



EUROPEAN COMMISSION
DIRECTORATE-GENERAL JUSTICE

Directorate A
Unit A4: Programme management

CALL FOR PROPOSALS

JUST/2015/SPOB/OG/NETW

OPERATING GRANTS FOR 2016

ANNEX 1

ACTIVITIES TO BE CO-FINANCED

IN 2016

Name of the network	AGE Platform Europe
Name of the applicant organisation (if different than the network)	
Reference of the policy area	RDIS-Non Discrimination

NOTICE

All personal data (such as names, addresses, CVs, etc.) mentioned in your application form will be processed in accordance with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data. Your replies to the questions in this form are necessary in order to assess your grant application and they will be processed solely for that purpose by the department responsible for the Union grant programme concerned. On request, you may be sent personal data to correct or complete it. For any questions relating to this data, please contact the Commission department to which the form must be returned. Beneficiaries may lodge a complaint against the processing of their personal data with the European Data Protection Supervisor at any time (Official Journal L 8, 12.1.2001).

Part 1 – General information about the activities

1.1. Summary of the activities to be funded under the 2016 Operating Grant (max. 4000 characters)

List the objectives, the activities, the type and number of persons who will benefit from the activities, the expected results and the type and number of outputs to be produced.

This should be identical to the summary contained in section 4 of the *Grant Application Form*.

Note: You are requested to include information under all headings mentioned below and to respect the limit of 4000 characters indicated above.

Main aim: Promote non-discrimination and equal opportunities for older people at EU, international and national levels and achieve a society for all ages.

Objectives:

- Ensure that the Equal Treatment Directive will be adopted soon and will adequately combat age discrimination in access to goods and services
- Ensure that the UN CRPD will apply in practice to older persons with functional limitations regardless of their age, and older people's representatives will be consulted at national, EU and UN levels
- Ensure that the voice of older people in the EU is heard in the debates on the MIPAA review at national and UN-ECE levels to enhance age equality and full integration/participation of older persons in society
- Build the capacity of our members to influence debates on new EU, UN and CoE law and policies and to use existing EU, UN and Council of Europe law and policy instruments to improve protection of older people's rights at EU and national levels and achieve age equality in practice for older people at grass root level.
- Increase public knowledge of what is done at EU, UN, CoE, national and subnational levels, that may have an impact on older people's right to play an active part in society and live free of any form of discrimination.

Activities

- Overall management
- organisation of AGE statutory meetings
- overall management and development of AGE membership network
- coordination of AGE task forces' work on policy priorities
- fundraising activities
- Consult AGE members/experts and coordinate their input to build evidence-based positions on the upcoming Equal Treatment Directive, and the implementation the UN-CRPD and the MIPAA assessing the impact of relevant EU law/policies on Member States commitments in the framework of the MIPAA RIS;
- Contribute our members' views in work done together with other anti-discrimination networks;
- Awareness campaign to build support for a new UN instrument to better protect older persons' human rights
- Awareness campaign on the promotion of an age-friendly EU;
- Production of: online Annual Report 2016, AGE assessment of the implementation of MIPAA RIS, communication tools, updated handbook with CoE instruments and processes relevant to older people's rights, updated toolkit on the rights of older persons in need of care, training tools, leaflets.

Type and number of persons benefiting from the activities

Direct beneficiaries

- General Assembly members: +/- 100 p.
- Council members: 58 elected representatives of AGE Full members
- Task Forces: 320 experts nominated by AGE members
- website visitors: +/- 65.000 visitors annually with +/- 170.000 pages downloaded so far in 2015.

Indirect beneficiaries

- 40 million senior citizens directly represented by AGE members
- Ultimately 190 million citizens aged 50+ in the EU

Expected results

Stronger capacity of AGE network members to collectively and individually:

- influence development of relevant new EU, UN and CoE law/policies in relation to older persons' rights
- monitor and support adequate implementation of existing EU, UN and CoE law/policies that impact older persons' rights

Greater awareness among older citizens in Europe of the rights conferred to them as EU citizens, residents and consumers and how they can get engaged in a constructive civil dialogue with national and EU policy makers

Outputs:

Meetings: 48 internal meetings (620 p/days budgeted) + 1 conference (1 d. x100p) + 5 external events (@ EP, CoE and CoR (budget: 270p. in total), active participation in +/- 150 meetings organised by EU institutions, UN, CoE, advisory bodies and award schemes.

Public report: 1 (annual conference)

Answers to +/- 5 EC consultations

Proposed amendments to +/- 5 EP reports

Policy papers: +/- 20

Web articles: +/- 200

Newsletters: 11

Online publications: 2

Online handbook: 1

Online toolkit: 1

Online training tools: 4

Printed leaflets: 2

1.2. Relevance

Demonstrate the relevance of the objectives and the activities to the selected policy area and its priorities. Describe the likely practical impact of the expected results. Explain how your activities are supporting/complementing the activities of the EU on the respective policy field.

Relevance to the EU non-discrimination priorities for 2016

In line with our Action Plan 2015-2017, based on our members' and experts' input AGE policy work programme 2016 will seek to contribute to the priority areas of the Rights, Equality and Citizenship Programme RDIS strand related to non-discrimination and equal opportunities for older people at EU, international and national levels and to help build the business case for age diversity.

Our objectives and activities will seek to ensure that older citizens represented by our network will influence the debates on new and existing EU, United Nations and Council of Europe initiatives that may have an impact on their rights and have been identified as priority areas DG Justice would like our input on in 2016, in particular:

- the proposed **EU Equal Treatment Directive**, to put pressure on the Council in coordination with the other EU non-discrimination networks, and ensure that this key equality instrument will be adopted soon to adequately complement the EU equality framework,
- the **United Nations Convention on the Rights of Persons with Disabilities (UN-CRPD)** to ensure that its implementation at EU and national level adequately covers all persons with disabilities regardless of their age,
- the up-coming review of the **UN Madrid International Plan of Action on Ageing (MIPAA)** and its **Regional Implementation Strategy (RIS)** adopted in 2002: building links between this UN instrument and EU instruments/initiatives that have an impact on the lives of older people, we will seek to highlight how the EU and Member States have contributed to the MIPAA objectives in the past years and draw recommendations on what the EU and Member States can do in the coming years to help better protect older people's rights to equality and participation and achieve progress on the commitments Member States made in 2002 in the framework of the MIPAA RIS.

Expected impact

We expect that AGE work programme 2016 will have the following impact:

- Increased awareness among EU and national policy leaders of older citizens' views on the proposed EU Equal Treatment Directive, and on the implementation of the UN-CRPD and MIPAA;
- Increased understanding of the pervasive ageism and discrimination faced by older people in many areas, including public policies, due to the lack of recognition of the specific challenges they face and what can be done to ensure they can enjoy the rights conferred to them as EU citizens, residents or consumers on an equal footing with other age groups;
- Improved capacity of AGE members and their constituencies to contribute to the development of EU new law and policies and to the monitoring of their implementation at national and grass root level;
- Reinforced cooperation between all relevant actors (EU institutions, public authorities at national, regional and local levels, civil society and other stakeholders) around the creation of an age-friendly EU and a discrimination-free society.

1.3. European added value

What is the European added value of your activities?

Note: European added value of actions, including that of small-scale and national actions, shall be assessed in the light of criteria such as their contribution to the consistent and coherent implementation of Union law, and to wide public awareness about the rights deriving from it, their potential to develop mutual trust among Member States and to improve cross-border cooperation, their

transnational impact, their contribution to the elaboration and dissemination of best practices or their potential to contribute to the creation of minimum standards, practical tools and solutions that address cross-border or Union-wide challenges.

The European added value of AGE activities under its Work Programme 2016 will be achieved in the following three ways:

- Activities implemented in 2016 under the first category described in Part 2 under the title “Improving the organisational capacity and the management of AGE network” will mainly seek (i) to support the participation of our member organisations from 27 Member States in AGE statutory meetings, (ii) to develop our membership to become more representative of the senior community in countries where AGE has a limited number of members. For its RDIS-non-discrimination Work Programme 2016, AGE will employ staff from 6 different nationalities who can enrich AGE work with their knowledge of their home country and other EU countries they have lived in and the 9 EU languages they speak.
- Activities implemented in 2016 under the second category described in Part 2 under the title “Contributing the development of EU law/policies and to their implementation” will seek to ensure (i) that AGE work reflects the reality faced by older people at grass root level in the 27 Member States represented in AGE network (bottom up flow of feedback/contributions from national civil society organisations to EU network) and (ii) that our members can use the work coordinated by AGE and benefit from the experience of members in other Member States to influence the way EU legislation and policies are implemented at national and local level in their own country.
- Activities implemented in 2016 under the third category described in Part 2 under the title “Building the capacity of AGE members and informing the general public” will seek to raise awareness to the public at large about EU policies and legislation relevant to older persons through communication tools (public part of the website, publications, monthly online newsletter, etc.). Two European-wide campaigns to build the case for a new UN instrument on the rights of older persons and to promote age-friendly environments at subnational levels will also contribute to the European dimension of AGE action in 2016. Finally to facilitate access to information to a wide public in all EU Member States, the website is equipped of an automatic translation facility and is currently being revamped with a tag function that will facilitate access to documents that exist in other languages. Our budget will include some resources to translate key documents in French to facilitate their access to a greater number of grass-root readers.

