) and staff	300

is involved)		IGA meeting on elder abuse and measurement of quality care		x		Intergoup co-chair (Lambert van Nistelrooij and Liz Lynne) and staff	600
		IGA meeting on the role of local authorities in the provision of services for older people and on meeting the needs of older people in urban development and ICT			x	Intergoup co-chair (Magda Kósáné Kovács) and staff	600
		IGA meeting on the older people of ethnic minorities, including Roma people and migrants to mark European Year of Intercultural Dialogue				x	Intergoup co-chair (Jean Lambert and Claude Moraes) and staff
		Joint intergroup meeting on multiple discrimination with Intergroup on Disability, Intergroup against Racism, Intergroup on sexual orientation			x	AGE together with YFJ, ENAR, ERIO, EDF, ILGA, EWL	300
		Joint Intergroup on Commission's proposal for a Directive to combat discrimination outside employment			x	AGE together with ENAR, EDF, ILGA, EWL, YFJ, ERIO	300
TOTAL							99.275

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:

- ✓ *bridge the gap between senior citizens and the EU institutions by promoting the active participation of our members in the most relevant EU policy processes*
- ✓ *help our members and experts develop better understanding of EU main objectives and policies to enable them to influence and mainstream these in their work at national level*
- ✓ *Develop policy papers and respond to relevant EU consultations and debates*

EXPECTED OUTPUTS <i>and indicators including annual targets</i>	ANNUAL TARGET/DELIVERABLES	PLANNED ACTIVITIES <i>List all activities to be undertaken during the year towards stated outputs</i>	TIMEFRAME				RESPONSIBILITY <i>Who is responsible for implementing the activity</i>	PLANNED BUDGET <i>optional- list all related costs including staff or other personnel costs, meetings, administration to deliver the services)</i>
			Q1	Q2	Q3	Q4		
Build the expertise of our network and members (KI: n° of expert meetings organised; n° of experts present)	2 meetings of each expert group	Expert group on age discrimination (ADEG)		x		x	Policy officer and experts	26.400
		Expert Group on Social Protection (SPEG)	x		x		Policy officer and experts	26.400
		Expert Group on Social Inclusion (SIEG)		x		x	Policy officer and experts	26.400
		Expert Group on Health	x		x		Policy officer and experts	4.850
		Expert Group Employment		x		x	Policy officer and experts	4.850
		Expert Group on ICT and accessibility		x		x	Policy officer and experts	2.560

Policy work (KI: n° of position papers published)	Draft meeting background documents, position papers and contributions to Peer Reviews organised by the SPC	Position paper on future Social Agenda (response to Social Reality Stocktaking)	x				Policy officer and all expert groups	1.000
		Position paper on Employment Guidelines	x				Policy officer and Employment Expert Group	
		Message to Spring Summit	x				Policy officers and Director	
		Contribution to Equality Summit			X		Policy officer and ADEG experts	
		Reflection paper on long term perspective (social dimension of the EU after 2020)			x		Policy officer and all expert groups	1.000
		Contribution to Social Agenda Forum		X			Director, Policy Officers and all expert groups + Council	
		Report on implementation of Employment Directive				x	Policy officer and ADEG + Employment expert groups	1.000
		Response to Communication on follow-up to EY 2007			x		Policy officer and ADEG experts	1.000
		Feed into revision of Commission's impact assessment	x	x			Policy officer and ADEG experts	

		Gather feedback from our members on National reports on Social Protection and Social Inclusion 2008 and draft policy recommendations on all 3 strands of streamlining process (social inclusion, pensions and LTC)	x	x	x	x	Policy officer and SPEG, SIEG and HEG experts	1.000
		Position paper in response to Communication on elder abuse to be presented at Conference in March 2008	x				Director, policy officers and HEG, SIEG, SPEG experts	
		Briefing and position paper on Social Services of General Interest	x	x			Policy officers and SPEG, SIEG and HEG experts	1.000
		Contributions to SPC Peer Reviews		x		x	Policy officer and SPEG, SIEG and HEG experts	
		Contribution to 2 nd Forum on demography including a position paper on life-long learning and volunteering in support of the campaign for a European Year on volunteering				x	Policy officer and all expert groups	

