

National Reform Programme **2013**

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Table of contents

1. Introduction	1
2. Macroeconomic scenario	3
3. Follow-up to the country specific recommendations	4
3.1. Pension reform and financial sustainability (recommendation 2)	4
3.1.1. Pensions, early retirement pensions and unemployment	4
3.1.2. Health	6
3.2. Macro-financial stability (recommendation 3)	6
3.3. Wage development, productivity and competitiveness (recommendation 4)	8
3.4. Labour market (recommendation 5)	9
3.4.1. The tax wedge on labour	9
3.4.2. Adaptation of the unemployment benefit regime and extension of the activation effort to older workers	9
3.4.3. Adaptations to active labour market policies	10
3.4.4. Reinforcement of interregional labour market mobility	10
3.4.5. Coherence between training and employment policies.	10
3.5. Competition in the retail trade and network industries (recommendation 6)	12
3.5.1. Retail sector	12
3.5.2. Network industries	12
3.6. Greenhouse gas emission (recommendation 7)	15
4. Follow-up of the Europe 2020-targets	17
4.1. Measures concerning employment	17
4.1.1. Target groups	17
4.1.2. International mobility	19
4.1.3. Childcare	19
4.2. R&D and innovation	20
4.3. Education and training	22
4.3.1. Tertiary education	22
4.3.2. Early school-leavers	23
4.4. Energy and climate	24
4.5. Social inclusion	27
4.5.1. Ensuring the social protection of the population	27
4.5.2. Reduction of child poverty	28
4.5.3. Active inclusion of persons furthest from the labour market	28
4.5.4. Fight against inadequate housing and homelessness	29
5. Industrial policy, entrepreneurship and structural funds	30
5.1. Industrial Policy	30
5.2. Entrepreneurship and SMEs	31
5.3. Structural Funds	32
Annex 1: Reporting table for the assessment of CSRs and key macro-structural reforms in the NRP	33
Annex 2: Reporting table for the assessment of CSRs and key macro-structural reforms: quantitative assessment. Macro-economic effects of structural measures	45
Annex 3: Reporting Table on national Europe 2020 targets and key commitments for the next 12 months ...	47
Annex 4: The Flemish reform programme	54
Annex 5: Contribution of Wallonia and the Wallonia-Brussels Federation	69
Annex 6: Contribution de la Région de Bruxelles-Capitale	99
Annex 7: Concept de développement régional pour la Communauté germanophone	121

1. Introduction

This National Reform Programme (NRP) covers the measures the federal Government and the Regions and Communities have taken over the past 12 months to attain the targets included in the National Reform Programme of April 2011. In this programme, the governments express their conviction that structural reforms are essential to attain the targets and that the proposed and actualized budgetary objectives¹ should be met.

The ambitious targets from the 2011 NRP are confirmed in the 2012 NRP, despite the difficult economic climate. The most recent observations of most indicators show that the trends are moving in the right direction and that several of them even excel the ambitious targets. That is, for instance, the case for the indicators with regard to renewable energy and tertiary education. On the other hand, it should be said that the trend reflected by some indicators, in the area of social inclusion for example, are rather disappointing. Certainly, this is connected to the difficult economic situation. Moreover, fiscal consolidation is essential to maintain our wealth and social system.

Furthermore, the federal Government also agreed on the necessity to outline an economic stimulus plan, which was completed in July 2012. That plan constitutes a global strategy for boosting economic activity and reinforcing competitiveness in order to stimulate economic growth and sustainable employment and to support purchasing power. The federal Government aims to develop this strategy further in collaboration with the social partners, the Regions and the Communities.

In doing so, the federal Government is convinced it is responding to the country-specific recommendations Belgium received during the Council of July 2012.

This NRP follows a balanced approach to the treatment of the EU2020-targets and the answers to the country-specific recommendations. It also deals with Belgium's commitments in response to the Euro plus pact and the Council-endorsed priorities of the European Commission, as described in the Annual Growth Survey of November 2012. The Belgian governments are also convinced that the European Semester should handle all dimensions of sustainable development on an equal basis (economic, social and environmental dimension). As the programme indicates, fulfilling the European commitments requires a strong involvement of the different entities in the European procedures and projects from the EU2020 Strategy's flagship initiatives.

As part of its in-depth review, the European Commission ² calls on Belgium to undertake an ambitious policy to remedy the economic imbalances noted. The Belgian governments are convinced that this programme is consistent with this essential requirement.

This programme has been established thanks to close collaboration between the federal Government and the governments of the Regions and the Communities. The regional programmes are annexed to this programme and describe the specific measures in more detail³. The governments are pleased that the European Union⁴ acknowledges that, of all EU countries, the Belgian Regions are most closely involved in drafting the national NRP. On several occasions, the social partners and civil society were also involved in drafting the programme and monitoring its progress.

¹ The Stability Programme and the National Reform Programme are submitted simultaneously. The underlying macroeconomic projection and the measures of both programmes are complementary and consistent..

² European Commission, In-depth review for Belgium, Commission Staff Working Document, 10 April 2013.

³ A summary of the Flemish Region reform programme is featured in annex 4.

See also www.vlaandereninactie.be/over/vlaams.hervormingsprogramma-2013.

⁴ European Union, Committee of the Regions, Study on the role of local and regional authorities in the Europe 2020 national reform programmes – analysis of the 2012 national reform programmes, September 2012.

Negotiations on the announced sixth state reform are advancing and should lead to an adjustment of the roles of the different entities this year. This programme also mentions several collaboration-based initiatives between the federal and regional governments, in keeping with the competences of each level of governance with a view to increasing the level of efficiency within the country.

The National Reform Programme was also discussed in the federal parliament.

2. Macroeconomic scenario

The macroeconomic scenario is described in the Stability Programme⁵. It is based on the situation as known on 13 March 2013, excluding possible measures ensuing from the budget review. Compared to the 2012 national reform programme, this scenario is considerably more pessimistic, in particular with regard to the economic growth prospects.

For the short run, the programme relies on the Economic Budget of February 2013⁶, which was adjusted to include the most recent observations. For the international environment, it is based on the European Commissions' Winter Forecast⁷ and for the period after 2015, it is based on the most recent IMF outlook⁸.

Economic growth should be particularly limited in 2013 but start to pick up from 2014 onwards as a result of the growing global economy. The output gap is currently highly negative but should gradually reach zero⁹. Unemployment should increase year by year, in accordance with economic activity prospects. Likewise, the employment rate should gradually increase to 68.1% in 2017 and 69.3% in 2020.

Over the entire projection period, inflation should turn out markedly lower than in 2012 as a result of lower international energy prices and the policy measures concerning a wage freeze in 2013-2014, without calling into question the automatic indexation.

Table 1 Main results of the macroeconomic scenario 2013-2017
(change as a %, unless otherwise specified)

	2012	2013	2014	2015	2016	2017
GDP	-0.2	0.2	1.5	1.6	1.7	1.8
Consumer price index	2.7	1.4	1.3	1.6	1.6	1.7
Health index	2.6	1.1	1.4	1.6	1.6	1.6
Domestic employment (change expressed in thousands)	8.0	2.1	25.3	31.0	42.0	40.9
Domestic employment (% change)	0.2	0.0	0.6	0.7	0.9	0.9
Employment rate (20-64 year)	67.2	67.0	67.1	67.3	67.7	68.1
Unemployment rate (Eurostat definition)	7.3	7.5	7.6	7.7	7.5	7.3
Productivity per hour	-0.2	0.3	0.9	0.8	0.9	1.0
Output gap (level)	-1.2	-1.8	-1.2	-0.8	-0.4	0.0
Current account balance (National Accounts)	1.3	1.5	2.3	2.6	2.8	3.0

Annex 2 itemises some results for the impact of measures affecting both prices and wage cost competitiveness. These measures are included in the results presented above.

⁵ Belgian Stability Programme 2013.

⁶ Economic Budget, 2013, FPB, INR, February 2013.

⁷ European Economic Forecast-Winter 2013, European Commission, February 2013.

⁸ World Economic Outlook, IMF, October 2012.

⁹ The output gap assessment is derived from a potential output estimate calculated by a method of the European Union.

3. Follow-up to the country specific recommendations

In this chapter an overview is given of the initiatives taken in each of the areas covered by the recommendations made to Belgium in June 2012. The initiatives related to recommendation 1 are considered in the Stability Programme.

3.1. Pension reform and financial sustainability (recommendation 2)

“The COUNCIL RECOMMENDS to improve the long-term sustainability of public finances by curbing age-related expenditure, including health expenditure. In particular, implement the reform of pre-retirement and pension schemes and take further steps to ensure an increase in the effective retirement age, including through linking the statutory retirement age to life expectancy.”

The growth in the level of expenditure by the public authorities as a whole showed a significant slowdown in 2012 and, in particular, certain items of age-related expenditure have already undergone changes in the wake of the reforms embarked upon by the public authorities.

Table 2 Annual rate of growth in certain age-related social benefits, at constant prices

	2010	2011	2012
Total primary expenditure of the public authorities	2.4	1.8	-0.2
Including :Pensions	2.9	3.1	3.3
Early retirement pensions	5.2	0.2	-3.9
Health	0.8	2.2	1.0

Sources: National Accounts Institute, FPS Finances.

3.1.1. Pensions, early retirement pensions and unemployment

Pension expenditure growth at constant prices increased somewhat again, to 3.3% in 2012 compared with 3.1% in 2011, partly reflecting demographic changes, the growing percentage of elderly people joining pension schemes every year, while the reforms decided upon in December 2011 will not affect the level of expenditure until 2013, apart from a small number of exceptions. The reforms included the decision to increase the early retirement age to 62 with employees having to prove a career of 40 years.

The level of unemployment benefit scheme expenditure with employer top-up (formerly called early retirement pensions) shrank (-3.9%) in 2012 owing to the tougher conditions that had to be met to qualify for the scheme. The minimum qualification age is to be gradually increased to 60 and the employment record 40 years by 2015, apart from a small number of exceptions.

The reforms were gradually rolled out via legislation throughout 2012, with various additions and amendments being made, subject to consultations with the representatives of employers and employees. Consequently:

- the minimum age for qualifying for an early retirement pension was raised to 60.5 on 1 January 2013 while the work record requirement is raised to 38 years;
- the cap on retired people's occupational activities has been discontinued for the over-65s whose careers span 42 years. The penalty applied to the under-65s or those with a work history of under 42 years exceeding this limit has been reduced, to a 25% overrun limit;

- implementation decrees were recently issued for limiting the pension calculation's coverage of the (so-called equivalent) periods of long-term unemployment, unemployment with employer top-up, time credit periods and career breaks.

Other measures are being prepared. Accordingly, new legislation on the pension bonus and the age top-up scheme in the civil service will be introduced on 1 January 2014, for the purpose of encouraging people to stay at work longer while harmonising the arrangements for all the schemes. Taking the form of a pension top-up, the pension bonus is increased the longer the retirement date is deferred. It will now be provided on a flat-rate basis, and an entitlement to the bonus may be granted no earlier than one year after meeting the early retirement pension qualification requirements.

Together with the gradual extension, until the year 2016, of the active inclusion policy for unemployed people up to 58 years of age and reemployment measures to lend support to people unfit for work, these reforms will help extend the upward trend in the employment rate for the 55-64 year-old age group with a view to attaining a 50% rate by 2020, according to the objective decided upon by the Belgian authorities.

Table 3 Employment rate for the 55-64 year-old age category

	2000	2005	2006	2007	2008	2009	2010	2011	2012
Rate of employment	25.0	31.8	32.0	34.4	34.5	35.3	37.3	38.7	39.5

The Outlook published by the Study Committee on Ageing (SCA) suggests that the entire set of reforms embarked upon since December 2011 (primarily pensions, early retirement pensions and unemployment insurance) will result in a 4% increase in the rate of employment for the 55-64 year-old population in 2020, 5.2 in 2030 and 5.6 in 2060, to produce a slight increase in the overall employment rate and economic growth.

Leaving aside the planned pension bonus reform, the SCA anticipates that the reforms embarked upon will achieve a cut in the population ageing budget costs equal to 0.5% of GDP between 2011 and 2030, when the costs are estimated to be 4.2% of GDP, including the reforms.

Table 4 How the structural reforms affect the ageing population budgetary costs

	2020	2030	2060
Pensions	-0.2	-0.2	-0.1
Unemployment	-0.1	-0.1	-0.1
Unemployment with employer top-up	-0.1	-0.1	-0.1
Total	-0.3	-0.5	-0.3

Source: Study Committee on Ageing, Annual report, October 2012.

The impact of the pension expenditure reform process is set to dwindle in the longer term (without a change in policy), as people delaying their retirement are awarded a higher average pension. This effect will be reduced by the pension bonus reform. A recent Federal Planning Bureau study reported that the reform would reduce the level of expenditure on the various pension schemes by 1.6% in 2030 and 2% in 2060, which is consistent with 0.2% of GDP in 2030 and 0.3% of GDP in 2060.

In order to raise the effective retirement age for public service employees, the Flemish Government announced in 2012 that it was allowing Flemish civil servants to continue working without any restriction after the age of 65. From the same perspective, the federal Government decided in 2012 to raise the 65 age limit and allow federal civil servants to continue working without any restriction after the age of 65.

3.1.2. Health

Measures have also been taken to curb the growth in the level of health expenditure. The growth rate (+1% at constant prices) was reported to be comparatively low in 2012 compared with recent trends. The slowdown was helped along by savings on medical fees and pharmaceutical coverage. There has also been a temporary freeze on certain items of expenditure.

More broadly, the Government has defined policies for ensuring a more disciplined and sustainable system of healthcare funding, while continuing to guarantee high-quality, accessible services. The healthcare professionals are to be made more accountable, while general practitioners are set to play a more prominent role.

On the financial front, the real-term expenditure growth rate has been set at 2% for 2013 and 3% for 2014, instead of 4.5% in the recent past. If the structural savings provided for in the 2013 budget are factored in, actual spending on healthcare is growing much less than the statutory rate (which itself has already been curbed) and is closer to the actual level of economic growth.

3.2. Macro-financial stability (recommendation 3)

“THE COUNCIL RECOMMENDS stimulating an increase in the capital of the weakest banks to underpin the strength of the banking sector so that it can play its normal role in lending to the economy.”

Since the onset of the financial crisis, the Belgian authorities have taken different measures to restore confidence in the financial sector. First of all, state guarantees have been given to banks' assets and funding. Second, the Belgium authorities have increased capital in different financial institutions (Dexia, KBC, BNP Fortis) for a total amount of Euro 17.8 billion at the beginning of the financial crisis.

In recent years, the supervisory authority (National Bank of Belgium) has continued to closely monitor the solvency position of Belgian credit institutions and has taken different actions in order to strengthen the capital position of the institutions:

- In line with the regulation, the NBB analyses on a yearly basis for each credit institution the capital which is necessary to sustain their business given their risk profile and taking into account (future) changes in regulatory requirements (new Basel III requirements). In this context, banks are subject to capital requirements that are well above the minimum required by the solvency regulation.
- In line with this policy, the NBB has for instance asked KBC to increase its capital, operations which have been realized at the end of 2012 and at the beginning of 2013 for a total amount of Euro 2 billion. KBC has also reimbursed the Federal State by Euro 3.5 billion at the end of 2012. Furthermore, some banks have been subject to limitation on dividend payments or transfer of capital to their groups in order to reinforce or maintain their capital positions. . The Commission approved the aid granted to the KBC provided a basic predefined reimbursement plan were to be applied. In addition to the federal aid, the KBC has to reimburse Euro 1.17 billion worth of public aid to the Flemish Government this year) (apart from the reimbursement premium) pursuant to the reimbursement plan. The KBC stated its willingness over the next few years to repay in advance the aid awarded by the Flemish authorities.
- In the context of the Belgian financial sector assessment programme overseen by the IMF, stress tests were performed for 40 institutions on the basis of various adverse scenarios in 2012. The results indicate that banks' capital buffers are generally robust. However, several institutions exhibit some weaknesses, which are under the close scrutiny of the supervisory authority.
- The NBB is making a thorough analysis of the business models and the capital position of major Belgian credit institutions, inter alia in the context of the transition to Basel III and in the context of a clear refo-

cusing of Belgian institutions on their domestic markets and activities, which could generate higher competitive pressures.

- The NBB has been closely associated in the winding up of the Dexia Group. The capital increase, which took place at the end of 2012, was required by the NBB in order to ensure compliance with the future regulatory requirements (Basel III). The capital increase was moreover considered as necessary to allow for the orderly winding up of the Group and avoid systemic risks, including preventing the sovereign crisis from spreading to other Euro Area Member States.

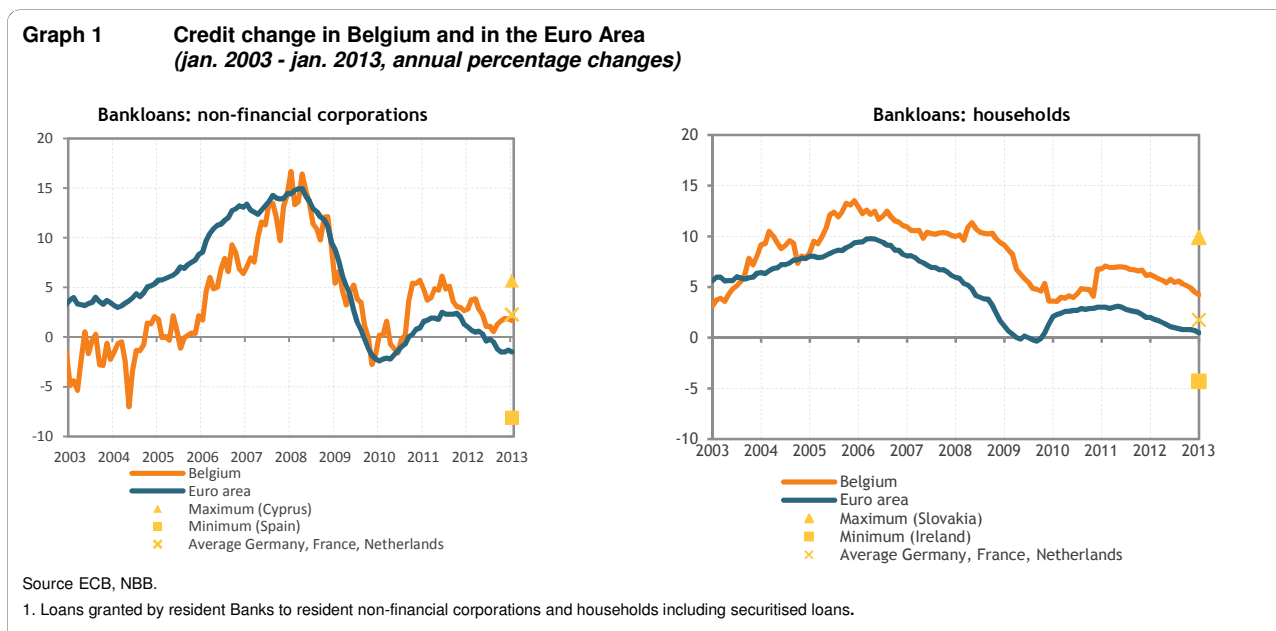
As reported in Table 5, the capital position of the Belgian credit institutions has been increased since December 2007 despite some major impairments (Greece,...).

Table 5 Capital position of Belgium banks
(Consolidated data)
Since 2006, the consolidated data are based on IAS/IFRS

Adequacy of own funds	2006	2007	2008	2009	2010	2011	9M2012
Regulatory capital to risk-weighted assets	11.9	11.2	16.2	17.3	19.3	18.5	17.9
Regulatory Tier I capital to risk-weighted assets	8.7	12.1	11.3	13.2	15.5	15.1	15.4
Capital to assets	3.3	4.1	3.3	4.5	5.0	4.6	5.2

Source: NBB.

While credit growth has decelerated in Belgium in recent years, there is no evidence of a credit crunch in Belgium (see Graph 1). The growth of credit to households and to non-financial corporations remains positive¹⁰ and above the Euro Area average. As a% of GDP, credit remains broadly stable. Despite some strengthening in credit conditions, they remain quite favourable from an historical point of view and very close to the Euro Area average (see chapter 5).



¹⁰ In January 2013, the credit growth to the households and to non financial corporations reached 4.3% and 1.6% respectively.

3.3. Wage development, productivity and competitiveness (recommendation 4)

“THE COUNCIL RECOMMENDS TO boost job creation and competitiveness, take steps to reform, in consultation with the social partners and in accordance with national practice, the system of wage bargaining and wage indexation. As a first step, ensure that wage growth better reflects developments in labour productivity and competitiveness, by (i) ensuring the implementation of ex post correction mechanisms foreseen in the ‘wage norm’ and promoting all-in agreements to improve cost-competitiveness and (ii) facilitating the use of opt-out clauses from sectoral collective agreements to better align wage growth and labour productivity developments at local level.”

The decline of the Belgian competitiveness, as underlined in the Commission’s in-depth review in the context of the macro-economic imbalances procedure, goes beyond the structural deterioration and touches upon price and cost aspects of competitiveness¹¹. A Constant Market Share Analysis (CMSA) shows that a little more than one third of Belgium’s loss of market share in global trade between 1999 and 2008, without energy products, can be explained by a deterioration of cost competitiveness¹².

To make sure that wage growth stays better in line with the evolution of productivity, Belgium will keep in check its wage cost evolution, and will at the same time foster a stronger productivity growth.

In this context, the federal government has decided, after having consulted the social partners, that the wage cost gap Belgium has accumulated since 1996 with respect to the neighbouring countries will be closed in a six year time frame. For this reason, the wage norm for 2013-2014, has been set at 0% real wage growth: apart from the automatic indexation and increases induced by agreed pay scales, no wage increases will be allowed. Moreover, the wage norm legislation (1996 law) itself will be adapted to keep costs in check. The exact impact of the subsidies that reduce wage costs in Belgium and the neighbouring countries is controversial. To arrive at a straightforward calculation of the gap, the government has set up an expert committee (with representatives from the National Bank, the Federal Planning Bureau, the High Council for Employment, Statistics Belgium, the Central Economic Council and Eurostat) that should provide a clear opinion within six months. In anticipation of this opinion the government took as a starting point, on the basis of the 2012 Technical Report of the Central Economic Council, a wage subsidy share of 1.8% of the total wage sum. The limitation of inflation by strengthening the price analysis and an ambitious competition policy will dampen the impact of the automatic indexation. Moreover, the index (“health index”) to which wages are linked will be adapted to better reflect consumer behaviour. These adaptations will allow for a 0.4% reduction of the wage cost gap.