1.4. Evaluation of the activities, outputs and results

How will the activities, the outputs and the results be evaluated?

Explain how you plan to organise feed-back mechanisms during and after the implementation of the activities (satisfaction surveys, evaluation forms, etc), which information you plan to collect and how you will use the feed-back received.

Explain which quantitative and qualitative indicators you propose to use for the evaluation of the results.

Note: For the evaluation of the activities you will be requested to use the participation evaluation questionnaire to be provided by the Commission.

You must identify which indicators you will use from the list provided in section 5 of the Grant Application Form and include them in the indicators of your activities. You will be asked to report on those indicators as part of the Final Report for this Operating Grant.

Where relevant, data must be disaggregated by gender and by age.

AGE 2016 activities and results will be evaluated both internally and externally.

1. Internal evaluation:

The Secretariat will take care of the internal evaluation and will share the outcomes with the external evaluator. Quantitative and qualitative data will be collected from members regarding their satisfaction with AGE activities.

The Secretariat will also collect data to report on the following indicators:

1. Analytical activities: type of documents/reports produced in 2016, their title and links to documents
2. Mutual learning, exchange of good practices, cooperation:
 - number of face-to-face events organised in 2016; name of group and number of persons attending each event (broken down per gender)
 - number of persons involved virtually in AGE Task Forces in 2016 (broken down per gender)
3. Awareness raising, information and dissemination activities:
 - type and number of events organised in 2016 by AGE and number of persons reached by these events (broken down per gender);
 - type and number of events organised in 2016 by others in which AGE is invited to play an active role as speaker, moderator or rapporteur
 - type of communication materials/tools developed in 2016 by AGE and number of copies/users/visits achieved

2. External evaluation

To complement the mainly quantitative internal evaluation, AGE selected an external evaluator in 2015 to assess progress achieved against our Action Plan broad objectives during the 3 years. The offer that has been selected as presenting the best value for money proposes a triennial cycle whereby in 2015 (year 1), the evaluator performed 30 interviews of AGE members, experts and staff and completed some in-situ observation of a Council meeting and General Assembly/annual conference.

In 2016 (year 2), the evaluator will continue to monitor the effectiveness, quality and possible impact of annual outputs and outcomes, based on data collected in the AGE internal evaluations and independent annual online survey among AGE experts. The evaluator will also regularly attend AGE internal meetings (Council meetings and General Assembly/annual conference).

In parallel, and consistently with the Expected Outcome 2 of the 3-year AGE Strategic Plan, the evaluation will also address more specifically in 2016 the issue of effectively increasing the capacity of the AGE members, as well as the training of practitioners and informing the broader public. Two different (including geographical scope) case studies will be selected (eg. 2 actions identified by AGE) as the key focus for the evaluative analyses.

To collect relevant information, the evaluator foresees to conduct a series of individual interviews targeting both, internal stakeholders (AGE Members and Staff) and external stakeholders that work with AGE or which AGE seeks to influence, to reach out to a larger number of people involved directly or indirectly with AGE (including practitioners, senior citizens). The possible number of interviews is estimated at approximately 15.

The external evaluator will then analyse all data collected by the Secretariat and by her and will draw general conclusions on progress achieved toward our Action Plan 2015-2017 key objectives. A final evaluative report will be delivered in the beginning of 2017, presenting in detail findings from the survey as well as evaluative conclusions and recommendations for the next triennial Action Plan.

3. Financial audit

In line with AGE accounting policy, our REC Operational Grant accounts 2016 and global accounts 2016 will be audited by an external certified auditor mandated by the General Assembly. The audit reports will be sent to the DG Justice.

1.5. Risks and mitigating measures

Identify risks and difficulties associated with the activities and your proposed mitigating measures?

AGE human resources

During the budget negotiation process, AGE budget 2015 was asked to cut its expenses by some 18%. As a result, our human resources were reduced by one full time equivalent (FTE) from 7,5 FTE to 6,55 FTE.

Given the holistic approach of the 3 key objectives identified in DG Justice's letter calling for our Work Programme 2016, we need to call on the expertise of staff dealing with diverse policy backgrounds to ensure we cover all policy areas covered by the Equal Treatment Directive, the UN-CRPD and the United Nations Madrid Implementation Plan of Action on Ageing Regional Implementation Strategy for Europe (MIPPA RIS).

On staff member left last July. We therefore needed to re-organise our human resources compared to the team described in the initial Annex 1 of our Strategic Plan 2015-2017. The tasks funded under our REC Operational Grant 2016 will be distributed among the following 10 staff members with a total of 1.441 days or 6,55 FTE, as in our reduced budget 2015. There is no salary increase nor inflation foreseen for any of the staff. The minor increase in the daily cost of a few staff members results from an increase in statutory staff related costs (annual train tickets home-office and increase in insurance costs linked to age and/or health condition).

- **Anne-Sophie Parent, Secretary General:** Overall responsibility of managing the AGE secretariat and implementing AGE's strategic objective, supervision of AGE's overall policy work and budget management; representation of the organization externally.
Specific dossiers: overall supervision of AGE work on age-discrimination and older people's rights (Equal Treatment Directive), AGE campaign for an Age-Friendly EU, AGE campaign on a UN instrument on the rights of older people, AGE work on financial services and representation of AGE in the Euro Retail Payment Board (travel costs claimed under our REC budget), Pension Forum and Financial Services Users' Group (no cost claimed under REC); will coordinate the development of AGE assessment of progress achieved under all MIPAA RIS commitments and recommendations for future EU and national action.
Time claimed under REC Operational Grant: 180 days out of 220 total days/year. Remaining 40 days funded under projects for general management activities of AGE project work.
- **Maciej Kucharczyk, Managing Director:** Responsible for the organization of AGE statutory meetings and task forces, membership management and development in liaison with Accreditation Committee, daily management of policy staff under the direct supervision of Secretary General.
Specific dossiers: coordination of AGE policy work on the social dimension of the European Semester, representation of AGE in the European Anti-Poverty Network (member of the EU Inclusion Strategy Group), Social Platform (Vice-President) and Council of Europe INGOs. Will coordinate AGE's input to review of MIPAA RIS commitments 1, 3 and 4.
Time claimed under REC Operational Grant: 220 days/year (FTE)
- **Hanan Soussi, Office Manager:** Responsible for the day-to-day administrative and financial management of the AGE office under the direct supervision of Secretary General.
Specific dossiers: Contact person for Belgian authorities in relation to the management of AGE human resources (SECUREX), tax authorities and Ministry of Justice (publication of amendments to AGE statutes and list of Council members in the Belgian Official Journal).
Time claimed under REC Operational Grant: 156 days/year funded under REC out of 176 total days/year (works 4/5 FTE for AGE). Remaining 20 days funded under projects for the financial management of projects.