		Responses to consultations on health issues		x	x		Policy officer and HEG experts	
		Contribution to e-Inclusion summit				x	Policy officer and WGUAIL experts	
Reflection on PROGRESS implementation	Participation in meetings organised by Commission with EU anti discrimination NGOs	Contribute AGE's members views		x		x	Director and policy officers	
Mainstreaming AGE members views in the Fundamental Rights Agency (FRA)	Participation in Civil Society Platform meetings organised by FRA	Develop AGE input to FRA work in close consultation with our members and experts	x	x	x	x	Policy officer and ADEG experts, Council	
Memorandum of Agreement between WHO, AGE and IFA signed		Finalisation of MoA between WHO, AGE and IFA on Age Friendly Cities	x				Secretariat and AGE members, WHO, IFA	

Toolkit on potential synergies between the United Nations Madrid International Plan of Action on Ageing and its UNECE Regional Implementation Strategy, WHO Age friendly cities project and primary care services programme on EU policies (KI: quality of paper produced)	6 month research by research assistant intern	Document published as campaigning brochure			x	x	Research assistant under supervision of Director	25.376
An efficient website Members' section (KI: n° of updates on Members' section)	12 month maintenance		x	x	x	x	Web master under supervision of Communication officer	4.000
TOTAL								126.836

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

Our Objectives:

- ✓ *Strengthen our cooperation with European non discrimination networks, European Youth Forum, European Women's Lobby, EAPN and Social Platform*
- ✓ *Co-organise joint Intergroup meetings*
- ✓ *Work further with European Youth Forum on issue of age discrimination, in particular age limits in insurance and preferential treatments;*
- ✓ *Work further with European Disability Forum on accessibility of new technologies and public transport and the promotion of the Design for All concept;*

EXPECTED OUTPUTS <i>and indicators including annual targets</i>	ANNUAL TARGET/DELIVERABLES	PLANNED ACTIVITIES <i>List all activities including gender mainstreaming to be undertaken during the year towards stated outputs</i>	TIMEFRAME				RESPONSIBILITY <i>Who is responsible for implementing the activity</i>	PLANNED BUDGET <i>optional- list all related costs including staff or other personnel costs, meetings, administration to deliver the services)</i>
			Q1	Q2	Q3	Q4		
b) Feed into and respond to the Commission's thinking on multiple discrimination (KI: document produced)	Position paper on multiple discrimination	Meetings with other European networks	x	x	x	x	Director, policy officers and experts	
		Draft paper in consultation with ADEG and other expert groups	x	x	x	x		1.500
A coordinated input in Commission's reflection and proposal for a directive to combat	A joint position with other EU networks on new legislative	Meetings with other European networks	x	x	x	x	Director, policy officers and experts	
		Develop draft joint recommendations	x	x	x	x		1.500

discrimination outside employment (KI: n° of meetings with other EU networks, documents produced, responses received to our campaign)	proposal	Run a joint campaign in support of EU initiative	x	x	x	x		1.500
Mainstream gender in all our policy work (KI: n° of languages in which our leaflet on gender equality is published, feedback from stakeholders)	Gender proof all our documents with the help of our gender experts	Run campaign on the gender dimension of ageing with the support of our leaflet on gender equality	x	x	x	x	Director, policy officers and gender experts	
		Paragraphs on the gender dimension in all relevant position papers	x	x	x	x		
Inclusion of our concerns on preferential treatments in new Commission's proposal (KI: paragraph in directive proposed)	Develop a better understanding of issues around preferential treatments in cooperation with European Youth Forum	Meetings with European Youth Forum	x	x	x	x	Director, policy officer and ADEG experts	Mainstreamed in other parts of budget
		Draft joint recommendations	x	x				
		Campaign jointly with EYF		x	x	x		
		Meet with Intergroup on Ageing to explain our concerns		x				
Better awareness of concept of Design for All among ICT industry, public transport industry and public authorities	Implement concrete roadmap with EICTA	Meetings with EICTA	x	x	x	x	Director, policy officer and WGUAIL experts	2.500
		Develop and publish a toolkit on mainstreaming needs of older people in ICT	x	x	x	x		

responsible for public procurement (KI: papers produced and responses received from relevant stakeholders)		Contribute input to e-inclusion summit 2008				x		
TOTAL								7.000

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