Supplementary measures have been taken to reduce labour costs by 628 million per year (representing around 0.35% of the wage sum).¹³

To increase productivity, the wage norm law clauses on education and training will be reinforced. In particular, the legislation fixing enterprises’ training efforts at 1.9% of the wage sum will be strengthened, once an agreement on the calculation method will be reached. Moreover, the regions and communities support enterprises to offer training through training vouchers, language vouchers the development of public-private partnerships to arrive at a training supply responsive to the needs, and the development of a framework for the recognition of acquired competencies.

More in general, productivity, competitiveness and job creation are supported through industrial policy, support to SMEs and to research and development (cfr. chapter 4 and 5). In this respect, measures are taken

¹¹ See Planning Paper 112 of the Federal Planning Bureau « Compétitivité de la Belgique – Défis et pistes de croissance », H. Bogaert and C. Kegels, November 2012.

¹² M. Matte and B. Michel, 2010, « La part de marché à l’exportation de la Belgique 1993-2008 changements structurels et compétitivité », Working Paper 06-2010, Federal Planning Bureau, March 2010.

¹³ See 3.4.1 for a greater detail of this figure.

to increase total factor productivity (financing and supporting SMEs, entrepreneurship, encouraging R&D and innovation, competency development, internationalisation, infrastructure development, administrative simplification, ICT...) as well as cost competitiveness (lowering the tax wedge, hiring subsidies, increasing resource efficiency, in particular energy efficiency).

3.4. Labour market (recommendation 5)

“THE COUNCIL RECOMMENDS TO significantly shift taxes from labour to less growth-distortive taxes including for example environmental taxes. Pursue the initiated reform of the unemployment benefit system to reduce disincentives to work and strengthen the focus of employment support and activation policies on older workers and vulnerable groups, in particular people with a migrant background. Take advantage of the planned further regionalisation of labour market competencies to boost interregional labour mobility and to strengthen the coherence between education, lifelong learning, vocational training and employment policies. Extend existing activation efforts to all age groups.”

3.4.1. The tax wedge on labour

The policy approach of the federal government is to gradually decrease the high tax wedge on labour, within the available budgetary margins. In this respect, it has made sure that new tax measures in the previous years have been growth friendly. Moreover, supplementary measures have been taken to reduce social security and fiscal pressure on wages:

- The structural reduction of employers’ social security contributions is at its highest at the level of the minimum wage, and decreases gradually, to increase again for the highest wages (above a monthly gross wage of 4 200 EUR). At the request of the social partners, a supplementary budget of 370 million EUR has been made available to reduce contributions for the middle wage earners.
- The work bonus, that reduces the tax wedge between wage costs and net wages through personal social security contributions as well as through income taxation, is being reinforced. An annual budget of 137 million EUR has been foreseen for this measure.
- Different reductions for different target groups have been adapted (young and elderly workers) and reinforced (first employees) to maximize their employment effect, for which an 49 million EUR budget has been foreseen. The Flemish subsidy for hiring workers over 50 has been adapted and modulated on the basis of the age and the length of the unemployment spell. From this year on, Wallonia has put in place an extra subsidy for hiring the first three employees, conditional on them being younger than 30, older than 50 or long term unemployed.
- For the catering industry, a supplementary tax relief of 72 million EUR has been decided upon, combined with a stronger surveillance of undeclared work.
- The Regions reinforce this policy with supplementary subsidies.

3.4.2. Adaptation of the unemployment benefit regime and extension of the activation effort to older workers

A reform strengthening the degressivity of unemployment benefits was put in place in 2012 and will show its full effects in 2013.

From 2013 onwards the unemployed have to be passively available for the labour market until the age of 60. The Regions can increase this age limit to 65 in areas with a low unemployment rate.

This goes together with a broadening of the federal mechanism to monitor job search to the age group 50 to 55 in 2013 and to 58 in 2016. In Flanders, the activation (reinforced follow-up) of job seekers has even been broadened to new entrants in the age group 56 to 57.

The follow up will be further intensified in 2013 through a new cooperation agreement between the federal government and the regions/communities. Their role will increase and they will be enabled to better tailor the guidance with the follow-up of job search efforts.

3.4.3. Adaptations to active labour market policies

The Brussels PES has put in place, together with different partners, a series of actions aimed at long term unemployed over 45. To avoid discrimination in the hiring process a new approach is being developed whereby ICT based tests will allow to map jobseekers' competencies anonymously. Flanders foresees an adaptation of its financial subsidy system aiming to improve the transition of older workers and workers with disabilities from the social economy to the regular labour market. The existing diversity plans will be expanded with a human resource policy that encompasses competence development, sustainable diversity, employability/work capacity/work appetite and organisational renewal.

The German-speaking Community has reinforced its guidance for the groups in the margins of the labour market. Wallonia for its part has reinforced the services it offers to its job-seekers : in 2012, 108 741 job-seekers benefited from an individualized guidance, with particular attention for women (50%), youngsters under 25 (35%) and the low qualified. For the most vulnerable young people, a multidimensional pathway allowing to sort out problems beyond pure labour market integration have been put in place, including a possible referral to a social assistant. Moreover, the Walloon PES has been restructured and its action has been refocused on a series of priority axes.

Finally, the regions foresee specific guidance for newcomers, combining language training with integration into the society and the labour market. In this context, the Flemish Government decided on the 29th of March 2013 to foresee 12 million EUR to provide more possibilities to take a Dutch as Second Language (NT2) course from the 1st of January 2014 onwards.

3.4.4. Reinforcement of interregional labour market mobility

The cooperation between the regional PESs has continued and further improved. In 2012, the Walloon PES received 103 213 job offers from the other regions and transmitted 46 478 to them. The cooperation between Wallonia and Flanders, i.a. through mixed counsellor teams, led in 2012 to the hiring of 1,974 Walloon job-seekers in Flanders.

The target for the cooperation between Brussels and Flanders was equally reached, with 1 327 successful matches. Between 2007 and 2011, mobility of low or medium qualified Brussels job-seekers towards Flanders increased by 25%. In the framework of this cooperation, in 2013 common job dating and employment fairs will be organised. Moreover, both regions will look into the possibilities for expanding the scope of the cooperation beyond the immediate surroundings of Brussels, through a transmission of job offers from further away in Flanders to the Brussels PES. The cooperation between the Brussels and Flanders PES in the framework of a specific action plan for Brussels Airport will equally be strengthened.

3.4.5. Coherence between training and employment policies.

All communities have started the discussion about ways to achieve more coherence between labour market needs, education and training. Consultation bodies at different levels and with varying ambition have been set up, and concrete actions have been taken.

The federal authorities have created 10 000 six month work place integration traineeship places for young school leavers with at most a secondary school certificate. Moreover, employers have been asked to make sure they create a number of work experience places of at least an equivalent of 1% of their total workforce. The German-speaking community has reinforced its measures to facilitate transition between unemployment and traineeships. The regional Brussels authorities have signed cooperation agreements with the two communities (Flemish and French-speaking) that will lead, i.a, to the establishment of a single file on all job-seekers.

In cooperation with the social partners, Flanders has increased its training offer for bottleneck and future oriented occupations. The industries have been encouraged to develop a shared vision of their competence and training needs, and the creation of a database with professional competence profiles will help to better take into account competence needs on the labour market through a reinforced automatic matching. A new career policy is under development : a career voucher will allow all workers every six years to buy eight hours' worth of career guidance with a registered provider. Moreover, a growth pathway has been put in place for the individual professional training within the enterprise (the IBO system). The target aims at 15 500 training places in 2013 (compared to 12.000 in 2012).

Wallonia opts for a strong local partnership between the worlds of education and training on the one hand, and the social partners (organised at a sectoral or an intersectoral level) on the other hand, aiming at a better harmonization of the training supply and an improvement of its quality. The institute that coordinates traineeships (IFAPME) has been reformed, and a single contract for traineeships that are part of obligatory schooling will be presented to the government in 2013. In the future, these traineeships will lead to a certificate equivalent to upper secondary schooling. A new system combining training and employment for young job seekers is being put in place. Moreover, a more general use of internships within secondary schooling is under discussion. The "cadre francophone des certifications" (French-speaking Certification Framework) will be finalized in 2013. For 158 233 job-seekers, a skills assessment card has been drawn up, and 205 864 job offers have been passed on in the framework of a plan focusing on occupations in high demand on the labour market. Moreover, specific training courses aiming at green jobs and "occupation tests" that allow for a direct contact with specific bottleneck and promising jobs have been put in place, by both the FOREM (Walloon PES) and Bruxelles Formation (Brussels labour market training institute).

3.5. Competition in the retail trade and network industries (recommendation 6)

“Continue to strengthen competition in the retail sector by lowering barriers and reducing operational restrictions. Introduce measures to strengthen competition in the network industries by revising regulatory barriers and reinforcing the institutional arrangements for effective enforcement of state aid rules.”

The federal government has committed itself to pursue an *ambitious competition policy* focusing on an efficient *analysis and monitoring* of the key sectors of our economy and prices in order to stimulate growth, to counter inflationary pressure, to improve competition for enterprises, to enable correct and transparent price-fixing and to preserve the purchasing power of citizens.

In this respect a *bill*¹⁴ was adopted by the Chamber of Representatives on 28 February 2013 and by the Senate Commission on 13 March 2013, without handing in amendments. The purpose of this bill is to improve the procedures for competition problems (more flexibility, more efficiency and faster settlement), to safeguard the independence of the Competition Authority and to strengthen the relationship between the Price Observatory and the Competition Authority. The bill will be voted by the Senate in plenary session on 21 April 2013. As to the Price Observatory, it stipulates that, in addition to the price evolution, more attention should be paid to the level, the margins and the driving forces characterizing the market. The *new independent Competition Authority* will, amongst other things, especially be entitled to take provisional measures with a maximum duration of 6 months in case the Price Observatory identifies problems with regard to prices or margins.

3.5.1. Retail sector

In contradiction to the Commission’s statements, various studies¹⁵ show that there is no real lack of competition in the Belgian retail sector.

As a result of the transfer of competences, the Regions will from now on be able to fix the criteria concerning *commercial establishments*.

The legislation on *trading hours* has been made more flexible and simplified for derogations granted to retail stores selling certain product groups. As far as *selling at a loss* is concerned, the law is made more flexible (the government accepted a proposal in a first reading) and it will, amongst other things, be possible to take into account the volume reduction when calculating the reference prices.

3.5.2. Network industries

a. Telecommunications

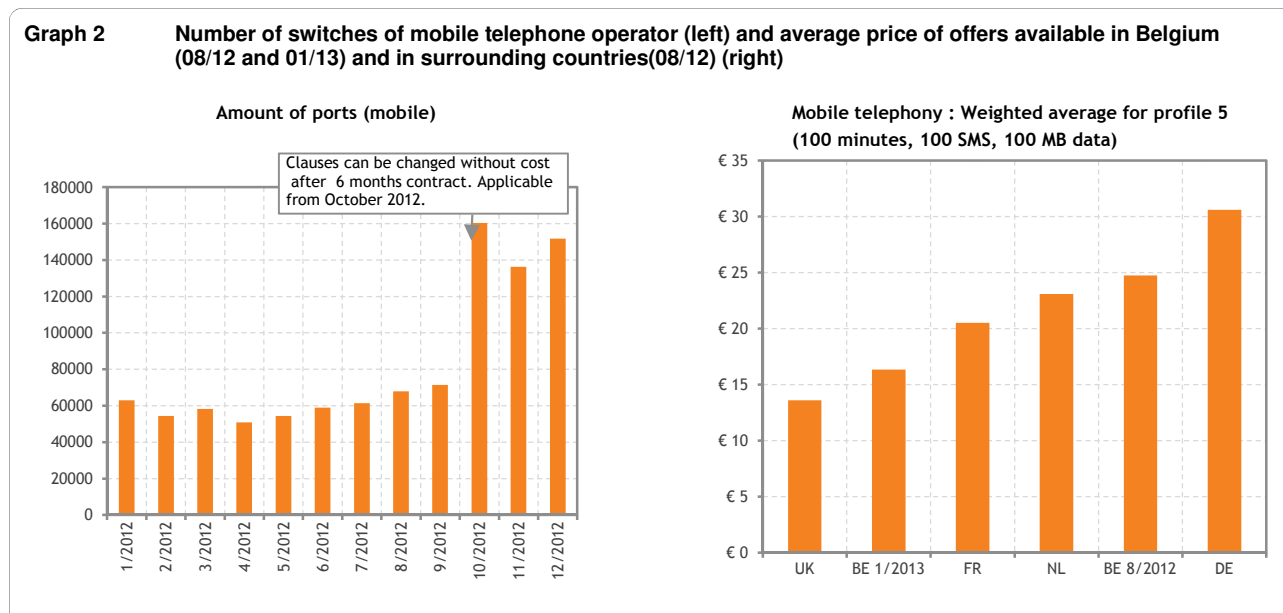
Over the past year, the telecommunication prices have decreased in Belgium, just like the importance of the historic operator is. Moreover, « multiple play »-subscriptions are increasingly becoming popular (over 50% of allotted broadband). In 2012 ICT contributed negatively to the inflation (- 0.03 percentage points for an inflation of 2.6%), which was mainly stimulated by the drop of mobile telephone tariffs (- 10.3%). At the beginning of 2013 this trend turned out to be confirmed.

In 2012 various initiatives were taken to reinforce competition in the sector on top of the measures taken by the sectoral regulators (the Belgian Institute for Postal Services and Telecommunications BIPT/IBPT and media regulators) as foreseen in the European context. One of them concerns the elaboration of a draft national plan « *Digital Agenda.be* », which is based on the digital agenda for Europe. In this context the transposition

¹⁴ DOC 53 2591/001

¹⁵ http://economie.fgov.be/fr/binaries/etude_niveaux_prix_supermarches_tcm326-163021.pdf

of the directives of the “third telecom package” that aim to improve market functioning into Belgian law must also be mentioned. Since 1 October 2012 consumers are able to terminate a contract free of charge after six months. As can be seen from graph 2, this measure should, in combination with other consumer sensitizing efforts and the measures taken by the sectoral regulator (fall in the price of mobile terminations), stimulate the market and encourage consumers to switch over to the lowest telephone tariffs. This contributed to a considerable price fall for mobile telephony between August 2012 and January 2013.



In terms of *infrastructure* Belgium has an outstanding network infrastructure at its disposal. The broadband coverage is excellent in Belgium with one of the highest penetration rates for high-performance broadband (with speeds higher than 30 Mbps), the number of internet users is high (77% of the households) and the share of enterprises connected to the internet is very high (96%)¹⁶. Investment rates (investment as a share of turnover) are higher than 15% and have increased between 2010 and 2012 and do not therefore pose any problems in Belgium. Two networks (Belgacom and the cable) are in competition, even though this is mainly with respect to quality.

Concerning mobile networks, in 2012 the BIPT/IBPT¹⁷ organised two public consultations with a view to making *the 800 MHz band available to electronic communication services*¹⁸. Legislation drafts are being discussed now by the Council of Ministers even though LTE-technology is already in use for the spectrum bands that are used by the operators. This technology is used by Belgacom in the frequency band of 1800 MHz in 8 cities in 2012, while 9 cities will be added in 2013. Mobistar is testing LTE in the same frequency band. The penetration rate for mobile broadband increased significantly, even though Belgium ranks low in European rankings.

¹⁶ Data of 2011.

¹⁷ The official regulator for postal services and telecommunications in Belgium.

¹⁸ The implementation of the mobile broadband network evolves slower in Belgium due to the different competences involved. The 800MHz band is part of the broadcasting system, which is a community competence, whereas a European regulation has ranged the band under communication services belonging to the federal competences.

b. Gas and electricity

Belgium has followed an ambitious competition policy with respect to the energy market. A large-scale national information and sensitizing campaign "Dare to compare" has been organised for consumers to encourage them to compare different offers. In addition, several initiatives such as the promotion of price comparators, the increase of joint purchasing, the abolition of the compensations for breach of contract and the mediation of these elements have all contributed to the market dynamics. In Flanders an internet tool (V-test) has also been developed by means of which it is not only possible to compare prices, but also the quality of the services provided by the gas and electricity suppliers. Moreover, a gas and electricity provider acknowledged as such in the European Economic Area does no longer need a special authorization from the Flemish regulator in order to exercise his activity in Flanders. All these elements have yielded tangible results: the number of persons having switched providers was twice as high in 2012 than in 2011 (for gas as well as for electricity); the number of active gas and electricity suppliers also increased in that same period. The annual report 2012 of the Price Observatory shows that between 2011 and 2012 the inflation difference for energy products in Belgium declined, compared to the three neighbouring countries Germany, France and the Netherlands (energy inflation of 6% for BE and 5.5% for the 3 neighbouring countries in 2012, in comparison with respectively 17% and 10.6% in 2011). During the first two months of 2013 that difference was even reverse in favour of Belgium (energy inflation of -1.7% in Belgium in January and February 2013, compared to 3.5% for our three neighbouring countries).

In order to restrict the volatility of the energy prices, the Government introduced a regulating mechanism through the Act of 8 January 2012, the so-called "*guard network*", compelling gas and electricity suppliers to submit each modification of the tariff formulas or energy prices to the CREG beforehand. It also limits the indexation to four times a year (for private persons and SMEs). However, this guard network legislation has only come into force since 1 January 2013.

The temporary indexation freeze for variable gas and electricity contracts imposed by the Government (through the Act of 29 March 2012) from April to December 2012 made it possible to draw up a list of criteria that the indexation parameters should take into account in order to better reflect the real costs of the energy suppliers (into force as from 1 April 2013). Moreover, the federal Government has taken several measures in order to freeze or reduce some components of the federal contribution, meaning a non-negligible decrease in one year¹⁹. In addition, the "Electricity Decree" of the Walloon Region provides for a better integration of less expensive renewable energy and intelligent networks. This reform also prepares the way for the development of new closed professional networks for enterprises. In the Flemish Region a closed distribution system was also set up by the Decree of 8 July 2011.

By modifying the Act of 8 January and 25 August 2012 suppliers are forced *to restrict their grip on customers*. In this respect the "Electricity Decree" of the Walloon Region intends reinforcing the protection mechanisms for vulnerable customers. In Flanders the Decree of 8 July 2011 enables the regulator to punish the distributor in case of a dispute.

The Belgian Government has updated its *nuclear phase-out timing* by prolonging the life of a nuclear plant (Tihange 1) by 10 years. However, the electricity production of this plant will have to be sold to the other market players (competitors).

¹⁹ Between January 2012 and January 2013 the federal contribution dropped from 5.0854 to 2.9781 € / MWh for electricity and from 0.7399 to 0.4774 € / MWh for natural gas.

3.6. Greenhouse gas emission (recommendation 7)

"The council recommends taking further measures to enhance the progress towards reaching the targets for reducing greenhouse gas emissions from non-ETS activities, in particular by ensuring a significant contribution to this goal from transport. "

Belgium has committed itself to cut greenhouse gas emissions in the non-ETS sector²⁰ by 15% between 2005 and 2020. Since 2008, neutralizing temperature effects, non-ETS emissions have dropped regularly (see chapter 4.d).

To extend this favourable trend, the Regions and the federal government continue their actions and start up or propose new initiatives²¹:

- The first draft of the *Flemish climate policy plan 2013-2020* was approved by the Flemish government on 1 February 2013. The plan comprises two separate but mutually strongly aligned components: The *Vlaams Mitigatieplan* and the *Vlaams Adaptatieplan*. The first aims at reducing the emission of greenhouse gases in Flanders by 15% over the period 2005-2020 (indicative objective). That policy plan reaches beyond the borders of individual domains and each sector should finally take its responsibility and present measures to contribute to the intended objective. The document approved by the Flemish government proposes policy and measures for each non-ETS sector and assesses their impact on greenhouse gas emissions. If a difference should persist between the expected emission reductions and the indicative objective of -15%, the flexibility mechanisms will be employed in Flanders.
- Wallonia is preparing a Climate Decree which should enable it to meet its commitments to cut total greenhouse gas emission (ETS and non-ETS) by 30% by 2020 and by 80 to 95% by 2050, compared to the 1990 level. The Walloon Government took note of the decree in first reading on 4 December 2012. The decree aims to introduce greenhouse gas emission reduction objectives in the short, medium and long term and set up instruments to ensure those objectives are actually achieved. In practical terms, it defines the greenhouse gas emission reduction pathway by the "emission budget" mechanism: the government will decide emission budgets for 5-year and 12-year periods in order to provide a clear and transparent framework. The decree also introduces an "Air-Climate-Energy Plan" listing the specific measures which will allow the government to follow its budgetary emission pathway.
- The Brussels Code for air, climate and energy (COBRACE) integrates those three areas in one single regulation and coordinates the different corresponding measures. It was adopted in third reading by the Brussels government at the end of 2012 and should be adopted definitively in April 2013. The measures aim at reducing pollutant emissions and enhancing energy efficiency with priority in the building and transport sectors. An air-climate plan is currently being edited.

A federal climate plan will support and complete the measures at the regional level.

Those new measures are part of the division between the Regions and the federal level of the Belgian greenhouse gas emission reduction target in the non-ETS sector and of other objectives and opportunities of the climate and energy package. Negotiations on that division are still in progress.

With regard to greenhouse gas emissions from transport, in particular, the measures which have already been adopted by the Regions and the federal government and are primarily aimed at car emissions (passen-

²⁰ Those sectors include the residential sector, the tertiary sector, agriculture, transport (excluding air transport), and the non-energy-intensive industry.

²¹ Belgian projections of non-ETS emissions for 2020 show that Belgium would not achieve its target in 2020 with the existing measures in place in 2010 (source: *Greenhouse gas emission trends and projections in Europe*, EEA, 2011).

ger cars, company cars, public vehicles, taxis) will be completed by other measures²² in order to further support the downward trend of emissions observed since 2008.

As for public transportation, new technologies contribute to a more efficient and sustainable transportation system. Within the framework of the ReTiBo project, the four Belgian transport operators (De Lijn, STIB, TEC and SNCB) transform their ticketing system into one integrated system.