- **Julia Wadoux, Policy Coordinator:** Coordination of AGE policy work in the areas of equal access to health and long-term care, new technologies, housing and transport, practical implementation of the UN-CRPD, Silver Economy, under the supervision of our Managing Director (for social policies) and Secretary General (for age-friendly environments, accessibility, standardization).
Specific dossiers: Relevant articles of the Equal Treatment Directive, representation of AGE in the European Public Health Alliance, the European Health Policy Forum (DG SANTE), the ICT Standardization Platform and coordination of AGE experts' input in European Medicine Agency. Will contribute to AGE review of MIPAA RIS commitments 1, 2,4, 7, 9.
Time claimed under REC Operational Grant: 123 days funded under REC out of 198 total days/year (works 4,5 FTE for AGE). Remaining 75 days funded under projects for coordination of AGE project activities.
- **Anne Mélard,** Information and Communication Officer: Coordinates information and communication activities in relation to AGE policy work, under the supervision of Managing Director (for information activities) and Secretary General (for communication activities).
Time claimed under REC Operational Grant: 178 days out of 198 days/year under REC (works 4,5 FTE for AGE). Remaining 20 days funded under projects for communication activities.
- **Nena Georgantzi,** Policy Officer: Works on Human Rights and Non Discrimination under the direct supervision of Secretary General.
Specific dossiers: Equal Treatment Directive, age-discrimination in the implementation of the UN-CRPD, campaign for a new UN instrument, EP event on the rights of older persons and CoE event on elder abuse, contacts with the UN Independent Expert on the rights of older persons, representation of AGE at the Fundamental Rights Platform of the Fundamental Rights Agency, the United Nations open-ended working group on Ageing and in the advisory board of ENNHRI project on the rights of older persons in care with Maude Luherne. Will contribute to AGE review of MIPAA RIS commitments 1, 2, 3, 4, 5, 7, 10.
Time claimed under REC Operational Grant: 110 days/year (FYI, the remaining 110 days Nena is doing a PhD in Law at National University of Ireland Galway on "The potential value of a UN Convention on the rights of older persons for older Europeans through a comparative analysis of 3 European Union countries).
- **Philippe Seidel,** Policy Officer: Works on employment, social protection (pensions and social inclusion) under the direct supervision of AGE Managing Director Maciej Kuchaczyk.
Specific dossiers: age discrimination in access to employment (implementation of Directive 2000/78/EC and CSRs on longer working lives, gender inequality in employment), social protection (EU law on supplementary pensions, European Platform against Poverty, gender inequalities in old age income, Equal Treatment Directive), occupational health and safety issues (EU-OSHA campaign), EU new Skills Agenda. Will contribute to AGE review of MIPAA RIS commitments 1, 4, 5, 6, 8, 9.
Time claimed under REC Operational Grant: 190 days funded under REC out of 220 total days/year. Remaining 30 days funded under projects for coordination of AGE project work
- **Ophélie Durand,** EP Liaison and Policy Officer: Liaise with the EP Intergroup on Ageing and Solidarity between Generations under the supervision of the Secretary General, and works on mainstreaming of equal access for older people in future urban strategies under the supervision of Policy Coordinator Julia Wadoux.
Specific dossier: EU urban agenda and the European Innovation Partnership on Smart Cities and Communities. Will contribute to AGE review of MIPAA RIS commitments 1, 2, 7, 10.
Time claimed under REC Operational Grant: 44 days funded under REC out of 220 total days/year (remaining 176 days funded under projects for coordination of AGE project activities)
- **Maude Luherne,** Project and Policy Officer: works on the rights of older persons in need of care and assistance and elder abuse in liaison with Nena Georgantzi, Policy Officer; and on access to quality long-term care in liaison with Borja Arue and under supervision of Policy Coordinator Julia Wadoux.

Specific dossiers: follow up of the Victims' Directive, update of AGE publication on the rights of older persons in need of care and assistance, organization of AGE event around the International Awareness Day on Elder Abuse (15 June) in collaboration with the Council of Europe, the European Commission and the UN Office of the High Commissioner on Human Rights. Contacts with the European Network of National Human Rights Institutes for their work on the human rights of older people in long-term. Will contribute to AGE review of MIPAA RIS commitments 1, 7, 8 and 9.

Time claimed under REC Operational Grant: 44 days funded under REC out of 220 total days/year (remaining 176 days funded under projects for coordination of AGE activities)

- **Borja Arrue**, Project and Policy Officer: Works on the impact of social protection reforms (health and long-term care) on older people's social rights under the supervision of Managing Director Maciej Kuschaczyk, and on access to quality long-term care under supervision of Policy Coordinator Julia Wadoux. .

Specific dossier: Monitors the implementation of the Country Specific Recommendations linked to reforms of health and long-term care services to inform AGE annual position on the European Semester. Will contribute to AGE review of MIPAA RIS commitments 1, 3, 4 and 7.

Time claimed under REC Operational Grant: 20 days funded under REC out of 220 total days/year (remaining 200 days funded under projects for the coordination of AGE project work).

- **Nathalie Decraecker**, Administrative and Logistic Assistant: deals with the logistics of AGE statutory meetings and other events, acts as first port of call for inquiries and requests for information from AGE members in liaison with Managing Director and provides support to Office Manager on accounting tasks.

Specific dossiers: support to Managing Director for tasks linked to Accreditation Committee and to Communication Officer (translation tasks).

Time claimed under REC Operational Grant :176 days funded under REC out of 220 total days/year. Remaining 44 days funded under projects for logistics and administrative tasks linked to projects.

Staff training needs: During the annual evaluations, all staff members expressed the wish to pursue the group training on first aid provided by the Red Cross and wanted to get also a group session on stress management and conflict resolution. The last two years have been very demanding on the staff and it was agreed that as employer we should respond to the staff request and provide them such training opportunities to improve their wellbeing at work.

AGE language regime:

In our revised budget 2015, we had to delete most translation costs and some interpretation costs. This was decided by the Executive Committee in order to reach the maximum level of funding requested by DG Justice. However we have noticed over the past months that this is creating additional language barriers that prevent a significant number of our members to participate fully in AGE activities.

While most members can manage with the automatic translation facility installed on our website, there is a strong call from a significant number of our members (20%) to reintroduce interpretation in Italian at our General Assembly and Annual Conference 2015 with DG Justice's approval (on 5/10/2015). We have decided to keep this language regime for 2016.

To allow a wider participation and reach out to more grass root citizens across the EU, we have included also in our budget 2016 some translation costs into French for a few key documents as there are limits to what the automatic on-line translation facility can do. We will also continue with the help of some of our members to translate internally more key documents in various languages and their in-kind support will be acknowledged on our website.

Our REC Operational budget 2016 is within the limits of our revised budget 2015. We were able to include these translation and interpretation costs thanks to reduced overheads costs. Following the REC guideline 2.4

on p. 69 of the Guide OGs 2015, we have reduced our overheads costs on a pro rata based on the number of days staff are employed under our REC OG (1.441 days or 6,55 FTE out of the total number of days worked by AGE staff (REC and projects: 2.442 days or 11,1 FTE. Indeed under HORIZON 2020 is now possible to claim overhead costs for our participation in projects.

a) Impact of the delay in receiving our OG contract on our activities

In 2015 due to the budget review process, we received our contract toward the end of first semester. Given the uncertainty about the final amount we would receive, it was not possible for us to plan some internal meetings until we had confirmation of the budget we would receive.

In 2016, we have planned the major internal meeting (our General Assembly) in November again to allow time for receiving our OG contract.

b) Impact of the crisis on AGE membership:

With the on-going crisis, more and more of our members are facing cuts in their own income and a few even have had to wind up. This has an impact not only on our representativeness in a few countries but also on our own income since the annual membership fees paid by our Full members are calculated on the basis of their own income during the previous year. For small under-resourced organisations, even the minimum fee is becoming problematic. We have also received requests for membership from regional/local groups of seniors who are active at grass root level and wish to help us promote age-friendly environments in their communities.

These are often groups with a few hundred older volunteers with very limited budgets. A new membership category of Associate Members will be opening up after the General Assembly final decision in November 2015. It will be aimed at such under-resourced members to enable them to participate in AGE activities including nominating experts in our virtual task forces. The minimal annual fee will be much lower than for the Full members but Associate members will have no vote at the General Assembly. With this new category, we hope to attract interested local and regional organisations that could help promote age-friendly environments across the EU through the direct contacts they have with individual older people and local/ regional authorities.

c) Impact of the crisis on potential external sponsors

Finally through our new partnership programme with external stakeholders we have been working with one large Swedish multinational company in 2015 and will continue in 2016. We are also in contact with a couple of other large companies who may be interested to sponsor AGE and do some ad-hoc joint work on issues of common interest.

As part of our governance rules, it is foreseen that the Secretariat reports to the Executive Committee at each of its meetings on the implementation of our REC work programme and budget utilization. The Executive Committee assesses whether measures implemented to mitigate the identified risks are adequate, and if further action is needed or new risks have arisen. The current risks assessed and mitigation measures were decided by the Executive Committee following discussions at the Council. The General Assembly 2015 will then decide if further action has to be planned for the following years.

1.6. Ethical issues

Describe any ethical issues which you could come across during the implementation of your activities, including with regard to interactions with target groups or persons benefiting from the activities, and present your strategy to address them.

The ethical issues identified in 2015 remain our concern and will be addressed as follows:

- Personal data protection: this is becoming an increasing issue due to potential flaws in open source softwares used to support registration to meetings or share documents on the cloud. With the help of our

IT technician and webmaster, we do our utmost to private data confidential and only professional addresses are made public unless authorized by the individual concerned.

- Disability and gender equality: this is a key concern for AGE and we pay great attention to mainstreaming gender and disability issues both in our policy work and when implementing our activities. We do our utmost to ensure that persons with disabilities can participate in all our activities and our Statutes require that we should seek to ensure gender balance in our governing bodies.
- Finding ethical co-funding sources for AGE policy work: Finding suitable corporate sponsors is not an easy task if we wish to remain in line with AGE revised Code of Ethics for partnership with external stakeholders. The potential impact on AGE's image of independence of getting involved in initiatives sponsored by corporate actors in some sectors (for example pharmaceutical sector, financial sector, etc.) is not negligible when AGE does not receive any funding from them. A series of scandals involving a few large companies in recent years have resulted in making corporate sponsorship more risky for self-advocacy groups such as AGE. Meanwhile as a result of the on-going crisis and change in their own work priorities, suitable foundations' funding of EU NGOs is also reducing, making our objective of improving AGE long-term financial independence from EU funding more difficult to achieve. We can only hope that when the economy will recover, so will the situation of our members and potential suitable external sponsors, and it will be easier to raise the funds we need to be able to plan our work priorities and activities on a longer term in an independent way.

1.7. Cross-cutting issues

If applicable, explain how you plan to integrate cross-cutting issues (e.g. respect of the rights and principles enshrined in the Charter of Fundamental Rights, equality between women and men, rights of the child, addressing the needs of persons with disabilities) in the activities of your organisation and your network and in your policies.

In our Work Programme 2016, we will continue to coordinate our efforts with the other EU funded non-discrimination networks to press the EU policy leaders to:

- adopt an ambitious Equal Treatment Directive, with all EU non-discrimination NGOs and EQUINET,
- apply the UN-CRPD equally to older persons with disabilities, mainly with the European Disability Forum, and to
- renew the commitments they agreed in 2002 in the framework of the UN MIPAA RIS and make full use of EU law and policies to support their efforts, in cooperation with the European Disability Forum, the European Women's Lobby, ENAR, ILGA-Europe, the European Anti-Poverty Network, the Confederation of Family Organisations, Eurocarers, the European Youth Forum, etc.

We will also work closely with the European Fundamental Rights Agency to mainstream age equality across their work and plan future specific action on age discrimination.

More specifically, as in 2015, we will continue to pay great attention to the gender dimension in all our policy positions and actions. Due to the crisis and austerity measures, gender inequalities in old age tend to increase and will continue to increase. We will continue to highlight the specific challenges faced by older women in access to employment, decent income in old age, health and long-term care, etc. and will coordinate our work on multiple gender discrimination with the European Women's Lobby.

Improving the accessibility of the built environment, transport facilities and new technologies for older persons will hopefully be the key objective of the upcoming Accessibility Act. Since this is also a key objective for AGE members, we will continue to coordinate our work on accessibility with the European Disability Forum and we will analyse the way the EU and Member States implement the EU Disability Strategy and UN Convention on

the Rights of persons with Disabilities with regard to older persons. This cross-cutting work will be cross-fed to our review of the implementation of the MIPAA RIS relevant commitments.

As demonstrated by the recent special Eurobarometer 437, “older age is most widely seen as a factor that could put job applicants at a disadvantage”. We will seek to cooperate with and support EU social partners new initiative on older workers and longer working lives.

Finally, with our campaign for an age-friendly EU we want to help Europe address its demographic challenge in ways that will be fair and sustainable to today’s and future generations, and will encourage the Covenant on Demographic Change members to adopt this intergenerational approach.

1.8. Subcontracting

If applicable, explain the reasons for any subcontracting.

Note: *On the definition of subcontracting please read carefully section V.1.4.3 of the Guide for Operating Grants.*

N.A.

Part 2 – Description of the activities

In Part 2 you should describe in detail the activities that you will undertake during this financial year.
 You are requested to organise your activities under the three specific categories provided below.
 Under each category you should list the relevant activities and their expected outputs.

1. Improving the organisational capacity and the management of the network

EU funding aims to support the functioning of EU networks. It should allow them to develop their structure and capacities, it should support them in performing more efficiently and effectively and it should contribute to the development of the EU networks into sustainable entities.

This category is intended for all activities related to the **general management and coordination of the network**, including the network's internal structure and management, its relations with its members and future/potential members, its staff policy and human resources policy, its financial independence and fundraising activities, etc.

I. Objective(s) for this year

1. **Improve AGE working methods to involve AGE members and experts more effectively in AGE work in a coordinated way**, paying particular attention to under resourced members and members facing language barriers
2. **Consolidate and develop AGE membership and representativeness** in countries where representativeness is low.
3. **Continue to improve AGE long-term financial independence** through fundraising initiatives to increase own income from both internal and suitable external sources in accordance with AGE external partnership programme developed in 2014. Through such partnerships we join forces with external partners willing to support our campaign on age-friendly environments and work with them to help them develop age-friendly goods, services and environments, a pre-requisite to create the necessary conditions to enable older people to live longer, healthier, more productive and independent lives.

II. Description of this year's activities

Be specific, give a short name for each activity and number them.

No.	Name and description of the activity
1	Overall management of AGE Secretariat in line with above mentioned objectives
2	Organisation of AGE statutory meetings: annual General Assembly, 2 Council of Administration, 2 Accreditation Committee and 4 Executive Committee meetings

3	Management and development of AGE membership network , including visits to potential members in countries where AGE has limited number of members
4	Coordination of AGE Task Forces on policy priorities: coordinate the input from some 320 experts who have been nominated by AGE members to participate in AGE 14 Task Forces who work mainly virtually and will meet in some face-to-face meetings in Brussels (budget for 6 joint meetings with 12 experts).
5	Fundraising activities: Implement the fundraising initiatives agreed by the General Assembly in November 2015 to increase both internal and external sources of income.

III. Planned output(s)

List the outputs to be produced.

Outputs of your planned activities can be **intangible** (e.g. conferences, seminars, trainings, events, professionals trained) **and tangible** (manuals, reports, leaflets, webpages, articles, training material packages, books). Limit their number and do not include minor sub-items or internal working papers.

Be specific as to the scope and level of ambition and use a quantitative description where applicable, e.g.: X regional seminars; X participants.

No.	Output	Characteristics (e.g. for meetings/trainings: number of participants) (e.g. for publications, documentation: format (printed/electronic); language)	Target group
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1	Meeting	Annual meeting of the General Assembly as requested by AGE Statutes: full day meeting planned on 17/11/2016. Most participants will arrive on 16/11/2016. Around 100 representatives/experts of AGE Full members expected from across the EU, among whom 80 will be refunded of their travel and accommodation costs. The General Assembly will be organised in Brussels back to back with AGE Annual Conference 2016 (18/11/2016, see under category 2. below). Interpretation foreseen in 3 languages (English, French, Italian).	All AGE members and experts
2	Meetings	2 meetings (2 days each) organised in Brussels for all Council members (among whom +/- 30 p. will be refunded of travel and accommodation costs). The Council is responsible for the overall running of the Association, for the implementation of the programme set by the General Assembly, for the preparation of the annual budget, call for General Assemblies and the consultative examination of candidature files of full members or others prepared by the Accreditation Committee. Interpretation foreseen in 2 languages (English, French). Dates planned: <ul style="list-style-type: none"> • 17-18/03/2016 • 6-7/10/2016 	AGE Council members
3	Meetings	2 meetings of the Accreditation Committee (5 p.) organised at the end of day 1 of each Council meeting to process membership applications and deal with membership issues. No interpretation needed. Dates planned: <ul style="list-style-type: none"> • 17/03/2016 • 6/10/2016 	Accreditation Committee members

4	Meetings	4 one-day meetings with Executive Committee members (7 p. needing travel), + Secretary General and Managing Director organised in AGE office in Brussels. Non interpretation needed. Dates planned: <ul style="list-style-type: none"> • 24/02/2016 • 24, 25 or 27/05/2016 • 6, 7 or 9/09/2016 • 13, 14 or 16/12/2016 	Executive Committee members elected by AGE members
5	Meetings	Around 12 virtual meetings/webinars aimed at the 320 experts in AGE Task Forces and +/- 6 face-to-face (1 day) joint meetings of Task Forces experts organised by AGE mainly in Brussels (with +/- 12 p./meeting who need to travel)	+/- 320 experts who can participate in the virtual meetings and +/- 72 experts who can participate in the face-to-face meetings in Brussels.
6	Meetings	Bi-monthly staff meetings and staff training	AGE staff
7	Meetings	+/- 8 meetings with AGE members and/or potential members	AGE members and potential members in countries where AGE representativeness is low or non-existent
8	Meeting	Brainstorming meeting for Secretariat policy staff with external evaluator on AGE working methods and priorities	AGE policy staff (funded by AGE REC Operational Grant)
9	Reports	Reports of all AGE statutory meetings posted online in the Members' section: 1 General Assembly report, 2 Council reports, 2 Accreditation Committee reports, 4 Executive Committee reports and 6 Task Forces joint meetings reports: 15 reports for internal use only	AGE members and experts
10	External audit report	1 external audit of AGE REC operational grant and general accounts performed before final financial report is sent to the European Commission (early 2017)	All AGE funders (members and European Commission)
11	Evaluation report	1 evaluation report of progress achieved by AGE under its REC operational grant in 2016. Will include both an internal online survey of AGE members, targeted more in-depth survey of AGE members in a few countries and interviews of a few external stakeholders dealing with AGE. Evaluation done by the external evaluator selected for the period 2015-2017. Her report will be annexed to AGE final activity report to be sent to the European Commission by February 2017.	AGE REC RDIS OG funders (members and European Commission)

2. Contributing to the development of EU law/policies and to their implementation

The EU networks are key actors, which can play an important role in facilitating the flow of information between their members and the EU. On the one hand, they can provide practical experience and evidence regarding the situation on the ground and, on the other hand, they can translate these facts and experience into more conceptual tools and positions.