In Flanders, the vehicle registration tax, which is based on CO₂ emissions, among others, and was put in place in March 2012, is supplemented by new measures to reduce the environmental impact of vehicles (cars and trucks) as e.g. the "Experimental Garden Electric Vehicles". To control the number of vehicle kilometres on the road a whole set of measures will be taken, as among other things, stepping up investments in inland navigation and its efficiency, investing in public transport (including the implementation of the Green Transport action plan which includes the deployment of ecological busses), dynamic traffic management and investment in sustainable logistics. The Flemish mobility plan is to be adopted by the Flemish Government in 2013.

In Wallonia, system of green bonuses, introduced in 2008 to promote the purchase of less CO₂ emitting vehicles, has proven efficient: the average CO₂ emission rate per km of new vehicles for private use dropped substantially: from 142,3 g/km in 2007 to 118,7 g/km in 2010. Moreover, investments to develop multimodal transport are continued and a global investment plan for sustainable urban mobility was decided (Liège, Charleroi, Mons and Namur).

In the Brussels-Capital Region, plan IRIS 2, adopted by the Brussels government on 9 September 2010, establishes the Region's mobility policy and aims to reduce road traffic by 20% in 2018, compared to the level observed in 2001, and to bring about a modal transfer in favour of active modes and public transportation. The latter are also subject to substantial investment programmes: the new management agreement of the STIB provides 4.4 billion euro by 2022 to allow it to meet its commitment to increase transport capacity by 22.4%.

In accordance with European legislation, differentiated road pricing for trucks is one of the chosen instruments to reduce Belgian road traffic. This pricing system will be implemented by the three Regions simultaneously in 2016. In addition, the three Regions intend to launch a pilot project for passenger cars by the end of this legislative term and to then choose, based on its outcome, the most appropriate way to tackle passenger road traffic.

Finally, the reform of company car taxation which has been in place since 2012 also helps reduce greenhouse gas emission as a result of transport. The tax advantage for employees is henceforth linked to the car's CO₂ emission rate.

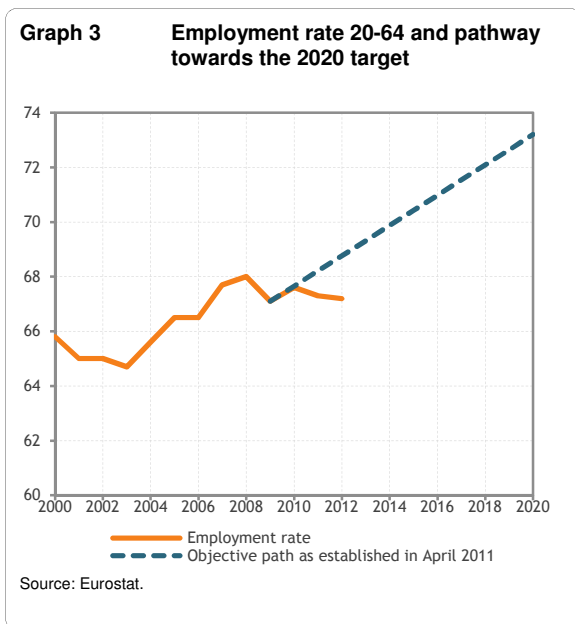
²² Listed and detailed in the plans, decree and code in preparation.

4. Follow-up of the Europe 2020-targets

4.1. Measures concerning employment

Table 6 Employment targets

	BE2011	BE2012	EU2011	BE2020	Required job creation 2011-2020
Employment rate 20-64	67.3%	67.2%	68.6%	73.2%	598 000
Employment rate women	61.5%	61.7%	62.3%	69.1%	353 000
NEET (youth neither in employment, education nor training)	11.8%	12.3%	12.9%	8.2%	
Employment rate 55-64	38.7%	39.5%	47.4%	50%	234 000
Employment rate gap between non-EU citizens and Belgians	29.1%	29.7%	11.1%	< 16.5%	



In a European perspective the Belgian labour market withstood the crisis relatively well. However, until now only the employment rate for older works evolves in the direction of the 2020 targets. The 2012 reforms, combined with the regions' economic development policies, still have to show their full effect. This goes for example for the reforms of early labour market exit systems that were announced in last year's National Reform Programme and that have been fully implemented since.

4.1.1. Target groups

Specific groups have more difficulties on the labour market. This is the case for workers over 55, young people, persons with disabilities and persons from foreign descent. The federal government has reformed different social security contributions reductions, in order to increase their efficiency (cf. point 3.4.1).

More in particular, the Belgian authorities are extremely worried about the immediate consequences of the economic crisis and the unfavourable outlook. The situation of young people is a case in point. With this in mind Belgium welcomes the youth guarantee. The regional authorities will make sure that by the 1st of January 2014 all young people under the age of 25 years receive a good-quality offer of employment, continued education, an apprenticeship or a traineeship within a period of four months of becoming unemployed or leaving formal education.

Flanders is already compliant today with the youth guarantee provisions. Since the introduction of the Youth Work Plan in 2008 young job seekers are offered a tailored guidance. The federal government supports this through the provision of 10 000 integration traineeships and through a 1% traineeship/internship places commitment for the entire enterprise sector. To help low qualified young job seekers with their search efforts, the current activation period for their unemployment benefits has been prolonged to 3 years (the federal State intervenes with 500 EUR per month in the wage for a low qualified young worker). The social security contribution reduction will be reinforced for this whole period. The entrance age for this measure was raised from 25 to 27 years.

To implement the youth guarantee, the Walloon Region foresees a tailored guidance for job seekers, guaranteeing access to a traineeship, training or an "occupation test" (essais métiers) (bringing young people in direct contact with a profession). This guidance equally encompasses the provision of information on jobs and traineeships in other regions or abroad. Moreover, a new formula allowing youth to combine work and training will be developed, linked to the federal integration traineeships. Brussels equally uses these traineeships to offer young people a training experience in a professional environment. Obviously, Brussels and Wallonia will use the financial means from the Youth Employment Initiative to further reinforce the youth guarantee.

On top of the attention given to youth, the individual guidance is equally provided for women (50% of the beneficiaries) and the low skilled. In this context, Wallonia has set up the "métiers en demande" (jobs in demand) plan, to improve the matching between competency demand and supply. More in particular, this operates through an analysis bringing together supply and demand, and through the adaptation of the qualifying and pre-qualifying training offer, i.a. through "green" jobs.

Flanders uses a three-pronged approach: it focuses on training on the work floor for unskilled young job seekers (through a European Social Fund call), it puts in place work experience projects in the larger cities and directs the federal integration traineeships towards unskilled school leavers. Furthermore, an action plan to reduce early school leaving is under development. In March 2013, the Flemish Government decided to foresee an extra 5 million EUR for measures to tackle youth unemployment.

On top of this, the integration allowance reform continues. In this respect, a six monthly follow-up of job search behaviour has been introduced. Furthermore, to gain access to the benefit (the unemployment benefit for school leavers) a positive job search evaluation will be required. Moreover, the follow-up has been extended to young people that work part time or have a limited work incapacity. Finally, the regions elaborate a specific approach for youngsters experiencing multidimensional problems (medical, mental, psychological or psychiatric).

With respect to older workers, Flanders has extended its systematic approach to all job seekers under 58 (instead of limiting it to 56). It has equally reformed its subsidy system for workers over 50 (cfr. point 3.4.1). The Flemish Government is taking measures to activate people with a migrant background. This is done through supporting them to learn Dutch. All newly registered job seekers will be invited shortly after their registration to have their knowledge of Dutch screened. If needed, they will get a Dutch as Second Language (NT2) training, as part of their pathway to employment. In the July 2011 to June 2012 period, good results have been achieved.

Moreover, Flanders has taken an array of measures to increase the employment rate of target groups, such as the "activeringszorg" tender and the "arbeidszorg doorstroom" project, offering guidance to persons suffering from psychiatric or psychological problems, and the ESF project "guidance of the bankrupt". For 2013, an increase of the number of pathways for persons in poverty has been foreseen, and the realisation of 600 C-IBOs (curative individual professional training) is intended.

Wallonia has introduced a new stimulus measure encouraging the hiring of the first three employees and aiming specifically at workers over 50 or younger than 30, and those that have been inactive for more than 2

years. Newcomers will enjoy specific guidance in the framework of an integration pathway that has been approved at the end of 2012 en that provides training –language training in particular– and socio-professional guidance.

As far as the employment of workers over 50 is concerned, the Federal Government continues progressively with the reforms, in particular with respect to the entrance age for early retirement and unemployment with an enterprise top-up, the activation of older unemployed and the guidance for the reemployment of the disabled (cfr. point 3.1.1.).

4.1.2. International mobility

Next to regional mobility (cfr. 3.4.4) a reinforced international mobility is equally important. Flanders uses the EURES network more intensively to recruit engineers, ICT specialists and nurses, and participates to different sectoral employment fairs and job datings. Moreover, a portal website has been developed on which European job seekers can register. Finally, Flemish higher education institutions cooperate closely with Asian partners and the international mobility between Flanders and Brazil, Morocco, Turkey and South-Africa will be intensified.

Wallonia supports international mobility through the development of language courses and specific scholarships for traineeships or language immersion for job seekers and young people. In 2012 BRIC scholarships have been introduced for higher education students, as well as scholarships for students in the traineeship system (IFAPME).

Moreover, cross-border actions have been developed within the INTERREG framework. In the Eurometropole Lille-Courtrai-Tournai an employment forum (with 8 000 participants and 100 companies, offering 450 vacancies, in 2012) and a structural cooperation between the public employment services has been put in place.

4.1.3. Childcare

The regions and communities continue to invest in childcare. In Flanders, an increased supply was embedded in a decree, aiming at an offer for at least half of all children under the age of three for all families with a childcare need from 2020 onwards, within an agreed budgetary framework. Meanwhile, the numbers continue to evolve positively: in 2011 there were 381 childcare places for every 1 000 children in Flanders. Wallonia equally aims to improve the reconciliation of work and private life, through the reinforcement of neighbourhood services. For childcare, a plan is being prepared that potentially could lead to 16 000 new places in Brussels and Wallonia within ten years.

4.2. R&D and innovation

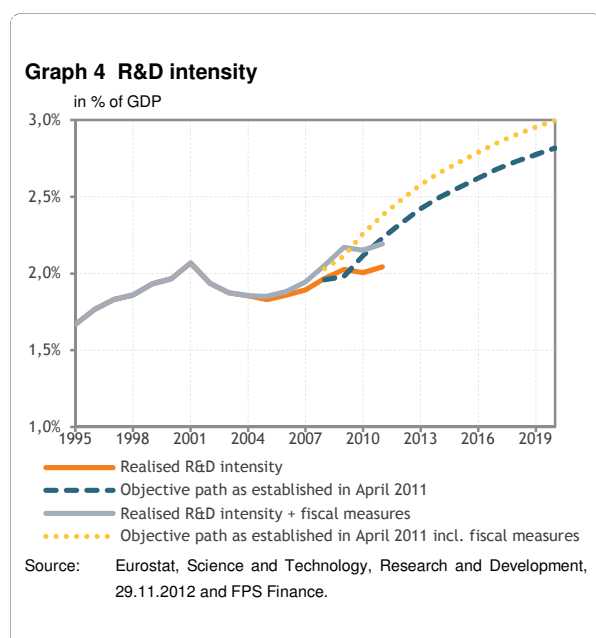
In the 2011 National Reform Programme, the Belgian authorities aspired to ensure a rate of R&D expenditure equal to 3% of GDP in 2020, including the budgetary costs of federal tax measures in favour of R&D staff. The budgetary cost is estimated at 0.18% of GDP in 2020.

Table 7 R&D objective
(as a % of GDP)

	BE2010	BE2011	BE2020	Required change 2011-2020
R&D intensity	2.00	2.04	2.82	0.78
R&D tax incentive (%)	0.15	0.15	0.18	0.03
R&D intensity, including tax incentive	2.15	2.19	3.00	0.81

(1) The 2011 figures are provisional (final figures in June 2013).

Source: Eurostat, Science and Technology, Research and Development, 29.11.2012 and FPS Finance.



When establishing this target and the path to reach it, the latest available official data on R&D expenditure dated back to 2007. Actual R&D intensity in 2008 and 2009 surpassed the target projection, but in 2010 and 2011 it remained under the projections as a result of the crisis. In 2011, Belgian R&D expenditure amounted to Euro 7.6 billion, representing an R&D intensity of 2.04%. That same year, the payroll tax exemption for R&D staff reached Euro 0.55 billion, or 0.15% of GDP.

In order to improve the coordination of innovation policy measures at the different levels of governance, on 7 December 2012, the governments of Flanders, Wallonia and the Wallonia-Brussels Federation adopted an action plan for boosting economic activity through R&D with a set of measures focused on 3 themes: issuing joint calls for projects, reinforcing the collaboration between the actions of the Regions and Communities and defining joint positions, in particular with regard to European

and international level. In the economic stimulus plan adopted on 20 July 2012, the federal Government included the creation of a "technology watch" in order to combine the various types of expertise available at the different levels. Furthermore, four new measures (concerning doctoral students and simplifying the institutional landscape with regard to innovation) were taken in 2012 to support the joint actions plan of Wallonia, the Wallonia-Brussels Federation and the Brussels-Capital Region. The innovation support plans of the different federate bodies also involve taking on board European innovation guidelines, in particular those of the "Innovation Union", and the inclusion of the innovation systems within the European Research Area.

In spite of the economic crisis and the resulting budgetary difficulties, the Belgian authorities have been careful to reinforce research and innovation support measures by focussing on sustainable development and responses to social challenges. The fiscal support policy for R&D was continued in 2012 and will be consolidated in the light of the available budget, particularly with regard to payroll tax exemption for researchers (which increased from 75% to 80%). Under Wallonia's Marshall Plan 2.Green, nearly Euro 40 million was allocated to competitiveness clusters, with additional support for public/private partnerships (Euro 6 million) and to R&D programmes on subjects linked to the Research Strategy for, in particular, ICT, the environment and sustainable development, ageing and health. The legal and budgetary basis of the Scientific

Research Fund was consolidated to sustain the financial efforts made in this area. A new fund for fundamental strategic research was created, hosting the virtual research institutes for life sciences (continuation, Euro 6 million per year) and sustainable development (creation, Euro 5 million per year). Implementing its strategy for Research, Development and Innovation, the Brussels-Capital Region supported various projects in the priority domains of ICT, life science and sustainable development for a total sum of Euro 40.3 million in 2012. In 2013, the Region's R&D budget will reach nearly Euro 46 million. The concept note "Innovation centre Flanders" boosts Flemish innovation policy by connecting it to the key economic and social challenges of the future. It defines 6 innovation hubs which were the subject of various initiatives in 2012. A call for social inclusion has been launched and a new innovation platform, "Sociale Innovatiefabriek" ("Social Innovation Factory") is being supported. In the field of healthcare innovation, a laboratory has been created and in the field of sustainable development and logistics, 5 experimental platforms have been created for electric vehicles. A collaboration agreement was concluded with the Flanders Scientific Research Fund (FSR) for the period 2012-2016, the main policy objectives of which are: more and better research, more (female) researchers, more international researchers and better research conditions in Flanders. The increase in the FSR budget makes it possible to capitalize more effectively on European initiatives and owing to an additional budget injection in the BigScience programme, more Flemish research teams have been given support to conduct research in even larger multinational research infrastructures. The STEM action plan (science, technology, engineering, mathematics), aimed at promoting careers in mathematics, the exact sciences and engineering, continued to be developed during the course of 2012. The Flemish Government continues to focus on providing R&D resources and decided to increase the R&D budget by Euro 62.5 million in 2013. In 2012, Flanders spent almost Euro 1,891 million in support of innovation, including Euro 1,203 million for R&D alone. Moreover, the Belgian authorities allocated significant budgets for including research teams in the European Strategy Forum on Research Infrastructure, for space research and for the implementation of the European Charter for Researchers.

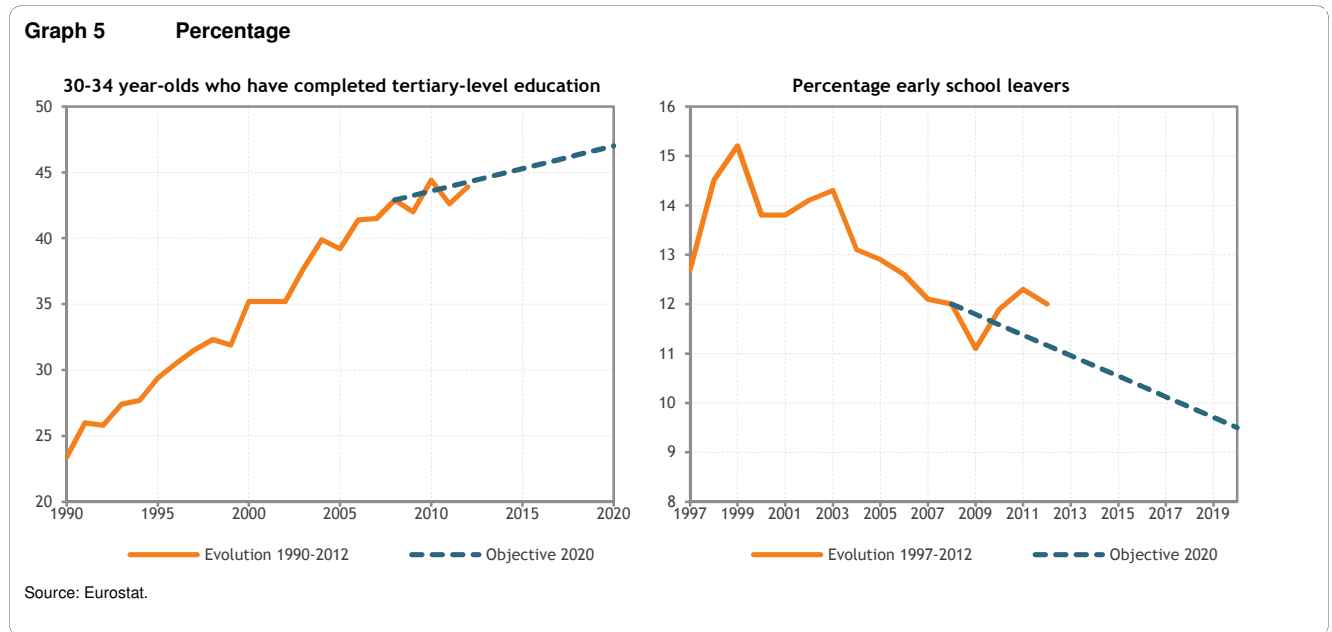
The Belgian authorities' concern was also to increase the economic fabric on the basis of innovative large companies and SMEs with a view to reinforcing the presence of these companies on Belgian territory and maximizing the economic opportunities for conducted research and for making innovation the key to reindustrialisation. In Wallonia, this target is pursued by the development of competitiveness clusters, the Research Strategy 2011-2015 and the Wallonia Creative Plan, which is aimed at furthering the development of a creative economy and will be given a European dimension in 2013 through the project Creative 'Wallonia District', co-financed by the European Commission. In 2013, Living/Fab labs and creative labs will be set up. The Flemish Government concluded new multi-annual management agreements with the strategic research centres (VIB specialized in biotechnology, IMEC in nanotechnology and iMinds in ICT) for the period 2012-2016, with a particular focus on valuation. Since 2012, the new SOFI (Spin-Off Financing Instrument) fund has invested in several spin-off enterprises thanks to research conducted at the 4 Flemish strategic research centres. From 2013 onwards, SOFI's budget will be increased to the tune of Euro 10 million and the fund is also able to support enterprises created as a result of research at Flemish universities and colleges of higher education. In the Brussels-Capital Region, a new strategic environment platform was launched in early 2013 and will finance 11 projects in two innovative sectors: bioconstruction and wind energy for urban housing. The creation of another new platform in the field of 'ICT for Health' is planned for the end of 2013.

The simplification of the institutional structure and more consistency and efficiency in the actions of the public administration also represented a major objective of the Belgian authorities. Wallonia approved a series of streamlining schemes for its innovation support system, in particular the organisation of the 22 accredited research centres in 7 thematic institutes and the merger of the intermediation agencies into one enterprise and innovation agency. The Brussels-Capital Region has updated its Regional Innovation Plan (RIP) aimed at smart specialization via 5 priority objectives, including increasing the attractiveness of Brussels as the European knowledge hub, increasing Brussels' participation in European programmes and strengthening the governance of innovation. In the framework of its action plan for sustainable public procurement, Flanders also launched a series of projects in the fields of agriculture, education, mobility and the labour market.

4.3. Education and training

Table 8 Education targets

	BE2011	BE2012	EU2012	BE2020	Required change 2012-2020
Percentage of 30-34 year-olds with a tertiary degree	42.6	43.9	35.8	47.0	+3.1
Percentage of early school leavers	12.3	12.0	12.8	9.5	-2.5



In Belgium, education policy is the responsibility of the Communities; training policy falls within the jurisdiction of the Communities and the Regions. The following part discusses new initiatives with regard to the EU2020 objectives on education and training.

4.3.1. Tertiary education

Belgium is committed to raising the percentage of people aged 30-34 years with a tertiary degree to 47% by 2020. This objective is more ambitious than the overall EU target (40%). In 2012, the Belgian rate amounted to 43.9%, compared to 42.6% in 2011 and 44.4% in 2010.

In order to achieve this objective, the Communities are focusing on the democratization of higher education, with specific attention to students from insufficiently represented groups.

The further modernisation and reform of tertiary education in Flanders targets quality assurance and accreditation. An investigation is also being made to check whether graduates have actually achieved the defined learning outcomes, for instance by assessing term papers, the employability of graduates, the transition to further education and the success rate for each incoming cohort. The learning outcomes are tested by the internationally common and acceptable standards (e.g. European Standards and Guidelines for Quality Assurance). In early 2013, the Government of the Brussels-Wallonia Federation²³ approved a reform proposal for the higher education sector, which aims to optimize resources and improve performances through re-

²³ Known in the constitution as “Communauté française”.

search excellence, consistent services, the quality of education and promoting academic achievements. The aim is to develop synergies and collaboration between institutions, to standardize student status, to clarify the paths through a modular structure and to organize regular audits of the institutions.

The Communities are also taking measures to facilitate student mobility by, for instance, financing mobility, agreements with institutions, encouraging internships, quality assurance and the participation of students from underrepresented groups. The measures aim to improve both the conditions to move progressively towards the generalisation of an education period abroad or in a foreign language during education and the integration of higher education into international networks. Moreover, the Brussels-Wallonia Federation is developing links between higher education and companies as a result of alternating training and internships for students and, in particular, future teachers.