This category is intended e.g. for all **analytical activities** of the networks aiming to collect data and information, conduct research and studies, analyse problems and propose recommendations, debate key issues in the respective policy area, etc.

I. Objective(s) for this year

In line with our triennial Action Plan 2015-2017 and General Assembly Declaration 2015, in 2016 AGE will seek to contribute to the development of new EU/UN/CoE laws/policies and monitor the implementation of existing EU/UN/CoE instruments, that can support age equality and better protect the rights of older persons/consumers/citizens in EU internal and external action to achieve a society for all ages by 2020. Our work under this category will focus in particular on the following 3 key objectives:

The proposed **Equal Treatment Directive** on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation, to ensure that:

- the proposed Equal Treatment Directive will be adopted soon,
- the adopted Directive will adequately combat age discrimination in access to goods and services.

The **UN Convention on the Rights of Persons with Disabilities** to ensure that:

- this key UN equality instrument applies also in practice to older persons with functional limitations regardless of their age, and
- older people's representatives are involved/consulted at national, EU and UN levels

The **UN Madrid International Action Plan on Ageing (MIPAA)** and its **Regional Implementation Strategy for Europe (RIS)** to ensure that the voice of older people residing in the EU is heard in the debates on the MIPAA review at national and UN-ECE levels.

In addition, we have identified a number of other EU and UN laws, policies and initiatives that can contribute to protecting the rights of older people and fight against age discrimination in various domains. **Our action toward the above three objectives will thus be informed** by the work we will do to contribute to the development and implementation of these laws/policies/initiatives, and we will try to demonstrate how they enhance age equality, full integration and participation of older persons in society, and support the following commitments made by Member States in the framework of the MIPAA RIS:

Commitment 1 “to mainstream ageing in all policies”:

- The on-going debate on a possible **UN legal instrument on the rights of older persons**, to ensure that older people's expectations and concerns regarding the potential added value of such an instrument are heard at EU level and the EU official position represented in the UN Open Ended Working Group on Ageing takes on board a holistic approach that will ensure the mainstreaming of ageing and older people's rights in all policies and will contribute to all MIPAA commitments below.
- The work currently done by the **UN Independent Expert on the rights of older persons** to ensure a rights-based approach across all ageing policies, including in the MIPAA application;

- the **EC annual report on the implementation of the EU Charter of Fundamental Rights**, in terms of monitoring its application with regard to article 25;
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Commitment 2 “to ensure full integration and participation of older persons in society”:

- The **European Innovation Partnership on Active and Healthy Ageing** which promotes age-friendly environments as a response to demographic change.
- The **European Innovation Partnership on Smart Cities and Communities**, in order to ensure that smart city initiatives are inclusive for all citizens, regardless of their age and abilities, and aligned with the upcoming EU Urban Agenda
- the **EU Access City Award**, to ensure that this EU initiative takes on board the accessibility specific needs of older persons and supports their full participation in society.
- the **Revised Directive on Payment Services (PSD2)**, the on-going debate on **instant payments scheme** and **contactless payments** in the Euro Retail Payment Board set up by the European Central Bank, to ensure that these instruments will equally protect the rights of older consumers.

Commitment 3 “to promote equitable and sustainable economic growth in response to demographic ageing”:

- The **European Semester** process and its **Country Specific Recommendations** which deal with social protection reforms to ensure progress is achieved toward the headline targets of Europe 2020 strategy, in particular through fighting age direct and indirect discrimination in employment and social exclusion among older people.
- The **emerging EU Silver Economy strategy** to ensure that it will target all older people regardless of their gender, age, digital literacy and income and will not lead to further discrimination and social exclusion of the oldest old and low income consumers.
- **EC Communication on “Europe, the world's No 1 tourist destination: – a new political framework for tourism in Europe”**, which seeks to boost tourism in low/medium season by providing adequate offers to senior tourists.

Commitment 4 “to adjust social protection systems in response to demographic changes and their social and economic consequences:

- The new Commission initiative to set up a ‘**pillar of social rights**’, as announced in the Commission Work Programme 2016, to ensure it does not leave out older persons when adapting social policy legislation to new work environments and developing European benchmarks on flexicurity (MIPAA RIS bullet point 28).
- New EU legislation in the field of financial services that may affect older consumers, such as the **recast Directive on institutions for occupational retirement provision (IORP)** and the new **EU Directive (2014/50/EU) on minimum requirements for enhancing workers’ mobility** (MIPAA RIS bullet point 29)
- Upcoming review of the **European Platform Against Poverty (EPAP)**: contributing to EU debate on the new format of the convention against poverty and social exclusion, with focus on the impact from the crisis on vulnerable older people; influence work of the upcoming Dutch presidency on policies to fight poverty (MIPAA RIS bullet points 30 and 31).

Commitment 5 “to enable labour markets to respond to the economic and social consequences of population ageing:

- The implementation of the **EU Directive on equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions**, at national

and workplace level to assess to what extent it protects older workers from age discrimination in the labour market and foster age diversity in the workplace (MIPAA RIS bullet points 32-40 and 43).

- The 2015 **EC proposal for a Council Recommendation on the integration of the long-term unemployed into the labour market**, the **Labour Mobility Package** and the follow-up of the **EU Occupational Health and Safety Legislation**, announced in the Commission Work Programme 2016 to ensure that older workers' needs will be adequately addressed (MIPAA RIS bullet point 39).
- The implementation of **Directive 2014/95/EU** which requires companies with more than 500 employees to publish information relating to their **diversity policy** to assess to what extent large companies are aware of their new obligations and have included adequate provisions with regard to age diversity in their Human Resources management practices (MIPAA RIS bullet points 36-37)
- The EU social partners **Framework agreement on active ageing**, included in their triannual work plan 2015-2017.

Commitment 6 “to promote life-long learning and adapt educational system in order to meet the changing economic, social and demographic conditions”

- The upcoming **EU New Skills Agenda**, as announced in the Commission Work Programme 2016 to ensure older person's needs for access to life-long learning and right to education are promoted. (MIPAA RIS bullet points 38, 44-54)

Commitment 7 of the RIS “to strive to ensure quality of life at all ages and maintain independent living including health and well being

- The **EU Directive on Victim Support** (2012/29/EU), to improve its relevance to combat elder abuse.
- The upcoming **EU Accessibility Act** to ensure that the final text will promote accessibility for all and will pay equal attention to the accessibility needs of ageing persons experiencing limitations in their daily activities, as required by the UN Convention on the Rights of Persons with Disabilities (will also inform our work on the UN-CRPD).
- The draft **Directive on the accessibility of public sector bodies' websites** to ensure that the proposed directive will be adopted soon and transposed rapidly to improve the accessibility of public websites for disabled and older users(will also inform our work on the UN-CRPD)..
- The **Digital Single Market Strategy**, to ensure that accessibility requirements as well as digital skills are included to guarantee its inclusiveness to older persons (will also inform our work on the UN-CRPD).
- The **EU Rolling Plan for ICT Standardisation** to provide AGE members/experts' views on the needs for preliminary or complementary ICT standardisation activities to be undertaken in support of EU access-for-all objectives (will also inform our work on the UN-CRPD)..
- The upcoming **EU Urban Agenda**, to ensure that it will support age-friendly environments where older people are empowered to live active and autonomous lives thanks to inclusive accessibility and safety design of transport, outdoor spaces and built environment, quality services and opportunities for social/civic participation for all (will also inform our work on the UN-CRPD)..
- The implementation of the **EC Communication on “Europe, the world's No 1 tourist destination – a new political framework for tourism in Europe”**, which seeks to boost tourism in low/medium season by providing adequate offers to senior tourists.
- The WHO **Global strategy and action plan on ageing and health** (which will include among its priorities a focus on combating ageism) and proposed Decade on Healthy Ageing that is currently

been developed by WHO, to build synergies between these key instruments and relevant EU processes.

Commitment 8 of the RIS “to mainstream a gender approach in an ageing society”

- The implementation of EU Directives on **Gender Equality** and **EU initiatives that seek to promote gender equality and combat violence against women** (such as the DAPHNE strand of the REC Programme), to ensure that they take on board the need of older women.

Commitment 9 of the RIS “to support families that provide care for older persons and promote intergenerational and intra-generational solidarity among their members”

- The envisaged new **Directive on carers’ leave**, to ensure that it will tackle gender inequality in its broadest sense and will cover not only the needs of parents with young children but also the needs of older workers (mainly older women) with informal caring duties toward older dependent relatives, to help boost employment rate of older women and combat gender inequalities in old age (MIPAA RIS bullet points 41 and 42)

Commitment 10 of the RIS “to promote the implementation and follow-up of the Regional Implementation Strategy through regional cooperation

- The joint work done by the EC and UN-ECE on the **Active Ageing Index** to encourage Member States and subnational authorities to use the AAI as a monitoring tool for progress achieved through the MIPAA RIS.

II. Description of this year's activities

Be specific, give a short name for each activity and number them.

No.	Name and description of the activity
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To reach our objectives under this heading, we will implement the following activities:

1	<u>Equal Treatment Directive:</u>
1.1	Follow the debate on the equal treatment directive in the Council and contribute AGE members’ concerns to the Council Working Party on Social Questions and EP Intergroup on Ageing and Solidarity between Generations to ensure that the new horizontal Directive will not include a blanket exception on the ground of age as currently proposed in the latest version under article 2.6.c.;
1.2	Participate in joint meetings with other EU non-discrimination NGOs and contribute AGE members’ views to the joint positions and debates on all relevant aspects of the text.
1.3	Participate in the Equality Data collection project managed by Human Rights Consultancy and Migration Policy Group (EC call for tender) and COST research action on ageism.
2	<u>UN Convention on the Rights of Persons with Disabilities:</u>
2.1	Follow-up on the recommendations of the CRPD Committee, monitoring EU progress in implementing these while adequately addressing the specific barriers faced by older persons;

2.2	Gather feedback from our national members/experts on the way their government implement this key equality instrument with regard to older persons with disabilities and whether older people's representatives are involved/consulted at national and EU levels;
2.3	Engage with the CRPD committee and Special Rapporteur on the rights of persons with disabilities to raise awareness of the rights of older persons with functional limitations and improve the equal application of disability rights across the life course by EU and Member States;
2.4	Participate in ANED meetings to represent the older persons' perspective (one of our Vice-President is representing AGE in ANED).
3	<p>Review of the MIPAA RIS: Based on our members/experts' feedback, develop our own contribution to the MIPAA review, building links with relevant EU policies (see under Objectives) in order to highlight how EU action in past years has supported the commitments made by Member States in the framework of the MIPAA RIS, and draft recommendations on what can be further achieved in the coming years with the support of EU instruments and policies; Participate in the UN-ECE Working Group on Ageing which is launching the third review and appraisal cycle of MIPAA/RIS and will start preparing for the regional Ministerial conference in 2017. Building on the response AGE sent to the Independent Expert's questionnaire in October 2015, react to the report on the mid-term review of MIPAA's implementation that will be presented by the UN Independent Expert on the Rights of Older Persons to the Human Rights Council, and complement AGE's own assessment of how Member States fulfil their commitment to implement the MIPAA, raise awareness of the MIPAA among their ageing population and consult with older people regarding the MIPAA implementation; Analyse how the following EU law/policies can support Member States in implementing their MIPAA RIS commitments and share AGE analysis with the EP Intergroup on Ageing and Solidarity between Generations:</p> <p>Commitment 1 "to mainstream ageing in all policies":</p> <p>3.1</p> <ul style="list-style-type: none"> • Continue to participate in the UN Open Ended Working Group on Ageing, coordinate AGE members' position on the potential added value of a new UN instrument to protect the rights of older persons, contributing to the identification of normative and implementation gaps and developing recommendations as to what such a new instrument should address. Coordinate our action with the informal Global Alliance on the Rights of Older Persons. <p>Commitment 2 "to ensure full integration and participation of older persons in society</p> <p>3.2.1</p> <ul style="list-style-type: none"> • Continue to participate actively in the European Partnership on Active and Healthy Ageing to promote age-friendly environments in close cooperation with the upcoming European Covenant on Demographic Change (to be launched on 7/12/2015 at the Committee of the Regions) and WHO Global Network of Age-Friendly Cities and Communities. <p>3.2.2</p> <ul style="list-style-type: none"> • Raise awareness of the added value of age-friendly environments in the European Innovation Partnership on Smart Cities and Communities to ensure that smart city initiatives developed across the EU are inclusive for all citizens, regardless of their age and abilities, and aligned with the upcoming EU Urban Agenda. <p>3.2.3</p> <ul style="list-style-type: none"> • EU Access City Award: continue participating in the national and European juries to contribute to implement older persons' right to independent living, ageing in place and mobility. <p>3.2.4</p> <ul style="list-style-type: none"> • Revised Directive on Payment Services (PSD2): collect AGE members/experts' views on new or envisaged EU financial services instruments, promoting the concept of inclusiveness and design-for-all, and forward AGE position to the Council and EP. <p>Commitment 3 "to promote equitable and sustainable economic growth in response to demographic ageing":</p> <p>3.3.1</p>

3.3.2	<ul style="list-style-type: none"> Based on our members/experts, assess the impact of the European Semester process and its Country Specific Recommendations through the National Reform Programmes (NRPs) on access to employment for older workers, adequate pension for all including women, fight against poverty and social exclusion and equal access to health and long-term care in old age, and develop AGE responses to the Annual Growth Survey and next round of Country Reports, CSRs and NRPs. Contribute to the final stage of Europe 2020 mid-term review i.e. following up on the Commission’s final proposal.
3.3.3	<ul style="list-style-type: none"> The emerging EU Silver Economy strategy: Build AGE contribution to a vision of an EU Silver Economy that is inclusive and seeks to turn demographic ageing into an opportunity for European economies, lifting barriers that prevent equal access to goods, services and facilities for our ageing population, and feed our input to DG Justice and other DGs’ relevant units.
	<ul style="list-style-type: none"> EC Communication on “Europe, the world's No 1 tourist destination: monitor its implementation and raise awareness of this EU initiative which seeks to boost tourism in low/medium season by providing adequate offers to senior tourists.
3.4.1	<p>Commitment 4 “to adjust social protection systems in response to demographic changes and their social and economic consequences:</p>
3.4.2	<ul style="list-style-type: none"> Disseminate information on the state-of-play of the debate on the new EC proposal on a pillar of social rights and develop an AGE position with AGE members and experts.
3.4.3	<ul style="list-style-type: none"> Monitor the on-going debate at Council and EP level on the Recast Directive on institutions for occupational retirement provision (IORP) and the transposition process of the new Directive on minimum requirements for enhancing workers’ mobility, and develop AGE positions with AGE members/experts. Feed these recommendations also in the work of the Financial Services Users’ Group set up by DG FISMA and DG Justice.
	<ul style="list-style-type: none"> Upcoming review of the European Platform Against Poverty (EPAP): engage members in the activities of the review agenda on social inclusion and fight against poverty to be presented by the Commission in 2016 as a follow-up to the EPAP, and in events organised by the Dutch presidency on the topic, in particular define priorities on action with regard to the most vulnerable older people, such as older women, ‘oldest old’, older Roma and migrants, older persons with disabilities. Develop an AGE position focussing on the impact of the crisis on vulnerable older people.
3.5.1	<p>Commitment 5 “to enable labour markets to respond to the economic and social consequences of population ageing:</p>
3.5.2	<ul style="list-style-type: none"> EU Directive on equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions: based on our members/experts feedback, develop a progress report on the impact of this EU legislation on older workers and draft recommendations to ensure that age discrimination is adequately covered in the EU debate on long-term unemployment and longer working lives and special attention is paid to gender inequalities faced by older women in employment.
3.5.3	<ul style="list-style-type: none"> EC proposal for a Council Recommendation on the integration of the long-term unemployed into the labour market: Monitor the debate at Council and EP level and develop AGE recommendations to ensure that the specific challenges faced by older workers who are made redundant and struggle to find a new job, will be properly addressed.
3.5.4	<ul style="list-style-type: none"> Directive 2014/95/EU: assess to what extent a sample of large companies are aware of their new obligations in terms of publishing information on their diversity policy and have included adequate provisions with regard to age diversity in their Human Resources management practices. EU action on Occupational Health and safety: Contribute to the upcoming campaign by EU-OSHA on healthy workplaces for all ages, to support longer and healthier working lives.