4.3.2. Early school-leavers

The rate of early school-leavers in Belgium should be reduced to 9.5% by 2020. This objective is also more ambitious than the overall EU target (10%). In 2012, the Belgian rate was 12.0%, compared to 12.3% in 2011 and 11.9% in 2010.

Flanders is launching a new comprehensive strategy with an action plan to prevent early school leaving, aimed at prevention, followed by actions that start when the students are in danger of leaving compulsory education and complemented by compensating actions for youths who end up without qualifications. In addition, attention is being given to monitoring, analysis/identification and coordination of policymaking, so as to identify bottlenecks and formulate a strategy for registration, collaboration between the Regions and guidance towards the labour market. In Flanders, counselling is also being improved, with a focus on the counsellor's approach and the proper methodology in the light of the screening of young people and steering them towards appropriate stage(s), and on the guidance in preliminary paths and personal development paths (for youths unable to enter a labour-market oriented path). In the Brussels-Wallonia Federation, a draft decree is being prepared to establish a cross-disciplinary measure in favour of school reintegration, violence prevention, education and orientation. Different statistic and analytic instruments are available or being developed (education indicators, global register of school leavers in higher secondary education, Observatory of violence and early school-leavers). The German-speaking Community has developed skills guides for primary and secondary education which aim to guarantee and develop the quality of education in all educational networks. Additionally, the Region has set up a new service to modernize and reorganize the Centres for School Student Guidance, health centres and youth welfare services and combat educational underachievement by recommending a high-quality medical, sanitary, psychosocial and pedagogic framework.

As for prevention, the Brussels-Wallonia Federation adopted measures in 2012 relating to class sizes in primary and secondary education, and approved a reception and education system for newly-arrived students. This system is designed to guarantee the reception, guidance and maximum integration of newly-arrived students and an intermediate stage of schooling (74 subsidized measures). In addition, a participative approach with all the stakeholders was initiated to reduce the repeat rates for children aged between 2.5 and 8. In 2013, the reform of the first stage of secondary education will be adjusted.

4.4. Energy and climate

The climate and energy components of the Europe 2020 strategy covers the following three targets for Belgium to be achieved by 2020: (1) a 15% reduction in greenhouse gas emissions by 2020 compared to 2005 in sectors not covered by the EU Emission Trading System (i.e. non-ETS sectors), including higher emission ceilings for the period 2013-2020 (referred to as linear path towards the target), (2) a 13% share of gross final energy consumption from renewable energy sources by 2020, and (3) an indicative target of reducing primary energy consumption by 18% compared to projections for 2020²⁴. The following table and graphs illustrate each target and show where Belgium stands today with respect to the three objectives.

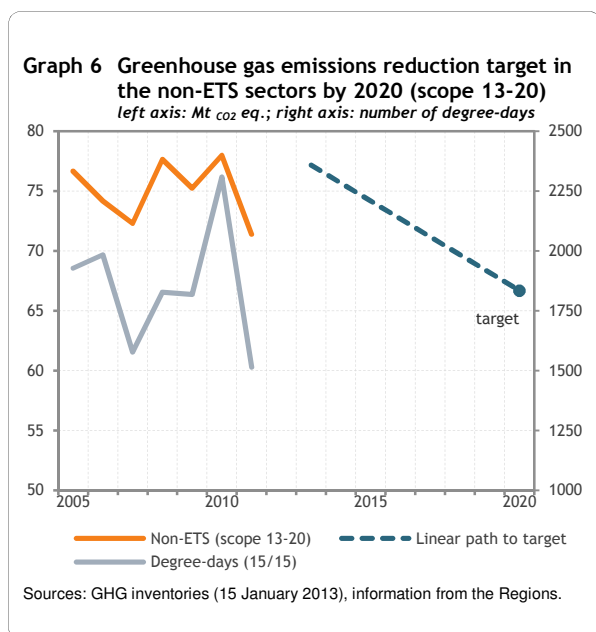
Table 9 Climate-energy targets

	BE2010	BE2011	BE2020	Required change 2011-2020
Greenhouse gas emissions - non ETS (scope 13-20) (Mt CO ₂ -eq (1))	78.1	71.4	66.8	-4.7
Share of renewables (%)	5.1	5.1	13.0	7.9 pp
Primary energy consumption (Mtoe (2))	53.9	52.0	43.6	-8.4

pp: percentage points.

(1) Figures based on emission inventories in January 2013.

(2) The 2011 figures are provisional (Eurostat 31 January 2013 and own calculations).



In 2011, greenhouse gas emissions in the non-ETS sectors decreased significantly. They were 7% under the 2005 level (i.e. halfway towards the 2020 target) but also just below the starting point of the reduction path for the 2013-2020 period. To a large extent, the emissions depend on heating needs²⁵. 2011 was indeed a relatively warm year. Since 2008, neutralizing temperature effects, non-ETS emissions have dropped regularly²⁶.

After a particularly strong increase in renewables in 2009 and 2010 (see graph 7), their share in gross final energy consumption stabilized in 2011, still remaining above the indicative path mentioned in Belgium's national renewable energy action plan sent to the Commission in November 2010: 5.1% compared to 4.4%. In 2011, the difference from the 13% target by 2020 is slightly less than 8 percentage points.

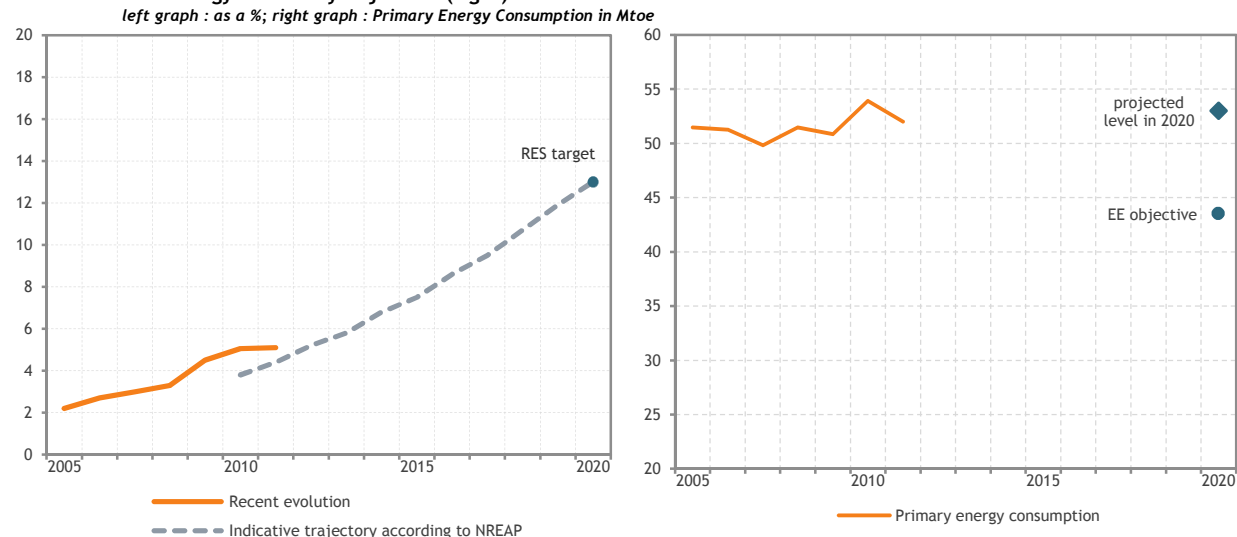
Finally, primary energy consumption, the indicator selected to set the indicative energy efficiency target, varies between 50 and 54 Mtoe over the period 2005-2011. In 2011, primary energy consumption (52 Mtoe) remains some 3% below the projected level for 2020, i.e. at 15 percentage points of the Belgian objective.

²⁴ Within the framework of the new Directive 2012/27/EU on energy efficiency, the 18% target is being discussed and could be revised. The Member States are supposed to inform the European Commission of their energy efficiency targets by 30 April 2013. Article 24 of the Directive provides the possibility to notify every year, through the NRP, the changes to several energy indicators so as to report the progress achieved.

²⁵ In Belgium, one-third of non-ETS greenhouse gas emissions comes from the residential and tertiary sectors whose emissions are mainly generated by heating buildings (cooking and the production of domestic hot water being the other emission sources). Nevertheless, this breakdown varies significantly from Region to Region.

²⁶ It should be noted that the method of reporting the consumption of petroleum products changed in 2008. This change affects consumption and thus transport-related emissions, in particular, and explains in part the sharp increase in emissions in the non-ETS sectors between 2007 and 2008.

Graph 7 Target for the share of renewable energy sources in gross final energy consumption (left) and energy efficiency objective (right)



Sources: Eurostat (31 January 2013), information from Regions, EC (DG Energy, PRIMES baseline 2007).
NREAP = National Renewable Energy Action Plan.

The responsibilities in the field of energy and climate policy are divided between the Federal Authority and the three regions. Moreover, the division between the Regions and the federal level of climate-energy targets and opportunities is currently being discussed. The policy measures defined and approved at the different levels may help achieve several objectives. This is the case with regard to the GHG reduction targets in the non-ETS sector and the improvement of energy efficiency for which several common measures exist.

Most of those new common measures relate to buildings (residential, non-residential, private and public) and are aimed at drastically lowering energy consumption in buildings²⁷. The means to that end are stricter energy consumption standards for new building and renovations subject to authorization (towards nearly energy-neutral buildings), ambitious renovation programmes, calls for projects for the construction of exemplary buildings, improved and more visible energy certification, insulation standards and energy subsidies for existing buildings, information, awareness campaigns and counselling for families and companies with regard to eco-construction and energy savings, better energy knowledge development among construction professionals (especially through specific training) and energy experts, as well as a streamlining of the approval regulations for the latter and strict building regulations. Moreover, the Government's exemplary role concerning construction is being encouraged and new energy subsidy regulations have come into effect.

Advancing the realization of the GHG emission reduction targets in the non-ETS sector and in primary energy consumption by 2020 should also be supported by other initiatives (see chapter 3.6). Moreover, the creation of a Flemish Climate Fund was approved in Flanders, while in the Brussels-Capital Region it is included as a measure in COBRACE (see 3.6). This allows the Regions to create the required financial framework for pursuing an ambitious long-term climate policy.

With regard to the RES objective, finally, the federal Government and the Regions have continued and further consolidated their strategy (or action plan) for the development of renewable energy sources.

The adopted strategy takes on a variety of forms: (1) the approval of quotas for green electricity certificates after 2012 with quantified objectives (Wallonia: 8000 GWh of green electricity in 2020; Flanders: 20.5% of green electricity with regard to the electricity supplies subject to certification by 2020) and a consolidation of the green electricity certification mechanism in the Brussels-Capital Region, (2) In Wallonia: a framework for

²⁷ In Wallonia and the Brussels-Capital Region, the measures are consistent with the multiannual programmes "Employment-Environment Alliance".

onshore wind energy approved by the Walloon Government, with an objective of 4500 GWh in 2020, (3) In Flanders: a minimum SER share in buildings and specific support mechanisms for heat production based on biomass and for heat recovery, included in a specific Green Heat Action Plan; (4) the creation of a biomass unit by the Walloon Government to prepare a biomass strategy; (5) the start-up of two pilot projects for geothermal heat in Wallonia; (6) support for heating networks; (7) a common approach to the certification of installers of renewable energy production systems, (8) granting the two remaining state-owned concessions for installing offshore windmill farms in the North Sea.

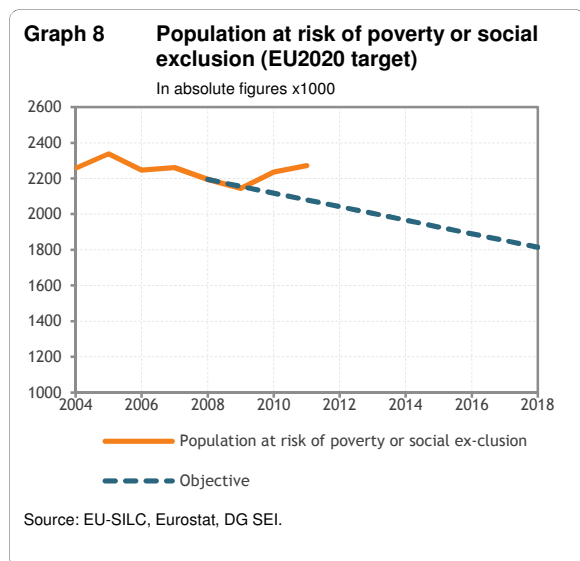
The Europe 2020 strategy remains an important challenge, especially for the evolution towards an economy that takes the environment better into account, increasing innovation, employment and the protection of companies via sustainable use of resources. At the moment, an inventory is being made of all initiatives that contribute to resource efficiency.

4.5. Social inclusion

Table 10 Social inclusion target (absolute figures x1.000)

	BE2008	BE2011	BE2018	Required reduction 2011-2018
Population at risk of poverty or social exclusion	2.194	2.271	1.814	457

Source: EU-SILC, Eurostat, DG SEI.



The 'at-risk of poverty or social exclusion' indicator shows a slight increase for the second year in a row. The development is not in line with the path to reduce the number of people at risk of poverty or social exclusion by 380,000 units by 2020 (EU-SILC 2018) compared with 2010 (EU-SILC 2008). Since 2008, the number of people living in households with very low work intensity is increasing and a slight increase in the poverty risk between 2010 and 2011 has also been observed.

4.5.1. Ensuring the social protection of the population

The continuing crisis is a big challenge for the social protection system that protects the population against major social risks and that has an important role as an economic stabilizer. In order to ensure the continuity of benefits without raising contributions on labour, the net impact of wage cost policy on the receipts and expenditures of social security will be compensated through the equilibrium subsidy provided by the federal state for the period covering the next three interprofessional agreements. Simultaneously, expenditure will be controlled and the fight against social fraud (revenues and expenses) will be further strengthened. The tools for managing social security will be upgraded. Structural reforms targeted at increasing the employment rate, such as the raising of the early retirement age and more support for persons unable to work in order to get them back to work, are intended to ensure the financial sustainability of the social security system. The benefits remain linked to the development of the cost-of-living. Under the prosperity adjustment mechanism, the pensions of salaried workers and self-employed workers, which started in 2007, and the disability allowances for those unfit for work which started in 2006, were increased by 2% in real terms in September 2012. Within the framework of the welfare 2013-2014 budget, Euro 422 million is earmarked on an annual basis to raise the lowest benefits above inflation, including the integration income and some of the lowest and oldest pensions. On 1 April 2013, the minimum household pension for self-employed workers was raised to the level of the one for salaried workers. In order to avoid undesirable effects, the rules governing the guaranteed minimum pension will be harmonised in the three statutory pension schemes and the concept of cohabitation will be redefined within the context of the income guarantee for the elderly. Pensioners aged 65 or older, who have a career of over 42 years, will be allowed to have unrestricted additional incomes from a professional activity and, for the other pensioners, the rules regarding the authorized professional activity will be relaxed. The insurance in case of bankruptcy for self-employed workers was on 1 Oc-

tober 2012. In order to improve the accessibility of health care, extra costs for shared and double rooms in hospitals have is prohibited from 2013 onwards. A specific 'chronically ill patient' status is being prepared. Chronically ill patients will not have to pay in advance anymore for all their medical costs and their co-payment ceiling (maximum bill) will be lowered. The scheme involving social assistance benefits for disabled persons will be reformed to encourage the participation of disabled persons in socio-economic life.

In order to ensure that everyone has access to fundamental rights and to produce a coordinated poverty policy, the public authorities are applying a methodological approach : the second Federal Poverty Reduction Plan, the Flemish Poverty Reduction Action Plan 2010-2014, the Brussels Poverty Reduction Action Plan 2012 and, among others, the Walloon Social Cohesion Plans 2009-2013 and 2014-2019. Furthermore, at the start of 2013 Flanders introduced a poverty quickscan in order to assess how poverty affects policies and it adopted a concept note with proposals to hasten the introduction of the automatic allocation of social rights.

4.5.2. Reduction of child poverty

In consultation with the federated entities, the federal Government will proceed in June 2013 to create a plan for reducing child poverty and improve their well-being. All levels of governance will develop actions according to three priorities: sufficient means, access to services and opportunities and participation. Additional actions will be set up at federal level. Accordingly, the federal Government will back the launching of local consultation platforms. The *Brussels Action Poverty Reduction Plan 2012* focuses on the fight against poverty by strengthening the socio-economic situation of young parents, by paying special attention to the access to high-quality care services for children. The *Flemish Government* is implementing first and foremost the Action Programme for Fighting Child Poverty, which is part of the Flemish Action Plan for Fighting Poverty. But around mid-2012 it also decided to set up a long-term process focused on a Flanders where all children, irrespective of their socio-economic background, will benefit from all the opportunities available develop their development. By the spring of 2013, a long-term vision will be finalized in consultation with the target group and the social actors. In order to support local authorities, a call for projects was in 2012 and 2013 on the subject of combating child poverty at local level. A methodology guide for local actors, entitled 'Elk Kind Telt' (Every Child Matters), has been distributed. Initiatives have been taken in favour of enhanced family support, accessibility to child care services and better mentoring in primary education. In *Wallonia and in the Wallonia-Brussels Federation*, the "Rights of the Child" Action Plan 2011-2014 has 2 main goals : informing, training and education regarding the rights of the child and the fight against social inequalities and discrimination. The aim of these measures is to ensure that all children have an adequate standard of living, which entails paying particular attention to children's housing, supporting parenthood, guaranteeing care facilities, high-quality training and education for every child, and combating health inequalities and abuse.

4.5.3. Active inclusion of persons furthest from the labour market

A decent job is still the best remedy for poverty. The federal Government is consulting with all other authorities to make the active inclusion policy more effective in the context of the institutional reforms. The transition to the labour market is made financially more attractive for the recipients of social assistance thanks to measures such as the income exemption with a view to socio-professional integration. But additional reforms are necessary: the relaxing of the exemption, accessibility to training allowances for people benefitting from the PSWC (OCMW/CPAS public social welfare centre). The authorities are working towards a structural financing of the PSWC' actions focused on social activation and participation. To meet the required quota of 3% for the employment of disabled persons, the public services must give preference, in the case of equal skills, to the successful candidate who is disabled. In *Brussels*, measures are being taken to avoid early school leaving. The authorities are investing in vocational training and extending initial work experience schemes for the most vulnerable young adults. The impact of the employment policy on young people will be assessed. At the end of 2012, the *Flemish Government* endorsed the strategic plan 'Geletterdheid Verhogen' (Increasing Literacy), with the main emphasis being on language, mathematics, ICT and finance. The Flemish Government also supports the active inclusion of groups further from the labour market with a targeted

support policy. Specific 'Work – well-being' paths are being provided to help impoverished people find a job. By December 2012, 1.216 paths had been started and/or had been completed. For 2013, an extension is foreseen (at least 750, at the most 1,200 paths due to be started). In *Wallonia*, special efforts are being made to support persons furthest from the labour market. With regard to literacy, the cooperation with 'Lire et Ecriture' (Reading and Writing) is being continued through the development of territorial action plans which aim at eliminating illiteracy, detecting illiteracy, increasing the training services (specifically for groups in the context of (re)registration with the social security) and supporting workers' training. As far as newly arrived people of foreign origin are concerned, a reception programme has been set up in the regional integration centres to ensure initial reception, French language training is being provided according to the needs, training in citizenship and vocational guidance. The refinancing operation, up to 50%, of the arrangements provided for in Article 61 of the Organic Law on the PCSW, with a view to encouraging companies to hire integration income recipients, entered into force in 2012. The provision of training and information encourages the PCSW to promote this measure for more sustainable employment. The authorized and subsidized social integration services have been strengthened, as well as the childcare services, the support services for the elderly and disabled persons.

4.5.4. Fight against inadequate housing and homelessness

Thanks to the efforts of the Brussels-Capital Region and to the second-line federal reception facilities, no homeless person was forced to spend the night on the street in Brussels during the winter 2012-2013. The winter reception scenario has also supported the other cities and municipalities in the organisation of winter reception. In 2013, the policy focus is being shifted to the structural fight against homelessness. To this end, a cooperation agreement will be signed by the various levels of governance. The 'Housing First' principle will be applied in at least 5 major cities in the country. Special attention is paid to the need to control energy prices: an observatory on water and energy poverty has been created. The Brussels-Capital Region is providing adequate support, reception and care services for young adults. In 2012, a reception centre for people aged 18-24 was opened. In addition, support is being granted to alternative forms of housing and cohabitation. In Flanders, the services in terms of preventive support in housing have been extended and a partnership has been forged with stakeholders in the fields of housing, health care and welfare, and with local administrations. In 2013, resources will be made available to launch local and regional networks. A monitoring tool is being developed to define the target group and to complete an inventory of what is on offer. Funding is planned for experimental projects relating to both housing and welfare issues. In 2012, the rent allowance scheme was activated for tenants who have been on the waiting list for social housing since at least 5 years. Flanders is preparing the creation of a 'Fonds ter bestrijding van uithuiszettingen' (Fund to Combat Evictions). Energy consumption efficiency is a priority coupled with a structural approach towards roof insulation in social housing. A budget is being provided to make the social rental market more energy-efficient. In *Wallonia*, the availability of good-quality housing is continuing to increase: expansion and rehabilitation of the public housing stock (better energy performance), granting of housing and energy allowances for private dwellings, support for home adjustments for the elderly, ... The structural financing of night shelters is being organized. The "Permanent Housing" Plan, which was updated in 2012, involves a set of measures to improve the situation and the quality of life for people living in a camping site or a week-end residential park. Cooperation with the Mediation Centre for Travellers and Roma and the Walloon municipalities will be strengthened in 2013 to provide travellers with better reception facilities. The social and health action centres are networking public and private players to meet the needs of people in acute social distress. The 'Big Freeze' Plans are being strengthened and continued.

5. Industrial policy, entrepreneurship and structural funds

In an economic environment that is still deeply affected by the consequences of the financial and economic crisis, and where the growth patterns and the sources of competitiveness are changing, industrial policy and the development of entrepreneurship can play a central role in the strategy for revitalizing the European economy. Besides, the European Council confirmed during its Spring Council that sectorial and structural issues will be paid special attention in the coming months, notably in the context of the “midterm” review of the Europe 2020 Strategy, which will start next year, and where industrial policy – one of the seven flagship initiatives of the Strategy – occupies a major place.

5.1. Industrial Policy

The Regions have made the industrial policy a key component of their economic policies, by focusing on the *competitiveness hubs and clusters*, with some modifications related to the specific development of their own economic fabrics. The three Regions have embarked up a smart specialisation process in support of the economy and employment. A new decision regarding the support of a strategic transformation is, for instance, being developed in the Flemish Region. More specifically this concerns investments in strategic clusters, high-technology plants, support for the international growth of the innovative SMEs and transformation investments to ensure employment sustainability. The goal of the programme is geared to the New Industrial Policy (NIP) concept, as approved by the Flemish Government in 2011. The resources earmarked in 2013 for investment, strategic training and strategic transformation support total Euro 41 million. Two calls for projects have been launched for completing the factory of the future, at a total cost of over Euro 15 million. Learning platforms are being set up between the different projects for the factory of the future in order to exchange information regarding industrial transformation (in various sectors). The concept of “A smart specialisation strategy for a targeted clusters policy” was by the Flemish Government on 8 March 2013, establishing the new industrial fabric to be set up, as referred to in its NIP. In the Walloon Region, industrial policy is also designed as a smart specialisation strategy (economic and strategic weight, assets, and specific niches) and is rooted in the competitiveness clusters policy. In November 2012, 15 research projects and 4 training projects were selected (Euro 34 million as part of the 8th call for projects intended for competitiveness hubs and clusters, and devoted to the issue of sustainable development. The 9th call is being prepared. The expansion plan for Wallonia Biotech Coaching over the period 2012-2018 is being funded to the tune of Euro 4 million. Investment and marketing projects are also taking shape and 4 technological innovation platforms – designed to accelerate the marketing of new products, processes or innovating services for enterprises – have already been rubber-stamped. The actions are also continuing regarding the internationalisation of clusters and foreign investment attractiveness (Euro 660 million invested for 2,000 jobs created). A European labelling process for hubs and clusters, as well as efforts for administrative simplification is also underway. Moreover, Wallonia is developing incubators for foreign companies (5 centres created, including 2 in 2012) that allow enterprises from a specific origin to monitor the European market. In the Brussels-Capital Region, this smart specialisation also has to consider the integration of enterprises into a complex urban infrastructure, limited by space constraints and confronted with a high level of demographic growth. Brussels-Capital hitherto has 4 sectorial clusters in the NICT, life sciences, eco-construction and environment fields. A multimedia and creative industries cluster is currently in the preparation phase. The Brussels clustering policy should be strengthened after an evaluation (level of maturity, results), allowing the Brussels-Capital Region to continue its transition into a knowledge-based economy capable of playing a role on an international scale.

Moreover, in Flanders as well as in Wallonia or in Brussels, the “sustainable” dimension of the industry has become more and more prominent over the last few years. Thanks to its “Ecological” allowance, the Flemish Authority is encouraging Flemish enterprises to invest in ecological, energy-saving technologies. In 2012, this Ecological allowance (EP-PLUS) was reformed and a new support system for strategic ecological projects was launched (aid for investment in green cutting-edge technology). In 2013, Euro 63 million is planned

toward this end. Support is also being provided to the Flanders Innovation Hub for Sustainable Chemistry (FISCH), the first knowledge-based centre for chemistry in Europe, which considers “sustainability” as the essential criterion for the evaluation and realisation of projects. In addition to launching the competitiveness “GREENWIN” (environmental technologies) that developed new academic training in 2012, and the *Employment-Environment Alliance* (sustainable building), the Walloon Region has proceeded within the scope of the Second Marshall Plan for Green Development to introduce a new line of action in the field of industrial technology to improve industry’s resource efficiency. In June 2012, a pilot project to set up an industrial ecology platform (NEXT) was developed and a new aid in consultancy and Eco-management (Premio) was launched in October 2012. Furthermore, an Eco-design unit within Wallonie Design was created and an action plan was launched in June 2012. Flanders and Wallonia are furthermore involved in the European Innovation Partnership on raw materials. The sustainable factor is also reflected in the Brussels-Capital Region through the two components of its *Employment-Environment Alliance*: “Sustainable building” (2011), “Water” (2012) and “Resources-waste” (2013) aimed at reducing the energy bill both in the public and private sectors, and at promoting the use of secondary resources. 2012 was the year when the Brussels Sustainable Economy Academy was launched and a new incubator for enterprises active in the green economy, Brussels Greenbizz, will open its doors in 2013.

5.2. Entrepreneurship and SMEs

For a couple of years now, the fear of a *credit crunch*, which could threaten the survival of companies, has reappeared. Even though the credit growth has decreased over the last years, there is no convincing proof of a *credit crunch* in Belgium. According to information from the NBB and the ECB, the trend in credit allowed to households and non-financial enterprises in 2012 and early 2013 is a positive one and above the Euro zone average. Expressed as a percentage of GDP, the credit allowed remains generally stable, quite favourable from a historical perspective in spite of a certain tightening up of the credit conditions, and close to the Euro zone average. Several measures were taken to support the *financing of SMEs*. For instance, the Flemish Government wants to help entrepreneurs (through FINMIX) with the search for financing innovative projects, projects for which traditional bank loans alone do not suffice. Beside traditional bank credits, they can make use of risk capital (private and public). Furthermore, the Flemish Government approved on 7 December 2012 a draft “bank plan” paper featuring suggestions for encouraging banks to grant credit and loans to companies in Flanders. Within this framework the Flemish Government approved on 8 March 2013 a draft Decree concerning the extension of the Gigarant guarantee regulation. The financing of SMEs is one of the key points of the Walloon SBA and several instruments have been developed to facilitate the access of SMEs and the self-employed to credit, in consultation with the banks (guarantees and loans, blended products, credit intermediation). Wallonia also developed participation in private equity funds in order to boost SME growth and innovation. New possibilities are being examined, in particular means to ensuring a better match between entrepreneurs and different types of investors, as well as closer synergies between public funds. The Brussels-Capital Region also took measures to improve the access of SMEs to credit (promoting *crowd funding*, more resources for the Guarantee Fund, seed capital for innovative companies, grants for setting up social economy companies, etc.). At federal level, the financing of SMEs is one of the six pillars of the SME plan.

Stimulating entrepreneurship and the setting-up of companies, supporting companies by making life easier for them, and encouraging and improving the protection of the self-employed remain priorities, both at the federal and at the regional level. A *new federal plan for SMEs and the self-employed* based on 6 pillars been proposed (financing of SMEs, administrative simplification, a better social status for the self-employed, stimulating employment in SMEs, measures for recognising sectors, measures in favour of the internationalisation of SMEs). Since its approval, progress has been made in three important areas, notably the reduction of social contributions for the three first jobs in SMEs, adjusting the minimum retirement age of the self employees to that of employees, and improving and extending insurance entitlements in case of bankruptcy. In 2012, the Flemish Region undertook new actions such as the “Economy-Education” projects, programmes for boosting teacher training, calls for start-ups and young entrepreneurs, “Combining work and family life”

projects, actions in favour of micro-loans, female entrepreneurs, disabled entrepreneurs, etc. The Flemish Government, as a dynamic authority, is also actively pursuing its multiannual programme that aims to develop a favourable entrepreneurship climate among other things. In spring 2013, a framework decree concerning a new and unique license, which will integrate the planning permit and the environmental permit for enterprises, will be put to the vote. The master plan for the multidisciplinary approach towards business transfers responds to several sides of the issue concerning business succession and transfer: awareness-raising, providing information and support and advice on preparing transfer plan through the SME "portfolio". The portfolio (overall budget of Euro 38 million) allows Flemish entrepreneurs to obtain support for coaching paths in the case of certain major challenges facing SMEs. The Walloon Region pressed on with its Small Business Act (SBA) started in 2011. Apart from the above-mentioned funding measures, several new measures were taken in 2013 in favour of entrepreneurship, innovation and internationalisation, such as a new portal for companies, a Walloon centre for ailing companies, support measures for the self-employed and VSEs, export coaching, organisational or procedural innovation support. The priorities in 2013 concern a positive entrepreneurial image, entrepreneurship in higher education, business transfers, non-technological innovation support and in the case of major export activities, the use of *living labs*. Moreover, the simplification of the structure (as result of the merger of the *Enterprise and Innovation Agency*, the merger of the authorities for administrative simplification of Wallonia and the Wallonia-Brussels Federation) and administrative simplification are ongoing. As regards administrative simplification in 2012, the focus was on better payment terms, license allocation, a unique and centralized collection of data, the abolition of obsolete texts. The Brussels-Capital Region is stimulating entrepreneurship through a whole range of measures, notably to facilitate the access of SMEs to credit, provide training (*Commerce Académie*, *Passeport pour la réussite*, agreements concerning entrepreneurship between institutions), guide and accelerate the growth of innovative companies with high growth potential (farming), regulate business transfers more effectively (Transfund financing instrument, tailing-made training) and finally, support target groups such as women, young people, migrants, as well as second-chance entrepreneurship. The Brussels-Capital Region is currently developing its own Brussels Small Business Act.

5.3. Structural Funds

The implementation level for programmes co-financed by the *Structural Funds* in Belgium is very high, the global commitment rate approaches 100%. Almost 80% of the expenses concern priority categories in terms of the European aims (*earmarking*). Numerous innovation-driven projects are being implemented in the field of R&D and innovation support and SME and entrepreneurship support, notably through financial instruments, lifelong learning and skills development, social inclusion, social and professional integration, energy efficiency and the environment, the region's appeal as an urbanized area, ... The territorial cooperation programmes also contribute to collaboration and internationalisation in these fields (innovation and SME networks, interconnectivity, mobility of workers, ...). The preparations for the 2014-2020 planning exercise are now underway in the different relevant authorities (cooperation agreements and operational programmes). In common with the current programmes, the new priorities will fit in with the aims of the Europe 2020 Strategy and will complete the regional strategies developed within this framework. On 4 December 2012, a first bilateral meeting took place with the relevant Commission services.

Annex 1: Reporting table for the assessment of CSRs and key macro-structural reforms in the NRP

Table 1. Description of the measures taken and information on their qualitative impact											
			Information on planned and already enacted measures								Foreseen impacts
CSR number (1)	CSR sub-categories (2)	Number and short title of the measure (3)	Description of main measures of direct relevance to address the CSRs					Europe 2020 targets	Challenges/ Risks	Budgetary implications	Qualitative elements
			Main policy objectives and relevance for CSR (4)	Description of the measure (5)	Legal/ Administrative instruments (6)	Timetable on progress achieved in the last 12 months (7)	Timetable on upcoming steps (8)	Estimated contribution to Europe 2020 targets (9)	Specific challenges/ risks in implementing the measures (10)	Overall and yearly change in government revenue and expenditure (reported in mln. national currency) Contribution of EU funds (source and amounts) (11)	Qualitative description of foreseen impacts and their timing (12)
CSR 2: curbing age related expenditure	a) implement the reform of pre-retirement and pension schemes	FED: 1. Reform of the prepension schemes 2. Reform of pensions schemes	Raising the effective retirement age Raising the effective retirement age, making work more valuable and increasing equality between private and public sector workers	Eligibility conditions for the schemes tightened (more demanding age and seniority conditions) -minimum age for entering raised and minimum length of career increased, becoming iden-	Law voted December 28, 2011 Law voted December 28, 2011 Royal Decrees: April 26,2012; September 20,2012	Applicable starting 1.1.2012 Minimum age 60,5 and career condition 38 years on 1/1/2013	Fully implemented in 2018 for men, 2028 for women Fully implemented in 2016				

	b) take further steps to ensure an increase in the effective retirement age	New pension bonus system	Raising the effective retirement age, making work more valuable and increasing equality between private and public sector workers	<p>tical in private and public sector</p> <p>-periods of professional activity more valued than inactivity period in the calculation of pension</p> <p>-ceilings limiting professional activity of pensioners abolished or softened</p> <p>The bonus is a fixed amount growing with the number of prolongation of the career from 62 years</p>	<p>Royal Decrees September 24,2012, Februari 27,2013</p> <p>Royal Decree approved by the government</p> <p>Royal Decree approved by the government</p>		Entering in application in 2014				
CSR 3: stimulate capital increase of the weakest banks		Increase of capital	To strengthen capital position	KBC and Dexia capital increases	Advice by the supervisory authority (NBB)	End of 2012					
CSR 4: Reform system of wage bargaining and wage indexation		FED: Recalibrate the indexation calculation formula	Curb future wage increases by measuring the evolution of purchasing power taking demand evolution into account	The indexation calculation formula has been revised to better take into account the actual consumption pattern of the average citizen	Decision by Minister	The change has become effective on 1/1/2013					

				(a.o. by factoring in rebates, market shares of telecom product providers and substitution effects)							
		FED: Freeze real wage increases in 2013 and 2014	Make up for lost cost-competitiveness by freezing real wages.	<p>The government authorities have agreed to a real wage freeze for the period 2013 – 2014.</p> <p>The government decided to modify the law of 26 July 1996 in order to ensure better control of the evolution of wage costs in Belgium compared to its neighbouring countries.</p>	<p>Real wage freeze: The Royal Decree which sets the real wage increase at 0% in 2013 and 2014 was approved by the council of ministers on 29 March 2013.</p> <p>Law of 1996: under negotiation</p>	<p>The Royal Decree approved by the council of ministers will be signed by the competent ministers and published in the Belgian Official Journal</p> <p>The bill on the law of 1996 should be approved before the summer of 2013</p>					
		FED: Labour cost reductions	Make up for lost competitiveness by decreasing labour cost	The federal government has decided to dedicate a budget of 628 million EUR to different measures to decrease labour costs							

<p>CSR 5: Reform of tax and labour market systems</p>	<p>a) Significantly shift taxes from labour to less growth-distortive taxes including for example environmental taxes</p>	<p>Measure 1: Labour cost reductions (cfr. CSR 4)</p>	<p>Reduce the tax burden</p>	<p>FED: Four measures have been taken : - A further structural reduction for middle income earners (400 million EUR) - A reinforcement of the "work bonus" for the low paid (107 million EUR) - The targeted reductions for younger and older workers have been adapted and reinforced (49 million EUR) - Specific reductions (72 million EUR) and more flexible contractual arrangements (gelegenheidsarbeid) for the catering sector Extension of the activation period and strengthening of the social contribution reduction for poorly educated youths (18 million as from 2015)</p>	<p>Fiscal work-bonus: Royal Decree 11 December 2012 Social work-bonus: Royal Decree 24 January 2013 Other changes Royal Decree 24 January 2013 Specific plans for the catering sector include amendments existing bodies of law and royal decrees, as well as new royal decrees Measures youths: the Royal Decree was approved by the council of ministers on 29 march 2013 (catering: to be checked)</p>	<p>The change has become effective on 1/1/2013 Measures youths: the measure will come into effect on 1 July 2013 Specific plans for the catering sector have been decided in the budgetary discussions in july and december 2012.</p>	<p>Specific plans for the catering sector should be adopted by the council of ministers in april 2013. It has been agreed that more flexible contractual arrangements (gelegenheidsarbeid) will be available in July 2013, while tax reductions should be applied in July 2013 or January 2014.</p>		<p>628 million EUR on an annual basis Measures youths: 18 million as from 2015</p>	
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	b) Pursue the initiated reform of the unemployment benefit system to reduce disincentives to work	FED: Implement and deepen the reform	Rebalance rights and obligations	The reform of unemployment benefits including reinforced degressivity should be further complemented through a cooperation agreement whereby earlier federal follow-up would be complemented by enhanced regional guidance	Under negotiation						
	Strengthen the coherence between education, lifelong learning, vocational training and employment policies	FL: The rollout of the Flemish qualification classification framework	The Flemish qualification classification framework identifies the competences that need to be acquired and facilitates the transition between education and employment.	Besides educational qualifications, there are professional qualifications, which are designed by the sectors and the social partners. So the needs of the labour market are drafted and communicated to education and training providers.	Decision of the Flemish government	A test phase (Oct. 2011- March 2012) resulted in a number of recognized professional qualifications. These results and the evaluation formed the basis for a Decision of the Flemish Government (11/1/2013) on professional and educational qualifications level 4 and 5.	Further work and adjustments. Development and treatment of new dossiers on professional qualifications. Development of the procedures for recognized educational qualifications level 1 to 4 and 5.				The Flemish Qualification Structure Parliament Act was agreed on 30/4/2009. On 30/8/2011 some amendments were added to implement this Act. Now the Flemish qualification classification framework is being implemented.
		WAL: Single coaching process for job seekers	Enhance inclusion on the labour market of job seekers by a tailored coaching and adapted answers to specific situation of each job seeker.	Establishment of a single coaching process to accompany all job seekers modulated on the basis of their individual characteristics	Decree of 26/01/2012	Adoption of the execution act on 19/09/2012	Implementation is underway	Raise of the employment rate	-	No budgetary impact. The measure is implemented through internal reallocation of resources	Accelerate and enhance the coaching process of job seekers with a view to accelerate their entry or return on the labour market 300.000 people accompanied since 2010 (109.000 in 2012). Special attention is given to women (50%),

											young people (35%) and less qualified
CSR 5: Reform of tax and labour market systems	Strengthen the coherence between education, lifelong learning, vocational training and employment policies	FL: Strengthen higher vocational education	The HBO5 Parliament Act will increase the relevance of (higher) vocational education and is an answer to the needs of the labour market.	Higher vocational education is organized at level 5 of the Flemish qualification structure (hence HBO5). It is a study level between secondary and higher education. The HBO5 studies prepare for the practice of a profession. It includes higher education for adults and the nursing qualification.	Parliament Act	In July 2012 the proposal of the Higher Vocational Education (HBO5) Parliament Act was approved by the Government of Flanders	In 2013 the proposal of the Parliament Act will be presented to the Flemish Parliament for approval. In the course of spring 2013 higher education institutions will be able to submit their first applications for HBO5 qualifications.	Contributes to the EU 2020 target for tertiary education			It comprises a set of measures which address higher vocational education in Flanders. These measures are designed to strengthen the cooperation between providers of higher vocational training programmes, to expand the range of adult education, and to facilitate the transformation, development, quality management and funding of higher vocational training programmes.
		WAL/ FWB: Dual education reform	Development of long life learning, reducing early school leaving and matching education with labour market needs.	Develop of full and coherent dual education supply	- Single dual education contract - new management contract of IFAPME in 2012	- development of learning pathways - recognition of training providers and of certifications - development of new alternate learning experiences (in higher education, and for young job seekers	Single dual education contract in 2013 French certification framework in 2013	Raise of the employment rate Reducing early school leaving			
CSR 5: Reform of tax and labour market systems	Extend existing activation efforts to all age groups.	FL: The guidance model for the elderly, the so-called systematic approach, has been extended towards	People over 50 years old will be stimulated to work longer in the framework of the existing systematic approach.	Since March 2009 people between 50-52 years old have to participate to a mandatory info session 3 months after their registration as a jobseeker (pos-	Career agreement between the Flemish government and the social partners	At the end of September 2012 91.1% of the target group had been reached. The outflow to work amounted to 29.1%.		The activation of the elderly is crucial in the attainment of the overall Flemish employment rate target of 76%.	The guidance of the elderly has to result in more outflow to work. Especially workers who have been the victim of collective redundancies		The employment rate target for the elderly (55+) amounted to 40% in 2012. If the current trend can be continued the employment rate target of 50% could be reached in 2020.

		inflowing jobseekers of 56 and 57 years old.		sibly followed by further individual guidance). In April 2011 this approach has been broadened to the category of people between 52-55 years old. As part of the Career Agreement the systematic approach is extended to the age category 55-58 since June 2012.					will have to be reoriented towards new career perspective.		
CSR 5: Reform of tax and labour market systems	To boost inter-regional labour mobility	Regions: Strengthened cooperation between the regional PES	In the field of interregional mobility the cooperation between the Flemish Public Employment Service (VDAB) with Forem (Walloon Region) and Actiris (Brussels Capital Region) has been continued and intensified.	As far as the cooperation with the Walloon counterpart is concerned, three mixed VDAB-Le Forem teams are responsible for the active management of 5000 validated job vacancies. Active mediation of validated vacancies takes place between the 3 regional PES.	Cooperation agreement exist between the regional PES to boost mobility.	Overall some 1500 Walloon jobseekers had to find employment opportunities in Flanders in 2012. With more than 1900 job placements this goal has been reached. At the same time the Brussels counterpart (Actiris) provides for the active mediation of six jobseekers for each of the 1500 validated vacancies (for low-educated people) which are to be transferred by the VDAB. The main goal is to create employment for (at least)					The cooperation between the PES should lead to more mobility between regions and strengthen the supply side of the labour market (for example in the Flemish neighbourhood around Brussels). Special attention will be paid to filling in job vacancies for bottleneck professions.

						1000 Brussels jobseekers in Flanders. With more than 1300 job placements this objective has been attained in 2012.					
CSR 5: Reform of tax and labour market systems	Strengthen the focus of employment support and activation policies on older workers and vulnerable groups, in particular people with a migrant background	FL: Existing diversity policy has been broadened through its integration in a strategic HR and career guidance model (1). At the same time Dutch language training has been offered to new jobseekers in order improve their chances to find a job (2).	The existing policy for underrepresented groups is further implemented and applied as well (such as Diversity Plans, student tutoring initiatives, the literacy plan, etc.). Each jobseeker with insufficient knowledge of the Dutch language	We aim to promote the proportional participation of persons with a migrant background by constantly monitoring their activity and unemployment rates, by paying specific attention to them in career and diversity plans, and by introducing general measures which specifically focus on these categories in terms of nature and content (such as the prevention and remediation of the outflow of unqualified people from education). The existing policy for underrepresented groups is further implemented and applied as well (such as Diversity Plans, stu-	The Commission on Integration Policy prepared the 'Integrated Action Plan on the Integration Policy' that was approved by the Flemish Government on the 20th of July 2012			Between July 2011 en June 2012 about 1000 jobseekers benefited from basic language training to increase their labour market perspectives. As a result about one third (27%) has been able to find a job after 6 months. The reform of the diversity policy in Flanders should raise the participation of vulnerable groups (such as migrants) and contribute to the attainment of the overall employment rate target.			The reform of the diversity policy in Flanders should raise the participation of vulnerable groups (such as migrants) and contribute to the attainment of the overall employment rate target.