3.5.5	<ul style="list-style-type: none"> • Strategic framework on active ageing of European Social partners: contribute to the discussions of social partners with AGE's expertise and positions
	<p><i>Commitment 6 “to promote life-long learning and adapt educational system in order to meet the changing economic, social and demographic conditions”</i></p>
3.6.1	<ul style="list-style-type: none"> • Upcoming EU New Skills Agenda: develop an AGE position on this new initiative announced in the Commission Work Programme 2016 with input of our members and experts on access to life-long learning and right to education for all ages.
3.6.2	<ul style="list-style-type: none"> • Adult education: collaborate with initiatives by EUCIS-LLL and EAEA in favour of launching a European Year for Adult Education
	<p><i>Commitment 7 “to strive to ensure quality of life at all ages and maintain independent living including health and well being</i></p>
3.7.1	<ul style="list-style-type: none"> • The EU Directive on Victim Support (2012/29/EU): with our members' help, assess to what extend Member States are taking on board victims of elder abuse when establishing minimum standards on the rights, support and protection of victims of crime. Feed this information to Victim Support Europe and include it in the handbook on the rights of persons in need of care and assistance.
3.7.2	<ul style="list-style-type: none"> • The upcoming EU Accessibility Act: Draft an AGE response to the Accessibility Act proposal when it is published in coordination with the European Disability Forum, and forward it to the EC, Council and EP to build support for EU action on accessibility and concrete implementation at national level.
3.7.3	<ul style="list-style-type: none"> • The draft Directive on the accessibility of public sector bodies' websites: coordinate our action with the European Disability Forum to support its adoption and raise awareness of the importance for disabled users and older users with low digital literacy levels to have easy access to public websites.
3.7.4	<ul style="list-style-type: none"> • The Digital Single Market Strategy: in cooperation with the European Disability Forum monitor its development and develop a position on how it addresses accessibility requirements and digital skills to guarantee its inclusiveness to older persons.
3.7.5	<ul style="list-style-type: none"> • The EU Rolling Plan for ICT Standardisation: Participate in the work of the European Multi-stakeholders Platform on ICT Standardisation to feed AGE members/experts views and build a more comprehensive understanding of older people's needs and the barriers they face to enjoy equal access to ICT goods and services.
3.7.6	<ul style="list-style-type: none"> • The upcoming EU Urban Agenda: contribute to the preparation of the text and to the EP/Council opinions to ensure enabling and supportive environments where older persons are empowered to remain independent, to age in place, to move around thanks to enhanced accessibility and safety in transport, outdoor spaces and built environment, and access services and social and civic participation's opportunities.
3.7.7	<ul style="list-style-type: none"> • The WHO Global strategy and action plan on ageing and health: continue to contribute AGE members' views to the finalisation of this Strategy (which should include among its priorities a focus on combating ageism) and build the case for the Decade on Healthy Ageing that is currently been developed by WHO. Develop a position that highlights the synergies between these key instruments and relevant EU processes.
	<p><i>Commitment 8 of the RIS “to mainstream a gender approach in an ageing society”</i></p>

3.8.1	<ul style="list-style-type: none"> The EU Directives on Gender Equality: Mainstream the gender dimension in all AGE positions. Coordinate our position with the European Women’s lobby notably on the gender gap in old age income and develop a position that highlights the synergies between these key EU instruments and this MIPAA RIS commitment.
3.8.2	<ul style="list-style-type: none"> The DAPHNE strand of the REC Programme: develop a position to build the case for the need for this programme to cover elder abuse faced by older women.
3.9	<p>Commitment 9 of the RIS “to support families that provide care for older persons and promote intergenerational and intra-generational solidarity among their members”</p> <ul style="list-style-type: none"> The envisaged new Directive on carers’ leave: Develop an AGE position on the envisaged new Directive on carers’ leave, its potential added value for older workers with caring duties and impact on old age gender inequalities; build strong support in the EP to prepare the EP vote on the EC proposal.
3.10	<p>Commitment 10 of the RIS “to promote the implementation and follow-up of the Regional Implementation Strategy through regional cooperation</p> <ul style="list-style-type: none"> The EC/UN-ECE work on the Active Ageing Index: continue to participate in the expert group and promote the use of the AAI to monitor progress achieved through the MIPAA RIS at national and subnational levels. The Covenant on Demographic Change: get actively involved in this upcoming structure which will seek to gather public authorities, civil society, researchers and industry committed to work together to implement age-friendly environments in support of active and healthy ageing and full participation of older people in society.

III. Planned output(s)			
List the outputs to be produced. Outputs of your planned activities can be intangible (e.g. conferences, seminars, trainings, events, professionals trained) and tangible (manuals, reports, leaflets, webpages, articles, training material packages, books). Limit their number and do not include minor sub-items or internal working papers. Be specific as to the scope and level of ambition and use a quantitative description where applicable, e.g.: X regional seminars; X participants.			
No.	Output	Characteristics (e.g. for meetings/trainings: number of participants) (e.g. for publications, documentation: format (printed/electronic); language)	Target group

1	AGE event in EP	AGE EP event on the rights of older persons , hosted by MEP Claude Moraes, Chair of the LIBE Committee and Vice-President of the Intergroup on Active Ageing and Solidarity and MEP Eduard Kukan, Vice-President of the Intergroup on Active Ageing and Solidarity, with Commissioner Jourova as invited keynote speaker. To support all 3 key objectives mentioned above (Equal Treatment Directive, UN-CRPD and MIPAA RIS). Catering costs for 50p budgeted.	MEPs, EU institutions officials, AGE members and task Forces experts. Costs limited to travel and accommodation of some of AGE members/experts
2	AGE event in EP	AGE EP event on the contribution of older people to society and the need to combat ageism , hosted by the Vice-Presidents of the EP Intergroup subgroup on Ageing and Solidarity between Generation, to mark the EU day of Solidarity between Generations (29/04/2016) and promote a vision of a society for all ages. To support objective 3 on MIPAA RIS. Catering costs for 50p budgeted.	MEPs, EU institutions officials, AGE members and task Forces experts, grass root older citizens. Costs

			limited to travel and accommodation of some of AGE members/experts
3	AGE event in EP	AGE EP event on the MIPAA review , hosted by the Vice-Presidents of the EP Intergroup subgroup on Ageing and Solidarity between Generation to mark the UN International Day of Older Persons (1 st October) and promote a positive image of older people. With as invited guest the UN Independent Expert on the rights of older people (travel and accommodation costs covered by AGE as agreed by the EC in 2015). To support objective 3 on MIPAA RIS. Catering costs for 50p budgeted.	MEPs, EU institutions officials, AGE members and task Forces experts, grass roots older citizens. Costs limited to travel and accommodation of some of AGE members/experts
4	Joint AGE, CoE, EC and UN event	Joint event to mark the World Awareness Day on Elder Abuse (around 15/06/2016), organised by AGE together with the European Commission, the Council of Europe office of the UN High Commissioner for Human Rights and ENNHRI (European Network of National Human Rights Institutes) to follow-up on joint events we organised in June 2014 and 2015 at the Council of Europe Brussels office. Catering costs for 60p budgeted.	AGE members, secretariat and some Task Forces experts, relevant European Commission services, Council of Europe, ENNHRI, UNHCHR, Fundamental Rights Agency, other stakeholders working on HR of older people.
5	AGE event at the Committee of the Regions	AGE – Covenant on Demographic Change joint event at the Committee of the Regions on the implementation of the MIPAA RIS at local and regional level and the role of the (upcoming) Covenant on Demographic Change to promote the scaling up of age-friendly environments in support of the MIPAA RIS objectives. Catering costs for 60p budgeted.	Local and regional authorities, EU institutions officials, AGE members and task Forces experts, grass roots older citizens.
6	Conference	AGE annual conference organised on 18/11/2016 in Brussels back to back with AGE General Assembly (17/11/2016) to offer the possibility to all AGE members to meet and discuss progress made on our 3 key objectives with EC, UN and CoE representatives. Interpretation foreseen in 3 languages (English, French, Italian)	All AGE members and Task Forces experts + some invited external stakeholders (100 p.)
7	Contributions to external meetings	Active contribution to relevant meetings organised by EU institutions, UN bodies (Open Ended Working Group on Ageing, UN Independent Expert on the Enjoyment of all Human Rights by Older Persons and Human Rights Council), Council of Europe ,the Fundamental Rights Agency, EU advisory bodies and award schemes; Social Platform, European Anti Poverty Network, European Public Health Alliance, Covenant on Demographic Change, etc. to promote AGE's views and recommendations on EU, UN and CoR policies. Estimated around 150 meetings/year mainly in Brussels. Travel costs needed only for some meetings and included in budget)	EU institutions officials, national authorities, AGE Secretariat, members and Task Forces experts.
8	Position papers	+/- 20 publicly accessible online AGE position papers (indicative list): 1. Equal Treatment Directive 2. Structural ageism in EU	AGE members, AGE task Forces experts, older citizens