				<p>dent tutoring initiatives, the literacy plan, etc.).</p> <p>In 2013 the scope of this policy will be broadened through its integration in a strategic HR and career guidance model.</p>							
CSR 6: Competition in the retail and network industries		FED: New competition act	Improve the competition procedures and foster collaboration between the price observatory and the new independent competition authority	<p>New independent competition authority designed to reduce the length of procedures, through a simplified institutional structure and a newly created transaction procedure</p> <p>Improved collaboration with the reinforced price observatory</p>	Federal law	<p>First (July) and second (December) reading by the Government</p> <p>Vote by the Chamber (February) and by the Senate (March)</p>	<p>Royal decrees to</p> <ul style="list-style-type: none"> - fix the statute of the members of the direction committee - organise the selection of the members of the direction committee 		None	Additional cost (€3m) should be covered by the fines levied by the more efficient authority	
		FED: Telecom act	Improve consumer empowerment and activate consumers to further intensify competition in the telecom markets	<p>The new act provides that</p> <ul style="list-style-type: none"> - consumers may resign at no cost when their operators' rate increase - consumers can terminate after 6 months without any charge - fixed-term contracts may 	Federal law	<p>Draft law adopted by the Chamber (06/12) and the Senate (06/12), and published in the Belgian gazette (07/12)</p> <p>Law enters into force (8/12)</p> <p>Provision on free termination of contract after 6 months enters</p>	None		None	None	

				not exceed 24 months - consumers get clearer information regarding the services concerned		into force (10/12)					
		FED: Energy acts	Improve consumer empowerment and activate consumers to further intensify competition in the energy markets	Based on a study of the CREG, the government took a number of measures to reduce energy price differences between Belgium and neighbouring countries, including a temporary maximum price, and fostered a more competitive environment <ul style="list-style-type: none"> • On the consumer side, the act promulgate more transparency on energy prices • Campaign to foster switching and transparency • The implementation of the Third Energy Package, reinforced the independence and the powers of the CREG in accordance with EU directives 	Federal law and royal decrees	Study of the CREG received (2/12), first royal decrees adopted (3/12), information campaign (9/12), royal decree on indexation parameters published (12/12) new indexation parameters enter into force (4/13)	Royal decree on offshore costs in Elia tariffs (5/13)				

<p>CSR 7: enhance progress towards reaching targets for reducing greenhouse gas emissions from non-ETS activities</p>		<p>FL: Flemish climate policy plan</p>	<p>The plan is intended to reduce greenhouse gas emissions by 15% between 2013 and 2020, this in accordance with the target that was set for Belgium in the European Effort Sharing Decision.</p>	<p>1.) Measures which have already proven their effectiveness, e.g. support for energy efficient building, renovation grants,... 2.) New measures the Flemish government already has decided e.g. energy performance of new buildings, offices and schools 3.) Additional proposals formulated (but not yet decided) by the competent Flemish ministers.</p>	<p>Decision of the Flemish government</p>	<p>Last year, the preparatory phase took place: 1. Management of the overall process by the Flemish Mitigation Task Force; 2. The relevant departments and agencies of Flemish the Government were given the chance to make their contribution by way of workshops covering the various topics and sectors; 3. Civil institutions and relevant sectors were consulted during the Flemish Climate Conference as well as the Round Table Discussions for the Building, Mobility, Agriculture and Industry sectors.</p>	<p>On February 1 2013, the Flemish Government approved the draft Flemish Climate Policy Plan 2013-2020. The ministers concerned are asked to prepare the projects as mentioned within the plan. The text is now submitted for advice to several advisory bodies (SERV, de MiNa-raad, de Vlaamse Raad voor Wetenschap en Innovatie, de Mobiliteitsraad van Vlaanderen, de SALV, de SARO, de SAR WGG en de Vlaamse Woonraad).</p>				<p>The effectiveness of the mitigation measures will be reported yearly by the Flemish Minister of Environment (progress report). These annual reports should also indicate whether additional measures are needed to meet the targets.</p>
		<p>WAL: Climate decree</p>	<p>GHG reduction The decree concerns all GHG (covered and non covered by ETS)</p>	<p>Definition of a GHG reduction trajectory, with "emissions budgets" Preparation of an Air-Climate-Energy Plan 2013-2020 with new concrete measures to be implemented.</p>	<p>Decree and action plan</p>	<p>A Climate Decree was adopted in first reading in December 2012.</p>	<p>Next readings and measures to be implemented in 2013.</p>	<p>Reduction of GHG emissions with a view to meet the reduction objectives of -30% for 2020 and -80%/-95% for 2050.</p>			

		FED: reform of the taxa- tion of company cars	Greening of the company cars fleet hereby reducing GHG emissions from transport	Reform on the fiscal deducti- bility of compa- ny cars. From 2012 onwards, the advantage for the employ- ee is based notably on CO ₂ emissions of the car	Federal law	Measure in place	No upcoming steps foreseen	As the measure is only in place since the be- ginning of 2012 and as 2011 is the last report- ing year for GHG emissions, the contribu- tion to the non- ETS target can- not be assessed yet		The expected revenue for the Belgian federal government is estimated to be 200 million euros in 2012	
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Annex 2: Reporting table for the assessment of CSRs and key macro-structural reforms: quantitative assessment. Macro-economic effects of structural measures

This programme contains two sets of structural measures that are particularly important with respect to their macro-economic impact: measures that aim to contain consumption price inflation and measures that have an impact on labour cost competitiveness. Both sets of measures have been simulated by the FPB using its HERMES macroeconomic model. The results are compared to the macroeconomic scenario presented in chapter 1 of this programme.

a. Measures that have an impact on labour-cost competitiveness

The federal government decided that for 2013 and 2014 hourly labour cost increases should be limited to increases in the “health index”. Without this measure, increases would have been based on the expected increases in Germany, France and the Netherlands and on the expected indexation at that time for 2013-2014.

In addition, the federal government decided to reduce the employers’ social security contributions with an additional 400 million euro. Moreover, the government agreed to create a fund for the strengthening of employment and competitiveness that will be used to further decrease the labour cost for employers. The government foresees to allocate the fund twice by 600 million euro for the upcoming 2-year agreements between the social partners (the first time for 2015-2016 and the second time for 2017-2018). The reduction for 2013 is taken into account in the macro-economic scenario, while the reductions for the latter periods are not taken into account.

The table presents the main macroeconomic variables that are affected by these measures. The improvement of labour cost competitiveness results in a gain in export market shares. The extra activity results in higher employment and higher domestic demand, leading to a higher GDP growth rate. Real disposable household income is positively influenced by higher employment, but negatively by lower real wages. Domestic demand, therefore, remains rather subdued. The overall impact, however, is positive for employment, GDP, prices and the current account and, to a small extent, negative for the net financing requirements of the government.

Table 11 Impact of structural measures related to labour-cost competitiveness (difference w.r.t. a scenario not taking these measures into account) in % unless mentioned differently

	2013	2015	2020
GDP (volume)	0.05	0.14	0.17
National price index	-0.06	-0.22	-0.32
Employment (thousands)	5.73	16.67	23.70
Employment rate 20-25	0.13	0.37	0.50
Nominal hourly labour cost	-0.64	-1.34	-1.43
Current account balance (national accounts definition, % of GDP)	-0.01	0.02	0.09
Government net financing requirement (% of GDP)	-0.09	-0.08	-0.06

b. Measures that have an impact on inflation

Chapter 3.5 lists several measures that have an impact on inflation. To quantify the impact of the main measures on the relevant macroeconomic variables, an additional simulation was performed. A distinction can be made between the measures that have a real impact on prices and those that have an impact on the

price index which is used for price indexation of wages and other variables. In the first category (with a significant impact on prices from 2013 onwards), the following measures can be mentioned: (i) a drop in the federal contribution on gas and electricity and (ii) a review of the formulas to calculate electricity and gas prices. In the second category (with impact on the national price index), the introduction of seasonal sales prices should be mentioned (in HICP this has already been introduced).

Competition in the electricity and gas markets has significantly increased with important market share losses for the incumbents. These changes may trigger further competition resulting in further price drops, but the simulation did not take this into account.

Table 12 Impact of structural measures related to a reduction in inflation (difference w.r.t. a scenario not taking these measures into account)
in % unless mentioned differently

	2013	2015	2020
GDP (volume)	0.03	0.04	0.05
National consumption price index	-0.38	-0.45	-0.39
Consumption price deflator	-0.14	-0.21	-0.21
Employment (thousands)	1.78	3.91	4.32
Employment rate 20-64	0.04	0.08	0.09
Nominal hourly labour cost	-0.20	-0.34	-0.28
Current account balance (national accounts definition, % of GDP)	-0.0	0.01	0.04
Government net financing requirement (% GDP)	0.02	0.05	0.05

The main macroeconomic impact of these measures can be found in the decrease of the nominal hourly labour cost through a lower increase of the price index used for price indexation of wages. This results in somewhat higher exports, employment, household consumption and GDP.

c. Combined effect

Both simulations presented here ultimately have a macroeconomic impact through a gain in labour cost competitiveness. Table 13, therefore, presents the combined effects of both simulations. The impact is significant with a positive impact of 0.25% on GDP by 2020, nearly 30,000 extra jobs (+0.59% points in the employment rate). The nominal hourly labour cost drops by 1.7%, compared to a situation without these measures. If the additional labour cost reductions are taken into account (600 million in 2015 and 600 million in 2017), the hourly labour cost drops ceteris paribus by 2.35%. The impact on the current account (positive) and on the government's net financing requirement (negative) is relatively small.

Table 13 Combined macroeconomic impact of structural measures related to labour cost competitiveness and a reduction in inflation (difference w.r.t. a scenario not taking these measures into account)
in % unless mentioned differently

	2013	2015	2020
GDP (volume)	0.08	0.18	0.22
National consumption price index	-0.44	-0.67	-0.70
Consumption price deflator	-0.20	-0.43	-0.53
Employment (thousands)	7.51	20.57	28.03
Employment rate 20-64	0.17	0.45	0.59
Nominal hourly labour cost	-0.84	-1.68	-1.71
Current account balance (national accounts definition, % of GDP)	-0.01	0.03	0.13
Government net financing requirement (% GDP)	-0.06	-0.03	-0.01

Annex 3: Reporting Table on national Europe 2020 targets and key commitments for the next 12 months

Progress on implementation	List of measures and their state of pay that were implemented in response to the commitment	The estimated impacts of the measures (qualitative and/or quantitative) (1)
National 2020 headline targets		
National 2020 employment target		
FED	<p>Measures to limit early withdrawal from the labour market : implemented in 2012</p> <p>Measures to tackle youth unemployment : reform of the school-leavers benefit : implemented in 2012</p> <p>Implementation of the Youth Guarantee, i.a. through extra traineeships (10,000) : under implementation</p> <p>Extension and strengthening of social contribution reductions and of the activation measure for poorly educated youths: under implementation</p> <p>Adaptation and strengthening of social contribution reductions for target groups (youths, older workers and new arrivals): implemented in 2012</p> <p>Gradual implementation of reforms in pensions, unemployment with company allowance, activating of older workers and guiding people in disability back to work</p>	<p>These measures aim to:</p> <ul style="list-style-type: none"> - support the employment of vulnerable groups in the labour market; - increase the efficiency of existing measures; - improve the adequacy of the skills of young workers; - raise the actual age of withdrawal from the labour market. <p>Budget:</p> <ul style="list-style-type: none"> - 10,000 internships : 40 million in 2013 ; - adaptation and strengthening of social contribution reduction for target groups: 49 million in 2013; - extension and strengthening of social contribution reductions and of the activation measure for poorly educated youths: 18 million as from 2015.
FL	The reform of the wage subsidy for people aged over 50 years old	To tackle the marked difference in work opportunities between people aged under/above 55 years old the wage subsidy for people over 50 (offered to employers) has been reformed. The height of the subsidy depends on two objective criteria: the age and the length of unemployment duration. This should make the instrument more effective. The measure entered into force on the first of January 2013.
WAL	<p>Reform of public services for employment and learning</p> <ul style="list-style-type: none"> - Public service for employment (FOREM) : decree adopted in may 2012 <p>Institute for alternate learning (IFPME) new management contract signed in february 2012, decree project adopted in february 2013</p>	Better efficiency in active inclusion and matching between supply and demand on the labour market.
BRU		

National 2020 R&D target		
FED	<p>Program to increase the research potential of federal institutions to face the societal challenges</p> <p>Agreement on the Belgian support to European spatial activities</p>	<p>Budget of 116 million euros on 6 years</p> <p>Budget of 203 million yearly on 2013-2017</p>
FL	<p>In 2012, the total budget for Science and Innovation of the Flemish authority reached 1.9 billion euro, of which 1.2 billion euro for R&D. The budget increased by 60 million euro in 2012. Despite the budgetary difficult times, the Flemish public R&D&I budget increases in 2013 with 62.5 million euro. This adds to reaching the target of 3% of R&D-expenditures of the GDP.</p> <p>Initiatives within the 6' innovatieknooppunten' (innovation hubs) of the oriented innovation policy that was set mid-2011. In the framework of the social innovation hub, support from the innovation agency IWT was approved to establish a new innovation platform, the "social innovation factory". Also, a call was launched for social innovation. For the theme of care, a living lab for care innovation is being supported and a new research programme for translational medicine was setup. For sustainable mobility, the 5 living lab platforms for the electric vehicle have become fully operational in 2012. Finally, new multi-annual agreements with CMI (bio-based and medical innovation) and SIM (materials) were approved.</p>	<p>The additional budget is dispersed among various actors and types of research in the broad STI landscape in Flanders whereby fundamental as well as applied research are taken into account. Of the additional 60 million euro in 2012, 14 million euro goes to innovation in companies, 14 million euro for the Research Foundation Flanders (excellent research), 10 million euro for large research infrastructures, 7 million for the special research fund for universities, 4.6 million euro to the strategic research centres, 1.5 million euro to scientific institutes, 2 million to industrial research funds, and 3 million euro to the integration of higher education.</p> <p>These initiatives on social, care and sustainable innovation will implement the goals of the different themes that were defined in the oriented innovation policy, and assure that the users or beneficiaries interact with the measure through a demand-driven approach. Another example of this approach is the action plan "innovative procurement" whereby a number of initiatives were started and a first pre-commercial track has been setup. Several projects are ready to take off with the pre-commercial phase in areas such as agriculture, education, mobility, labour market, etc.</p>
WAL	<p>Implementation of the research strategy 2011-2015 :</p> <ul style="list-style-type: none"> • Decree on fundamental research funds, Creation of an institute for sustainable development (5 mio/year) and financing of the institute for life science (6 mio/year) • Investment in ESFRI infrastructures (5,8 mio) • Launch of a call for PPP projects (6 mio) • Call for projects in priority themes (ICT, sustainable development, health) • Thematic grouping of the agreed research centers 	<p>Step up the R&D efforts, promote scientific excellence, strengthen R&D capacity and R&D valorisation</p>
BRU		
GHG emission reduction target		
FL	Flemish climate policy plan 2013-2020	The Flemish Climate Policy Plan is intended to reduce greenhouse gas emissions in Flanders by 15% between 2013 and 2020, this in accordance with the target that was set for Belgium in the European Effort Sharing Decision. On February 1 2013, the Flemish Government approved the draft Flemish Climate Policy Plan 2013-2020.
WAL	A Climate Decree was adopted in first reading in December 2012. Next readings and measures to be implemented in 2013.	Definition of a GES reduction trajectory, with "emissions budgets", with a view to meet the reduction objectives of -30% for

		Preparation of an Air-Climate-Energy Plan 2013-2020 with new concrete measures to be implemented.	2020 and -80%/-95% for 2050.
Renewable energy target			
	FL	Flemish renewable energy action plan 2020/2050 Flemish action plan on renewable heat Elaboration of support mechanism for green heat production Minimum share of renewable energy in new buildings	The Flemish Renewable Energy Action Plan 2020 will be adjusted in function of the intra Belgian burden sharing of the renewable energy objectives 2020. In order to make the realisation of the objective regarding renewable energy possible, a strong growth of green heat will be required. In September 2012, the regulation for implementing a minimum share of renewable energy in buildings was adopted by the Flemish government.
	WAL	Fixing of green electricity quotas for 2013-2016	Quota for 2016 = 30,4% of green electricity. Final objective for 2020= 37,9%
		Adoption of the framework for wind energy to be submitted to the consultation of the stakeholders (February 2013)	Objective of 4.500GWh of wind energy by 2020 to contribute to the target of 8.000 GWh of green energy produced in Wallonia
	Fed	The last two domain concessions for the construction and operation of wind farms in the North Sea were granted	Summing up the offshore wind capacity of all the domain concessions in the North Sea leads to some 2200 MW in 2020. This could represent between 10 and 15% of the renewable energy target
National energy efficiency target			
	FL	Elaboration of the third Flemish energy efficiency action plan Energy performance standards for new buildings, action plan for nearly zero energy buildings The Energy Renovation Programme 2020 for existing houses Energy policy agreements with the energy intensive industry	Within this third energy efficiency action plan the measures from the second action plan (2011) will be evaluated. On 21 June 2012, the Government of Flanders took note of the action plan for nearly zero-buildings, stipulating that at the latest on 1 January 2021, the EPB requirements for all new buildings correspond to the EPB requirements for nearly zero energy buildings and that as of 2019 new public buildings be nearly zero energy buildings. Meanwhile the energy renovation programme 2020 for existing houses will be further implemented. To improve the energy efficiency in enterprises, the new energy policy agreements with the energy intensive industry will replace the existing benchmark and audit covenants that expire at the end of 2012.
	WAL	Implementation of the 1st Alliance Employment-Environment on sustainable buildings	Improving housing quality and energy performance. Transition of the building industry towards more sustainable approaches is assured, while raising the sector's employment rate
	BRU		
National early school leaving target			
	FL	Action plan on early school leavers	Reducing the number of early school leavers by means of a preventive approach and interventions when a student might fall out of compulsory education. There are also compensatory actions for those remaining unqualified. Last but not least the action plan will include measures on monitoring, analysis, identification and

		coordination of the government's policy.
WAL	Cooperation agreement on "bassins de vie et pôles de synergies » (living areas and synergies poles adopted in first reading on 7th of February 2013.	Establishing a local partnership between schools (all levels), training providers, sectoral funds (enterprises) and social partners with a view to enhance quality of training and education, the coherence of the training supply, and adequacy with economic needs.
BRU		
National target for tertiary education		
FL	<p>Modernising and reforming the higher education</p> <p>The new 'career agreement', adopted by the Flemish government and the social partners on the 17th of February 2012, focuses on workplace learning and work experience, as well as on preventing and/or alleviating the outflow of unqualified job-seekers. A comprehensive strategy is developed on the basis of a first draft of a new comprehensive action plan against early school leaving</p>	<p>The Flemish Parliament has agreed the new framework of quality assurance and accreditation in higher education. Implementation has already started, with a focus on the realized learning outcomes. Employability is therefore important.</p> <p>The unqualified outflow of pupils from secondary education will be tackled through a collective approach provided by the Flemish PES (VDAB). Young unqualified jobseekers will be encouraged to follow an appropriate program based on work place-based learning. The PES will provide the most appropriate program tailored to the needs of jobseekers.</p> <p>Special attention will be paid to young jobseekers without qualifications in the bigger cities (where the need is most urgent). To address this, a new initiative was launched on 2 February 2012 in the 13 central cities of Flanders: the Wij! call for projects. Wij! stands for 'Imagining Work for Young People'.</p> <p>In February 2013 about 11 WIJ-projects have been started. In Gent and Antwerp the first projects will start on the 1th of March.</p> <p>The Government of Flanders wants to improve the way it deals with the outflow of unqualified younger job seekers by placing 1,275 young people in the Wij! programme each year. The first projects are scheduled to begin in February 2013. The Government of Flanders is committing EUR 11 million for this programme.</p> <p>In consultation with the federal government an apprenticeship measure (stagemaatregel) has been worked out for the benefit of the outflow of unqualified people on the labour market. In Flanders we opt to put the federal framework into practice through a specific form of work experience for unqualified school leavers during their labour market insertion period (beroepsinschakelingsstijd) and to have this embedded in the Flemish legislation through an adjustment of the current insertion training (instapopleiding).</p>

	WAL	Project of Decree on the “landscape of higher education” adopted in first reading in January 2013	Optimize resources and raise the performance of the sector : research excellence, consistency of supply, quality of education, accessibility and promoting success.
	BRU		
National poverty target			
	FED	Structural mechanism for adapting social security and social assistance benefits to the development of the general standard of living	Supporting the income of the lowest income categories
	FL	Implementation of the action programme on child poverty Increase in the number of trajectories Work-Welfare Rentsubsidy for persons on a waitinglist for social housing.	A number of concrete actions aimed at reducing the negative effects of poverty on the development and wellbeing of children aged 3 or less. End 2012, 1.216 trajectories specifically for persons in poverty were initiated or finalised. In 2013 at least 750 extra trajectories will be initiated. The goal however is 1.200 extra trajectories. Persons on a waitinglist for social housing for the last five years, receive a subsidy to help paytheirrent for as long as theystay on the waitinglist.
	WAL	Project of Decree on “integration path for migrants” adopted in December 2012.	Facilitation of the inclusion of migrants in the society and on the labour market.
Other			
Main measures related to implementation of the Flagship Initiatives ¹			
	FL	With the Career Agreement Flanders launched a renewed vision on career policies based on the tailored guidance approach. In the future jobseekers and workers will be (re)oriented on the labour market on the basis of their individual skills and talents instead of criteria such as age, profession or diplomas.	In response to the flagship recommendations with regard to ‘New Skills for New Jobs’, in the framework of Europe 2020, Flanders launched a pilot project called VLAMT. The project, funded by the European Social Fund, is essentially a research platform on future skills needs in the Flemish labor market. As a result of the project Flemish labor market actors will obtain more and better information on future skills needs through a combination of methods. On the longer term job search assistance and reorientation efforts will be further strengthened through the existence of Personal Development Plans (POP). The final goal is to create a guidance tool for each and every individual. The plan will serve as an instrument to help (re)orient people throughout their entire professional life. In 2013 a basic model will be developed in the form of a digital platform. In 2013 POP will also embedded into the new framework for career guidance in order to help workers reorient their

¹ Digital agenda, Innovation union, Youth on the move, Industrial policy, Resource efficiency, New skills and jobs, Platform against poverty

		<p>professional careers. At the same time a new instrument, called Competent, will be launched to strengthen the automatic matching process.</p> <p>Competent is a database with vocational skill profiles which will serve as the basis for the services of the Flemish PES. The new instrument aims to increase labour mobility and can be considered as an important step towards a competency-based labour market.</p> <p>Also with regard to training policies change is underway. In 2012 a new concept has been developed with the so called Excellent Partnerships. These partnerships envisage collaboration between different labor market actors, regional and local stakeholders like social partner organizations, enterprises, and institutions, as well as actors involved in training, education and /or recruitment.</p> <p>More specifically this concept refers to independent, result-oriented associations in which partners achieve synergy in realizing commonly agreed goals. In 2013 the concept of Excellent Partnerships will be further developed and put into practice.</p>	
	WAL	<p>Implementation of an integrated industrial policy, based on the smart specialisation principles, through clustering policy.</p> <p>8th call for projects (sustainable development): 15 R&D and 4 learning projects financed (34 mio), 9th call is under preparation. Development of technological innovation platforms (4 already selected), support to internationalisation, European labelling is under way.</p>	<p>Consolidate Walloon industrial basis on key markets, by constituting a critical mass, a high level of competitiveness in selected specialisation areas.</p>
Main (new or updated) commitments in the NRP for the next 12 months		Foreseen main measures	The estimated impacts of the measures (qualitative and/or quantitative)²
	FED	Set of measures to reinforce competitiveness / Better align wages with productivity	
(Related to AGS priorities, Euro Plus Pact commitments, commitments in relation to 2020 targets, to National Job Plans, to other key bottlenecks identified in the NRPs, commitments in relation to flagship initiatives)			
	FL	Strengthen (higher) vocational education	Measures like HBO5 Parliament Act and STEM action plan will stimulate attractiveness and relevance of (higher) vocational education, and will support the measures to have a better fit between education systems and the needs of the labour market.
	FL	A reinforcement of regional and international labour mobility	In 2013 interregional mobility will be further strengthened. The Flemish PES will investigate with its Brussels counterpart whether

² Cross references with column 9 of the standard reporting table (Annex 2)

		<p>job vacancies can be filled in in other regions in Flanders (not only around Brussels). Moreover, a special action plan has been developed to stimulate Brussels jobseekers to work in airport-related activities.</p> <p>Flanders will also invest more in international job mobility in 2013. Job fairs will be organized to attract highly qualified jobseekers (such as engineers) with often technical skill profiles to fill in Flemish bottleneck vacancies. Flanders will also create in a website, www.workinflanders.be, in order to boost international awareness about job possibilities.</p>
WAL		
WAL : Innovation policy	Implementation of the Creative Wallonia Plan: multiple actions of creativity learning, sensitization, and support to innovative activities of SMEs. Wallonia selected by the Commission as European Creative District. Creative labs and living labs will be developed in 2013.	Promotion of creative economy, boosting innovation and creativity
WAL Small Business Act	<p>Implementation of the Walloon SBA:</p> <p>New enterprise portal, support centre for enterprises with difficulties, support for job creation in small enterprises,...</p> <p>New measures on organisational innovation and prototyping in creative industries</p> <p>Support to bank credits for SME, partnerships with private equity funds</p> <p>Support to SMEs export (networking, coaching, training)</p> <p>Priorities for 2013: entrepreneurship in higher education, support to export outside EU, support to non technological innovation, creation of living labs, innovation in SMEs, matching between different types of investors and entrepreneurs/enterprises</p> <p>Administrative simplification: reducing payment delays, reducing permits delivering delays, unique and centralised collect of data, rationalising administrations.</p>	The Walloon SBA aims at 4 priorities: facilitating access to financing, promoting entrepreneurship, developing innovation and internationalizing of SMEs.

Annex 4: The Flemish reform programme

1. Governance of the Flemish Europe 2020 Strategy

On 1 April 2011 and 30 March 2012 respectively, the Government of Flanders took note of the Flemish reform programmes within the framework of the Europe 2020 Strategy. 'Pact 2020' and 'Flanders in Action' (Vlaanderen in Actie/ViA) together constitute the (Flemish) reference framework for realising structural reforms in Flanders. The fact that the Government of Flanders draws up its own reform programme illustrates its ambition to assume the necessary **ownership** with regard to the Europe 2020 Strategy.

With the **Flemish Reform Programme 2013** (Vlaams Hervormingsprogramma/VHP) the Government of Flanders outlines the measures that are required to further the realisation of its Europe 2020 targets. In addition, it provides a response, with regard to the Flemish competences, to the country-specific recommendations that were made to Belgium in 2012. The Flemish Reform Programme also contains measures that are in line with the Annual Growth Survey of the European Commission, the Euro Plus Pact Commitments, the seven flagships and the 10 integrated guidelines of the Europe 2020 Strategy.

The economic crisis, which still has the European Union in its grip, also has consequences for Flanders to which the Government of Flanders wants to provide a firm response. The Government of Flanders continues to prioritise healthy public finances and will, just like in 2011 and 2012, aim to achieve a **balanced budget** in 2013 as well. This is perfectly in agreement with the conclusions of the European Council of 14-15 March 2013 which stress the necessity of pursuing differentiated, growth-friendly fiscal consolidation. Despite the austerity measures that are introduced in a number of areas (including in the public sector), the Government of Flanders continues to dedicate itself to smart investments in order to further promote sustainable growth. In 2013, for instance, **extra funds** will be earmarked again for **research and development**. The Government of Flanders also takes measures for the enterprises which are the driving force behind our prosperity: through the **bank plan** it aims to secure the credits and funding of SMEs, and the recently adjusted **SME portfolio** will allow for the allocation of more targeted aid to entrepreneurs. The long-term transformation of our industry is partially fleshed out by the **New Industrial Policy**, including the TINA Fund which has a capital of 200 million euros and is currently already translating innovative projects into an economic reality. The Government of Flanders also aims to increase the employment rate and is taking measures to prevent over-50s from leaving the labour market early. This is perfectly illustrated by the reform of the **premium scheme for over-50s** which was introduced in early 2013. The Government of Flanders makes every effort to tackle the social consequences of the crisis and consequently acts upon the agreement of the European Council (February 2013) with regard to the Youth Employment Initiative. Together with the 'instapstage' (a paid work placement which young people can undertake in a company, non-profit organisation or public service) and the individual vocational training, the 'Werkinleving voor Jongeren' (work experience for young people) is part of a three-fold approach to work experience for unqualified young people which should in time result in a qualification obligation and work experience guarantee for the whole group of unqualified school leavers. In education as well, the necessary efforts are made to keep young people on board. The Government of Flanders is working, for instance, on a comprehensive strategy to combat early school leaving, which is translated in the **action plan to reduce early school leaving**. It also continues to fight poverty. In this context, mention can be made, among other things, of the extension of the action programme **to combat child poverty**. The Government also introduces a range of measures relating to climate and energy, such as the concept memorandum regarding the **Flemish Climate Policy Plan 2013-2020** which was adopted by the Government of Flanders on 1 February 2013 and aims to reduce greenhouse gas emissions.

The local administrations (central cities) are cooperated with to implement several measures (such as 'Werkinleving voor Jongeren'). Therefore, it is no coincidence that the Government attaches great importance to enhancing **support** for the Europe 2020 Strategy. Like in previous years, the social partners (through VESOC) were this year involved as well in the creation of the Flemish Reform Programme 2013. For the first

time contributions from the **VVSG** and **VVP** were also included which give a number of examples of good practice from (supra) local administrations with regard to the realisation of the Europe 2020 Strategy.

The Flemish Reform Programme also lays the foundations for the Government of Flanders' input for the **national reform programme**. Moreover, it is the basis for the Government of Flanders' contribution to the activities of the Committee of the Regions' Europe 2020 Monitoring Platform.

On the web site <http://www.vlaandereninactie.be/over/eu-2020> all relevant information with regard to the Flemish Reform Programme is made available to the public at large.

2. Implementation of the country-specific recommendations in Flanders

In July 2012, the Council made 7 country-specific recommendations to Belgium. Generally speaking, these recommendations have to do with healthy public finances, financial stability, the labour market, increasing the employment rate, boosting competitiveness and reducing greenhouse gas emissions. In each of these areas Flanders is taking the necessary measures and thus implementing structural reforms.

2.1. Public finances

Just like in 2011 and 2012, the Government of Flanders wants to achieve a **balanced budget** for the period 2013-2014 as well. To this end, it introduces the necessary structural measures. In this context the measures that have been taken to make the Flemish administration smaller and more efficient and effective are of great importance. A budget without deficits is necessary in order to help the Flemish economy through the crisis.

The Government of Flanders also takes specific measures to **prevent over-50s from leaving the labour market early**. An increased participation of the elderly is indeed indispensable for realising the general employment rate target of 76% in 2020. The employment rate for over-55s reached the historical level of 40% in 2012. With the extension of the systematic guidance approach to 58-year-olds and the reformed employment premium for over-50s Flanders wants to consolidate and reinforce this trend.

The Government of Flanders took the initiative to increase the **effective retirement age for government personnel**, namely by amending the staff regulations. As a result, civil servants may now continue to serve indefinitely in their positions after turning 65. Another change that was made to the staff regulations concerns the new rules regarding career breaks. Staff members will, for instance, be allowed to take a career break that consists of a maximum of 60 months full-time and 60 months part-time. The previous maximum that applied was 72 months full-time and 72 months part-time. The principle of 'everyone working an additional two years' will from now on be applied to education as well. This will eliminate the early retirement system (TBS)¹ that exists for personnel in the education sector, with the exception of pre-school teachers, in which case it is being restricted to a maximum of two years instead of the current four years, and with a lower tide-over allowance.

2.2. Financial stability

A **concept memorandum for a bank plan**, adopted by the Government of Flanders on 7 December 2012, contains proposals for increasing the allocation of credit and loans by the banks to companies in Flanders. Within the framework of the Bank Plan the Government of Flanders adopted a draft Flemish Parliament Act for the extension of the Gigarant guarantee regulation on 8 March 2013. This Flemish Parliament Act will allow SME funds to be established for long-term financing, for a total of 1 billion euros committed by the banks, and with a limited State guarantee by nv Gigarant.

¹ TBS stands for 'terbeschikkingstelling'. This system was introduced at a time when there were too many teachers in Flanders and the older teachers were allowed to leave the labour market at the early age of 56 years in nursery education and at the age of 58 years in the rest of the education sector.

2.3. Increasing the employment rate

Apart from the economic downward trend the Flemish labour market is also faced with a number of structural problems and challenges: the ageing population, the growing scarcity, the difficult matching between supply and demand (despite employment services), a relatively low participation in training and a limited participation of underprivileged groups in the labour market.

The response from the Government of Flanders and the Flemish social partners to the various recommendations from the European Commission fits in with the transition to a career approach. The **career agreement of 17 February 2012** lays down the main lines for addressing several labour market problems.

The **sixth state reform** is to result in more homogeneous sets of competences, among other things with regard to labour market policy. By extending the existing competences of the Regions (for instance in the field of employment services and vocational training) with competences regarding target group policy, monitoring of the availability of unemployed people, etc., more competences are placed in the hands of one single authority, which allows Flanders to provide a more customised service and to further enhance the effectiveness of Flemish policy.

In the field of **interregional mobility** the cooperation with the Brussels and Walloon employment services paid off in 2012: 1,974 Walloon and 1,327 Flemish jobseekers were employed in Flanders. In 2013, it will be examined how the cooperation with the Brussels PES (Actiris) can even be extended. In addition, the cooperation between VDAB and Actiris is even strengthened within the framework of the airport action plan. The operational working group 'Brussel - Rand' is developing actions with an eye to guiding Brussels jobseekers to employment at the airport.

The Government of Flanders invests in an **effective activating labour market policy** through a **customised target group policy and specific measures for underprivileged groups**.

The main purpose of the growing training and guidance efforts is, for more and more age categories, to prevent the weak economic situation from resulting in structural and long-term (youth) unemployment. One aspect that deserves special attention is the **activating approach to collective dismissal and restructuring**. Due to the growing job loss in industry (mainly among men) the Flemish labour market is faced with an additional challenge, namely to ensure that the transition to a new job proceeds as smoothly and qualitatively as possible.

A major step was also taken towards the development of a sustainable HR policy with the **reform of the policy on proportional labour participation and diversity**. The current diversity plans are extended to plans that devote attention in an integrated manner to four central elements of an integrated strategic HR policy: competence development, sustainable diversity, workability/ability to work/work appetite and organisational renewal.

The Government of Flanders invests in the guidance of underprivileged groups to employment. These also include people with an immigrant background who often have limited Dutch knowledge. Shortly after having registered, each newly registered jobseeker is screened for his or her Dutch knowledge. If the jobseeker's knowledge appears to be insufficient, he or she is referred to a Dutch Language House where his or her knowledge is tested in order to determine his or her level. After that, the jobseeker who does not master the Dutch language is given an adjusted training programme, called **'Dutch as a second language', as part of a pathway to employment**. Good results were achieved in the period from July 2011 to June 2012.

In addition, the Government of Flanders is taking a series of measures to increase the employment rate among underprivileged groups. In 2012 these measures included the **activation care tender**, the **'labour care flow' project** and the **ESF project 'guidance of bankrupt people'**. For 2013, an extension of the number of

pathways for people in poverty is planned and the realisation of **600 curative individual vocational training programmes** is aimed at.

The Government of Flanders also took specific measures **to introduce a youth work guarantee and to reduce youth unemployment**. Especially young people who leave school without any qualifications will be given more opportunities in the coming year to brush up on their competencies. Through workplace learning, 'instapstages' (see earlier) and **adjusted 'inlevingstrajecten' or experience pathways** (1,275 on an annual basis) in the central cities, the Government of Flanders wants these young people to re-connect with the labour market. Moreover, a special lever is created through sustainability pathways to sustainably integrate young people in temporary jobs into the labour market.

The September Declaration 2012² clearly stipulates that **lifelong learning** is an essential building block of a socially and economically strong Flanders. In spite of the austerity measures, the maximum increase in adult basic education centres and adult education centres which was decided at an earlier stage is not deviated from.

The **recognition of acquired competencies** plays a key role in bridging the gap between lifelong learning and work. A start has been made on the preparation of a regulatory framework in which high-quality information centres and assessment centres for earlier acquired competencies are given a central place. In the course of 2013 a preliminary draft Flemish Parliament Act will be presented to the Government of Flanders.

After the pilot phase of the procedure for recognised professional qualifications, the **roll-out of the Flemish qualification framework** is in full implementation. This roll-out identifies the competencies that need to be acquired and facilitates the transition between the learning and working careers.

In July 2012, the Government of Flanders approved in principle the preliminary draft Flemish Parliament Act on the **reinforcement of higher vocational education** in Flanders. In the course of 2013 the Flemish Parliament Act will be presented for approval to the Flemish Parliament. This Flemish Parliament Act proposes a number of measures to guarantee and enhance the quality of higher vocational education in Flanders.

The **implementation of the STEM** (science, technology, engineering and mathematics) **action plan** has started in 2012. In 2012, a science communication plan was also launched. In 2013, further work will be done on the implementation and monitoring of the action plan which sets up integrated actions to support a larger inflow in STEM study programmes and careers.

In adult education, distance learning and blended learning are promoted. An action plan on distance learning was drawn up which is aimed at the further development of distance learning within the vocational training programmes provided by CVOs, VDAB and Syntra Vlaanderen. Partnerships between education and the labour market are fostered through **sectoral covenants**.

2.4. Enhancing competitiveness

As regards the enhancement of competitiveness within the electricity and gas market, the European Union Gas and Electricity Directives were transposed into Flemish regulation through the Flemish Parliament Act of 8 July 2011. For Flanders, we can refer in this context to the greater independence of the Flemish Regulator of the Electricity and Gas Market, VREG, and to the introduction of a regulation for closed distribution systems. Since 2011, electricity and gas providers no longer have to obtain a Flemish supply licence in order to supply gas and electricity in the Flemish Region, provided they already have such a licence or authorisation from another EEA member country. In 2011, ATRIAS was also established, which is to function as Central Clearing House in the future. The Flemish Region developed instruments to boost consumer confidence (citizens and companies) in the liberalised electricity and gas market. Through an Internet tool (V test) consumers can compare the prices as well as the service quality of different electricity and gas suppliers.

² http://www.vlaanderen.be/sites/default/files/documents/septemberverklaring_2012.pdf

The competition on the retail electricity and gas market is moving in the right direction in the Flemish Region:

- In 2011, 62.07% of all the electricity supplies (still 66.40% in 2010) were carried out by the GDF Suez Group (this was still 75.76% in 2004, the first year of the liberalisation).
- The share of the total number of access points that switched to a different electricity supplier each year (the switch rate) is substantial and even doubled during the past year. In 2012, this rate amounted to 16.47% (8.16% in 2011) for electricity and 18.89% for gas (9.22% in 2011).
- The number of active suppliers is rising each year. On 1 August 2012, 28 electricity suppliers and 23 gas suppliers were active in the Flemish Region. Last year, on 1 August 2011, these numbers were 25 and 22 respectively.

With regard to enhancing competitiveness, it can be stated that a productivity offensive is one of the explicit objectives of the **New Industrial Policy**. This policy includes an economic pillar which focuses on the Factory of the Future as the pivot of the new productivity offensive. This productivity offensive is to structurally enhance the competitiveness of the Flemish economy by focussing on cooperation in value chains and clusters.

The Government of Flanders continues to invest in training and education to increase labour productivity and competitiveness. In 2011, 7.5% of the people aged between 25 and 64 took part in a training course for purposes of work or personal interest, which is 0.7% percentage point less than in 2010. For this reason, Flanders will make great efforts to **increase training participation** in 2013. In implementation of employment agreements with the social partners a growth path is laid out for the **individual vocational training in companies**. The objective is to achieve 15,500 such training courses in 2013 (in 2012, almost 12,000 were started). The training voucher instrument also continues to account for a large number of participants in labour market oriented training in Flanders: in 2012, no less than 116,315 training vouchers were issued.

During the next year this vision will be further shaped through the development of a new framework for external career guidance. In the summer of 2013, each employee will be able to use a career voucher to think on his or her career. Moreover, the cooperation between training and education actors is reinforced through the further development of **excellent partnerships** to fill vacancies for shortage occupations. Through a European project for predictive labour market research, sectors will be stimulated to achieve a shared vision on competence and training needs. Together with the social partners, Flanders strengthens the training provision that is oriented around employment in shortage occupations and forward-looking jobs.

In 2013, the automatic matching will be improved through the launch of a database (**Competent**) which contains professional competence profiles and in which the VDAB will embed its service. This launch is a major step in the evolution towards a competence-oriented labour market.

2.5. Reducing greenhouse gases

On 1 February 2013, the Government of Flanders adopted the **concept memorandum 'Flemish Climate Policy Plan 2013-2020'**. The Flemish mitigation plan, which is part of it, aims to reduce greenhouse gas emissions in Flanders between 2013 and 2020. Measures are put forward for several sectors (mobility, buildings, agriculture, (non-ETS) industry, (non-ETS) energy, waste).

As far as mobility is concerned, the (non-ETS) transport sector accounted for an emission of 16.1 Mton CO₂-eq. or 32% of the total Flemish non-ETS greenhouse gas emissions in 2010. The largest share of this 16.1 Mton originates from passenger transport by road (45.5%), followed by freight traffic by road (34.5%), shipping (3%) and fuel correction (17%). In order to reduce emissions by the transport sector, efforts are made to con-

trol the number of vehicle kilometres by road, to improve the environmental characteristics of the fleet of cars and their fuels, and to promote energy-efficient driving (including speed control and infrastructure).

To achieve the necessary control of the number of kilometres travelled by road, a very extensive range of measures is introduced and further developed within the **Mobility Plan for Flanders**. This plan is currently under development and is scheduled to be adopted by the Government of Flanders in 2013. The largest reduction potential can be found in a **tangible road pricing system**, such as the introduction of a differentiated kilometre charge for passenger traffic (on top of the kilometre charge for freight) with sufficiently high rates. For this reason, work is done to introduce a differentiated kilometre charge for trucks by 2016. In connection with this a trial project will also be set up for the planned technical scalability of this system to passenger cars. Also during this term of office (2009-2014) the three Regions want to start a trial project for passenger cars that mainly focuses on behavioural effects.

Additional measures are introduced to invest in alternatives to car ownership and car travel through teleworking, the promotion of satellite offices and the support of sustainable mobility projects, a modal shift, the development of bicycle facilities (integrated bicycle investment programme), public transport and transfer points, and the implementation of the STOP (walking, cycling, public transport and private transport) principle, with specific attention to co-modality.

Within the forums of Flanders Land Logistics further efforts are made to optimise the logistics chain, to improve the intricate distribution system, to foster initiatives regarding green logistics/return logistics and to maintain and attract logistic activities with high added value.

In order to improve the car fleet, sufficient tax and financial instruments will be provided as well as communication, greener fleets (public transport, taxis, Flemish administration), a greener logistics sector through Flanders Land Logistics, and the promotion of the use of alternative vehicles (electrical and gas) and fuels (electricity and biofuels). The action plan 'green transport' of De Lijn (more hybrid buses, trial projects with electric-powered buses, action plan on ecodriving,...) will be implemented in different phases. In conformity with the European Transport White Paper it is aimed in the long term to establish a low-carbon car fleet. This requires far-reaching technological measures, such as the switch to electrical vehicles.

In order to effect changes in driving behaviour, the driving test and driver training are reformed and measures are taken with regard to speed control, traffic flow and speed systems that are oriented towards an optimal traffic flow and the enforcement thereof.

Incentives are provided for the use of inland navigation. The necessary measures are also taken as specified in the '3 E Inland Navigation' ('3 E' stands for Economy, Ecology and Emission) action plan and the Mobility Plan for Flanders which is in the process of being drawn up. Greater efficiency will be realised in shipping, among other things in implementation of the '3 E Inland Navigation' action plan, the development of a regulatory and logistic framework for Liquid Natural Gas, both for inland and maritime shipping, and the development of shore-side electricity.