		<ol style="list-style-type: none"> 3. The implementation of the UN Convention on the Rights of persons with Disabilities with regard to older people (CRPD) 4. AGE contribution to the next meeting of the UN OEWG 5. Envisaged new UN instrument on Older Persons' rights 6. EC proposal for a Council Recommendation on the integration of the long-term unemployed 7. The Country Reports and Country Specific Recommendations and National Reform Programmes 2016 on employment of older workers, adequate income in old age for women and men, access to quality health and long-term care; 8. The Annual Growth Survey 2016 9. Revised European Platform Against Poverty (EPAP): Impact of the crisis on vulnerable older persons 10. EU Accessibility Act (pending its publication by the EC) 11. EU action on ICT standardisation 12. EU emerging Silver Economy strategy 13. EU Urban Agenda 14. Gender pension gap (joint paper with EWL) 15. Recast IORP Directive 16. EU Directive on Acquisition and preservation of supplementary pension rights 17. Revised Directive on Payment Services (PSD2) 18. EU envisaged Directive on Carers' leave 19. Impact of the EU Equal Treatment Directive in access to Employment 20. EU Directive 2014/95/EC on information to be published on diversity of large companies workforce and diversity charters 21. The impact of EU Directive on Victim Support 	residing in the EU, EU and national policy makers
9	Analytical papers	Responses to EU, UNECE and CoE consultations on issues of relevance to older persons (will depend on consultations launched in 2016) and suggestions for amendments to some +/- 5 EP reports.	EU institutions, AGE Secretariat, members and Task Forces experts, and AGE network of contacts
10	Extensive analytical report (publication)	Online publication with AGE own assessment of the implementation of the MIPAA RIS at national and subnational levels, synergies with relevant EU law/policies and recommendations on how these EU instruments can support Member States in implementing their MIPAA RIS commitments.	EP, EC, Council, CoR, UN and UN-ECE, AGE members and Task Forces experts, and AGE network of contacts, members of the Covenant on Demographic Change
11	Report	Publicly available online report of the Annual Conference 2016 presentations, debates and conclusions, in English	AGE Secretariat, members and experts, and AGE network of contacts

3. Building the capacity of the members of the network and/or training relevant practitioners and stakeholders and/or informing the general public

The EU networks are well placed stakeholders for disseminating information and transferring knowledge on EU law and policies to both specialised and general audiences.

This category is intended for activities related to **training, awareness-raising, dissemination, development of communication tools**, etc.

I. Objective(s) for this year

1. **Improve internal capacity:** In line with our Action Plan 2015-2017, we will seek to build further the capacity of our members to influence debates on new EU, UN and CoE law and policies and to use existing EU, UN and Council of Europe law and policy instruments to improve protection of older people's rights at EU and national levels and achieve age equality in practice for older people at grass root level, i.e.
2. **Increase public knowledge:** of what is done at EU, UN, CoE, national and subnational levels, that may have an impact on older people's right to play an active part in society and live free of any form of discrimination.

II. Description of this year's activities

Be specific, give a short name for each activity and number them.

No.	Name and description of the activity
1	Training: Develop training tools and a training session on the eve of our annual General Assembly to build the capacity of AGE members/experts to monitor the implementation at national level of EU, UN and CoE law/policies and how these instruments can be used by civil society organisations to achieve better implementation with regard to older people's rights.
2	Awareness-raising: Raise awareness on what is currently debated in the framework of the UN OEWG on Ageing about older people's rights, including the discussions on a possible new UN instrument to better protect older persons' human rights and on what can be done to support the creation of a society for all ages through the promotion of age-friendly environments in cooperation with local, regional and national authorities, and civil society gathered in the Covenant on Demographic Change to be launched on 7/12/2015.
3	Dissemination: Collect and promote concrete examples on good practice gathered by our members across the EU that support the vision of a society for all ages where everyone is empowered to participate regardless on one's age, gender, ethnic origin or race, religion, sexual orientation, abilities or disabilities.
4	Communication tools: draft articles, newsflashes, monthly-online magazine, etc. and post them on AGE website public part and EP blog, write regular articles on social media (twitter, facebook), produce publications, issues press releases; write articles for external newspapers, magazines, publications.

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III. Planned output(s)

List the outputs to be produced.

Outputs of your planned activities can be **intangible** (e.g. conferences, seminars, trainings, events, professionals trained) **and tangible** (manuals, reports, leaflets, webpages, articles, training material packages, books). Limit their number and do not include minor sub-items or internal working papers.

Be specific as to the scope and level of ambition and use a quantitative description where applicable, e.g.: X regional seminars; X participants.

No.	Output	Characteristics (e.g. for meetings/trainings: number of participants) (e.g. for publications, documentation: format (printed/electronic); language)	Target group
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1	Handbook	Updated online Older Persons Self-Advocacy Handbook with a new chapter on Council of Europe's instruments	AGE members/experts, AGE contacts and public at large visiting AGE website
2	Toolkit	Updated online toolkit for decision makers and practitioners on the rights of older persons who need care and assistance	AGE members/experts, AGE contacts and public at large visiting AGE website
3	Training tools on older people's rights	Practical training tools on how to assess the implementation of older people's right at national level in various policy areas (employment of older workers, social protection, access to health and long-term care, poverty, etc.)	AGE members/experts, AGE contacts and public at large visiting AGE website
4	Training session on older persons' rights	Open training session organised on the eve of our Annual General Assembly to build the capacity of AGE members on how to influence and get involved in human rights processes and how to monitor the implementation of human rights instruments at the national level.	AGE members/experts, and some interested external stakeholders.
5	Awareness campaign	Awareness campaign on what is currently debated in the framework of the UN OEWG on Ageing about older people's rights, including the discussions on a possible a new UN instrument to better protect older persons' human rights in cooperation with the informal Global Alliance on the Rights of Older Persons (GAROP).	AGE members/experts, AGE contacts and public at large visiting AGE website
6	Awareness campaign	Awareness campaign on the promotion of an age-friendly Europe in close cooperation with the upcoming Covenant on Demographic Change.	AGE members/experts, AGE contacts and public at large visiting AGE website
7	Updated website	+/- 200 web-articles, including some 20 press releases (in English) related to AGE policy priorities, examples of good practice, information on EU funding opportunities, posted on the public part of AGE website (some key articles and press releases will be translated in a few other EU languages)	AGE members/experts, AGE contacts and public at large visiting AGE website
8	Blog posts	+/- 40 blog posts related to European Parliament activities relevant to older persons' rights and AGE campaign towards an age-friendly EU	AGE members/experts, AGE contacts and public at large visiting AGE EP blog

9	Online newsletters	11 editions of CoverAge, online magazine in English. Accessible to all from public part of AGE website (equipped with online translation facility)	AGE members/experts, AGE contacts and public at large visiting AGE website
10	Online publication	Annual Report 2016 in English	AGE members/experts, AGE contacts and public at large visiting AGE website
11	Tweets and Facebook articles	Regular tweets, Facebook articles on main issues for AGE to reach out to wider public and engage with AGE members/experts.	AGE followers in Twitter and Facebook
12	Printed infographic	Lay-out, production of webversions and printing of infographic on AGE work priorities and main achievements in 4 languages of a 2p doc. x 4 languages x 200 copies = 800 units	AGE members and potential new members/contacts and public at large visiting AGE website
13	Printed leaflet	Leaflet (12 p.) on AGE Platform Europe to be used to recruit new members and present AGE to contacts among EU, UN, CoE institutions and nationally. To be published on line and in hard copies in 2 languages (EN and FR) in 250 copies each = 500 copies	AGE members and potential new members/contacts and public at large visiting AGE website