3. Progress in the realisation of the Flemish Europe 2020 targets

3.0. Current status with regard to the Flemish Europe 2020 targets

	2008	2009	2010	2011	2012	compared to (reference year)	2020 target	
							standard	distance
Gross domestic expenditure for R&D (%)	2.06	2.12	2.29	2.40		+0.28 ppt. ↑ (2009)	3	0.60 ppt
Early school leavers (%)	8.6	8.6	9.6	9.6		+1 ppt ↑ (2008)	5.2	4.4 ppt
30 to 34-year-olds with higher education diploma (%)	43.6	43.1	45	42.3		-1.3 ppt ↓ (2008)	47.8	5.5 ppt
Employment rate among total population (%)	72.3	71.5	72.1	71.8	71.7*	-0.4 ppt ↓ (2010)	over 76	4.3 ppt
Greenhouse gases non-ETS according to ETS scope 13-20 (kton)	46,069	45,473	47,563	42,825		-4.8% ↓ (2005)	Division between Regions is necessary 39,689**	
Gross domestic energy consumption (PJ)	1618	1536	1677	1582			***	
Renewable energy in final energy consumption (%)	2.2	3.0	3.5	3.8			Division between Regions is necessary ****	
Composite indicator (% people in poverty or social exclusion)	15.2	14.6	14.8	15		-0.2 ppt ↓ (2008)	10.5% (*) =-30% persons compared to 2008)	4.5 ppt
% children with a standardised available household income under the poverty risk threshold after social transfers	9.9	9.8	11	10.4		+0.5 ppt ↑ (2008)	5.5% (=-50% children compared to 2008)	4.9 ppt

* Is an average of quarter 4/2011 through quarter 3/2012.

** Indicative non-ETS objective (source: draft Flemish Mitigation Plan 2013-2020).

*** The Government of Flanders aims to save at least 9% of energy in 2016 on the basis of the average final energy consumption (2001-2005), in accordance with the objective of the Energy Efficiency Directive.

**** Flanders has set itself an objective of 20.5% by 2020 for the gross share of green power in the electricity supplies that are subject to certification. This corresponds to 11% of the electricity consumption. The total objective is calculated on the final energy consumption (including transport and heat).

Flanders has defined its own targets for each of the 5 Europe 2020 objectives. Each year, it is examined in the Flemish Reform Programme whether Flanders is making any progress towards these targets. Despite the current economic crisis afflicting the European Union, it can be established that **Flanders is holding up rather well**. During the past year progress has been made with regard to the climate and energy targets. However, the objectives are not yet realised. The Government of Flanders' efforts to earmark more funds for R&D have been worthwhile: a percentage of 2.40 was achieved in 2011 (compared to 2.12 in 2009), which is the

highest figure ever and an increase of more than 13% compared to 2009. With regard to the employment rate targets we are still below the pre-crisis level of 2008. In the field of education Flanders is meeting the European objectives. However, we are stuck as far as the number of young people leaving school without any qualifications is concerned. For poverty, Flanders is also in line with the European objectives. However, no progress was made during the past year.

The **employment rate** remains stable and amounted to 71.7% in 2012. This means that Flanders scores better than the Belgian and European averages. Still, the employment rate among specific groups continues to be a point of concern. Flanders did achieve the milestone of 40% for the over-55s, however.

Flanders chooses to keep investing in **research and development**, even in financially challenging times. The additional funds that were invested resulted in an overall investment of 2.40% (an increase of over 13% compared to 2009) of the GDP in R&D in 2011. Both public and private R&D expenditures are rising, although the increase in private investments is more pronounced and amounted to 1.64% in 2011 (compared to 1.53% in 2010). During the past years the figures regarding **education** have somewhat stagnated. In 2012, 42.3% of the 30 to 34-year-olds had a **diploma of higher education**. One point of focus is definitely the fact that the number of **early school leavers** remains at 9.6%. Although this is better than the Europe 2020 objective of 10%, it is still far from the Flemish target of 5.2%.

With regard to the **climate and energy objectives**, Flanders is making progress. Although the burdens regarding greenhouse gases (non-ETS) and renewable energy are still to be divided within the Belgian State, the Flemish figures are evolving quite positively. On the basis of provisional figures, the **total greenhouse gas emission** in Flanders decreased to 76.8 million tonnes in 2011. The non-ETS greenhouse gas emission in 2011, which was corrected in keeping with the ETS scope 2013-2020, was reduced by 4.8% compared to the reference year 2005. As regards **renewable energy**, Flanders aims to achieve the target as much as possible, and preferably completely, within Flanders itself. In Flanders, the share of renewable energy in the final energy consumption increased from 2.2% in 2008 to 3.8% in 2011. With regard to the share of green power in the electricity supplies that are subject to certification, Flanders has already set itself the target of 20.5% by 2020. In terms of the **reduction in energy consumption**, updated calculations show that, by late 2016, a 13% saving in energy consumption can be realised. In other words, Flanders is right on schedule.

In 2011, 15% of the Flemish people lived in **poverty or social exclusion**. As a result, Flanders (together with the Czech Republic) scores best of the whole EU27. In the field of **child poverty**, figures vary between 10 and 11%. Here as well, Flanders is heading the European ranking.

3.1. Employment rate

Earlier we discussed the measures which the Government of Flanders is taking to implement the country-specific recommendations relating to the labour market and the increase of the employment rate (with special focus on underprivileged groups). These measures are mainly intended to:

- prevent over-50s from leaving the labour market early;
- achieve an effective activating labour market policy through a customised target group policy and a focus on underprivileged groups;
- introduce a youth work guarantee and reduce youth unemployment;
- increase interregional mobility.

These measures are designed to help increase the employment rate in Flanders.

3.2. Education

Through the career agreement of 17 February 2012 a number of measures are introduced which are to reduce early school leaving and which fit in with the broader objective of improving the quality of education and training systems. Work is currently done on a new comprehensive strategy to prevent early school leaving, which will be translated in an **action plan to reduce early school leaving**.

The **Flemish Parliament Act on learning and working** (of 10 July 2008) outlines full-time compulsory education for all young people up to the age of 18. The registration of the participation of the young people involved in the various possible stages in view of a full-time engagement in the learning and working systems currently provides useful policy information. In 2013, the Government of Flanders will carry out an evaluation of the Flemish Parliament Act.

Also in 2013, further work will be done on the **preparation of a secondary education reform** which is to provide structural answers to the causes of early school leaving as well as to increase the performance of those who achieve the best results.

The Flemish Parliament has adopted the **new system of quality assurance and accreditation in higher education**. Meanwhile, the implementation of the second round of course accreditations has started. This second round will concentrate more than before on the achieved learning outcomes.

3.3. Research and development

The Government of Flanders is sustaining its **strategy for research and development and innovation** which is aimed at achieving the target of 3% R&D expenditure/GDP by 2020. As part of a growth path for 2012-2014 (adopted in 2011), the net expenditure in 2011 and 2012 increased by 65 and 60 million euros respectively. For 2013, an increase of 62.5 million euros is planned for R&D and innovation (32.5 million euros of recurrent funds and 30 million euros of capital). The largest budgets include 20 million euros for a new clean room at IMEC, 10 million euros for SOFI, 10 million euros for the spearheads and 12.5 million euros for the academisation funds. The concept memorandum 'Innovation Centre Flanders' gives an impulse to the Flemish targeted innovation policy by linking it to the great future economic and social challenges. It defines 6 innovation hubs within which diverse initiatives have been taken in 2012. Flanders is now also introducing the measures that are required to **complete the European Research Area**:

- The mobility of researchers (Odysseus, Pegasus, bilateral with FWO);
- Flanders especially keeps abreast of any recent evolutions in joint programming (own funds are gathered together to achieve lever effect), key enabling technologies or KETs, the Future and Emerging Technology Flagships (FET Flagships) and ESFRI. In late 2011, the Government of Flanders gave the go-ahead for Flanders' participation in and contribution to the development of four pan-European research infrastructures (ICOS, LIFEWATCH, ESS and SHARE). Moreover, the Government of Flanders allocated a higher grant for special research infrastructure to the Hercules Foundation in 2013. As a result, a grant could be given in early 2012 to the Flemish consortia responsible for the realisation of the Flemish contribution to these four projects.
- At the Interministerial Conference for Science Policy of June 2012, agreements were made about the participation in the EU programme ESFRI by experts from Belgian knowledge institutions, and about a better exchange of information between the governments involved in science policy. At this conference the participation, requirements and support for these four consortia as well as for a fifth initiative (PRACE) were mutually agreed with the other Belgian governments involved.
- In January 2012, a colloquium was organised in the Flemish Parliament on the Flemish Europe Platform where the Flemish interests in the EU in the field of science policy were discussed, among other things.

- A cooperation agreement for 2012-2016 was concluded with the Research Fund - Flanders. The increase in the fund's budget facilitates a more efficient response to European initiatives.
- A concept memorandum on the Flemish strategy for international and EU cooperation in research and innovation is currently under preparation.

In late 2012, a first joint ministerial council took place in Namen between the Government of Flanders, the Walloon Government and the French Community Government. This ministerial council adopted an action plan which focuses on economic recovery through R&D with joint actions by Flanders, Wallonia and the French Community. These actions are focused on three priorities: the launch of joint project calls, stronger cooperation between the actions of the Regions and Communities and the adoption of joint positions, more specifically at the European and international levels.

3.4. *Climate and energy*

The Government of Flanders regards the environment and energy targets and the underlying instruments for energy consumption reduction, environment-friendly energy production and resource efficiency as levers for a greener economy (green growth). Flanders is taking the following measures in this context:

- measures to **reduce greenhouse gas emissions** (the draft Flemish Climate Policy Plan was adopted by the Government of Flanders on 1 February 2013 and the Flemish Climate Policy Plan 2013-2020 is to be adopted in the course of 2013);
- measures to **promote energy efficiency** (in this context we can refer to the third action plan on energy efficiency which is currently under preparation, the action plan on nearly zero-energy buildings, the stricter energy requirements and the compulsory integration of renewable energy in new buildings, the quality improvement and extension of the sphere of action of energy experts and energy certification of existing buildings, the Energy Renovation Programme 2020, the renewal of energy policy agreements with industry, the reform of the ecology premium (EP-PLUS), etc.);
- measures to **increase the share of renewable energy and cogeneration in the final energy consumption** (Action Plan on Renewable Energy 2020/2050, the preparation of the Heat Plan for Flanders, the practical implementation of the Wind Plan for Flanders, the training certification of fitters, etc.).

The final components of the energy policy are the communication actions, the financial support measures and the enforcement. The combination of energy measures with a positive environmental impact, price mitigations as a result of energy market operation and additional social corrections are used to combat energy poverty (social roof insulation projects, the provision of guarantees for energy investments by specific target groups, etc.).

3.5. *Poverty*

In 2012, the Government of Flanders worked hard in this field and took the necessary measures. In this context particular attention can be drawn to the measures taken to combat **child poverty**. The action programme to combat child poverty was extended in 2012 and reinforced with the findings and recommendations from a STUDIO on child poverty. On 20 April 2012, the **Flemish Parliament Act on the childcare of babies and pre-schoolers** was adopted as well. In implementation of this Flemish Parliament Act the Government of Flanders will define rules and duties regarding the social function of childcare, among other things in view of an admission policy in childcare facilities that is tailored to vulnerable households.

The Government also introduced a **poverty quick scan** which has been linked to the obligatory regulatory impact analysis as of 1 March 2013. After Ireland, Flanders is the first region to have introduced such a quick scan.

On 25 January 2013, the Government of Flanders adopted a concept memorandum '**Automatic allocation of social rights: proactive service provision**'. This memorandum includes concrete proposals for accelerating the automatic allocation of a number of social rights.

Within the framework of **health promotion and the closing of the health gap** in Flanders a decree will be drawn up on partnerships for practical implementation in first line care. A specific component will be dedicated to district health centres as partnerships that are specifically targeted on people in poverty. In 2013, the recognitions of the partnerships will be granted.

In 2012, the Government of Flanders reached important decisions regarding **energy consumption reduction, the fight against energy poverty and affordable housing**. On 7 September 2012, the Government of Flanders lent its approval to an extension of the protective measures in order to increase the focus on avoiding the build-up of energy debts. The Government imposed the obligation on network operators to carry out social roof insulation projects as of 2012 and in July 2012 it decided to extend the target group. At cruising speed **3,000 social roof insulation projects** could be executed each year. 28.5 million euros have also been earmarked to make the social rental market more energy efficient. As of 2014, energy scans will only be carried out for socially vulnerable groups.

In the context of the fight against poverty Flanders also devotes great attention to '**living**'. The provision of preventive assisted living is extended and residential, health and welfare bodies and local administrations are cooperated with. In 2013, funds are made available for the start-up of local or regional networks which are concentrated specifically on young adults. In 2012, the **rent grant** became operational for tenants who are at least 5 years on a social housing waiting list. The following amounts will be reserved for this: 8.76 million euros (in 2012), 8.97 million euros (in 2013) and 8.66 million euros (in 2014). Today, Flanders is working on the establishment of a fund to reduce evictions.

Efforts are also made to close the gap to the **labour market**. In late 2012, for instance, the Government of Flanders adopted the strategic plan 'Promoting Literacy' (which puts central focus on language, mathematics, ICT and finance). The activation of job-seekers with poverty issues is tackled through **specific pathways for people in poverty**. In December 2012, 1,216 pathways were started up and/or completed over the years (69 in 2010, 496 in 2011 and 555 in 2012). For 2013, an extension is planned of the number of pathways for people in poverty in implementation of the agreement on 'jobkorting (Flemish employment income tax deduction): from a minimum of 750 to a maximum of 1,200 pathways to be started.

4. Additional reform measures and the use of the structural funds

Apart from the measures which the Government of Flanders is taking to realise the Europe 2020 objectives and country-specific recommendations, it is also designing a number of additional reform measures to make the Flemish economy more competitive. Another important challenge pertains to the structural funds in the new programme period 2014-2020.

4.1. Efficient and effective government

First of all, we can refer here to the measures from the Government of Flanders to achieve **efficient and effective government**. In order to make the Flemish administration more decisive, further focus is placed on the implementation of the programme '**Decisive Governance**'. Generally, this will also help create a more enterprise friendly environment.

In order to accelerate the procedures for investment dossiers, a draft framework Flemish Parliament Act on the **Environment Permit** will be submitted for approval to the Government in the spring of 2013. This Environment Permit will integrate both urban planning permits and environmental licences. Later on, other themes will be included, such as sectoral authorisations of immovable heritage, the road operator, and the

socio-economic licence. With the Environment Permit the Government of Flanders further builds on an enterprise friendly climate, with an efficient and solution-oriented government as back-up.

In 2010, the Government of Flanders gave the go-ahead to the introduction of the **policy and management cycle** in local administrations. This is a comprehensive system of planning (multi-annual plans, budget), recording (accounting) and reporting (revenue and expenditure account) which will be generally applied for all the municipalities, public centres for social welfare and provinces as of 2014. In 2012, the policy and management cycle was adjusted: the scope of this reform was extended. Now, local administrations will be able to report digitally on their multi-annual plans, budget, revenue and expenditure account and cash receipts. The implementation of the policy and management cycle will be prepared by each of the local administrations in the course of 2013.

Through this comprehensive change process, each individual municipality, and the Flemish administration as a whole, will, from 2014 onwards, have a better insight into the structural sustainability of the local finances. In this way the reporting obligations on the Flemish local administrations which were imposed by Europe and which have become stricter since the introduction of the Six Pack and Two Pack measures can be complied with.

4.2. A competitive and sustainable economy

The growing funds and measures regarding the completion of the European Research Area have already been mentioned earlier. The following initiatives are also important for this chapter:

Within the themes of the **Innovation Coordination Groups** diverse initiatives were taken. In the context of the priority of social innovation, for instance, IWT support has been approved for the establishment of a new innovation platform, the 'Social Innovation Factory'. A call for social innovation has been launched as well. In addition, a Care Innovation living lab is supported and a new research programme for translational medicine is introduced for the care innovation hub. In the field of sustainable mobility, 5 living lab platforms for electrical vehicles have become fully operational in 2012. New multi-annual agreements have also been approved with CMI (bio-based and medical innovation) and SIM (materials) which receive support from the Government of Flanders.

Multi-annual management agreements have also been entered into for the period 2012-2016 with the **Flemish strategic research centres** VIB (biotechnology), IMEC (nanotechnology), IBBT (currently iMinds, ICT technology). These agreements focus specifically on their contribution to the valorisation of research outcomes and to the Flemish economic fabric in general.

Since 2012, the new **SOFI Fund** has invested in several spin-off companies that were established on the basis of research carried out within the 4 Flemish strategic research centres (IMEC, VIB, VITO and iMinds). From 2013 onwards, the SOFI Fund can also support spin-offs that originate from research that was carried out at the Flemish universities and colleges of higher education. Moreover, the budget is raised by a net amount of 10 million euros.

The Government of Flanders thus further invests in a **competitive and sustainable economy**. The measures it has introduced in the context of the **New Industrial Policy** <http://www.nieuwindustrieelbeleid.be/home>) take a central place in this. The New Industrial Policy creates the conditions and stimulates the change process that is required to innovate existing and develop new industrial activity. The policy consists of four pillars: an economic pillar (Factory of the Future), an innovation pillar (transformation through innovation), the social pillar (competence development and labour organisation), and the infrastructure pillar (supportive infrastructure). The **TINA Fund** for support to transformation through innovation was established in late 2010 and manages 200 million euros of risk capital for consortia. For the moment, six dossiers have been approved, totalling 62.8 million euros. On the other hand, there is 133.8 million of private funding. Nine dossiers are in the pipeline for an amount of 35 million euros. Fifteen dossiers are under preparation.

The Government of Flanders wants to create a new industrial fabric in Flanders, as specified in the **New Industrial Policy**. The economic pillar of this policy focuses on the Factory of the Future as the pivot of the new productivity offensive. This productivity offensive is to structurally enhance the competitiveness of the Flemish economy by investing in cooperation in value chains and clusters. Two calls were launched for the **Factory of the Future**, for a total amount of 15.4 million euros. On 8 March 2013, the Government of Flanders adopted the concept memorandum '**A smart specialisation strategy for a targeted cluster policy**'. Companies should work together in 'clusters' across the boundaries of traditional sectors with knowledge institutions, education, other enterprises and the government. In 2013 and 2014, trial projects will be set up for step-by-step plans that are aimed at smart specialisations in clusters. The innovation platform for sustainable chemistry, FISCH, is used as model in this respect. Also in 2012, a new covenant was entered into for **Flanders' Drive**, the transformation and innovation platform for the automotive industry in Flanders.

Flanders continues to invest in **more and stronger entrepreneurs** (including an updated action plan on entrepreneurship and the new action plan on entrepreneurship education 2011-2014), more growing enterprises (such as the gazelle leap for growth companies), and the provision of instruments that facilitate company investments, such as the adjustment of the strategic training and investment aid. A concept memorandum on **Strategic Transformation Support (STS)** was approved by the Government of Flanders in mid-2012. On 21 December 2012, the Government adopted in principle the decree that governs the allocation of strategic transformation support. This concerns the support of major investment and training projects which contribute to a stronger economic fabric in Flanders. The aim is to embed this regulation in the concept of the New Industrial Policy. On 8 March 2013, the Government of Flanders decided to adjust the **SME portfolio** so as to make more customised support possible. This will allow Flemish entrepreneurs to receive support for coaching projects around certain policy-relevant challenges in SMEs by recognised service providers. The support in the coaching pillar amounts to 50%, with a maximum grant of 10,000 euros. In 2013, 38 million euros were earmarked for the SME portfolio.

With the **ecology premium** the Government of Flanders wants to encourage companies to invest in environment-friendly and energy saving technologies. In the course of 2012, this **ecology premium (EP-PLUS)** was **reformed** and changed on a number of points: (i) the aid percentages were increased and vary according to the type of investment, (ii) the breakdown of technologies into ecological categories on the basis of their ecology number, (iii) the calculation of the ecological surplus cost. In addition, on 20 December 2012, a new support scheme was started for strategic ecology projects to subsidise investments in green cutting-edge technology. This concerns technologies that cannot be standardised due to their unique company-specific nature and which consequently do not feature on the exhaustive list of technologies of the EP-PLUS support scheme. These are often investments that generate clear ecological advantages (in the field of energy consumption or environment), but which were developed for specific companies so that they do not or cannot feature on the exhaustive list of technologies that is used for the 'regular' ecology premium.

4.3. More people at work in more workable jobs and in careers that last longer on average

The Government of Flanders continues to invest strongly in getting more **people at work in more workable jobs and in careers that last longer on average**. The measures that were taken to increase the employment rate have already been mentioned earlier. The Government also continues to devote attention to more workable jobs. Sectors are encouraged, for instance, to set up actions to increase the **workability of jobs for over-50s** through sectoral action plans that can be concluded as addenda to the new sectoral covenants 2013-2014.

In late June 2012, following a HIVA study, work was done (1) to define the **personal development plan (POP) concept** in Flanders, (2) to designate the tracks for a further targeted incorporation of the POP concept into several transition contexts and (3) to give the go-ahead for the production of a basic version of a digitally supported POP. During the coming year **more regular incorporation** measures will be initiated. For now, these will only be situated in the context of service provision to citizens.

On 1 July 2012, the **ESF call on workability** was launched. The call 'workability' is intended to encourage sectoral training funds to support companies in their pursuit of more workable jobs for employees. The call focuses on projects that are developed around creating workable jobs by influencing at least one of the following workability indicators: work stress, motivation, learning opportunities and work-life balance. In 2013, further work will also be done on the feasibility study for a Flemish instrument for the ability to work and workability at company level.

The Enterprise Flanders Agency provides financial support to self-employed entrepreneurs for the exchange of experiences regarding aspects of workable work in the context of **mentorship projects**.

The Government of Flanders also considers it extremely important to keep working towards a good **work-life balance**. In this respect the measures regarding **childcare** take a prominent place. The Flemish Parliament Act on the Childcare of Babies and Pre-schoolers was adopted by the Flemish Parliament on 20 April 2012. In order to meet the large demand for childcare, the Government of Flanders wants to continue to invest in childcare provision. An increased provision was also entered explicitly as an objective in the Flemish Parliament Act. Within the budgetary possibilities of the Government of Flanders two phases are planned: (i) By 2016, a provision for at least half of the children under three years is to be created. (ii) As of 2020, it should be possible to provide qualitative and affordable childcare to each family that requires childcare within a reasonable term and a reasonable distance.

As long as no childcare is available yet for each child, priority will be given to those children who require the care the most. The Flemish Parliament Act provides additional efforts for vulnerable families, so that childcare becomes affordable for them as well. Licensed organisers of childcare for babies and pre-schoolers, for instance, will receive an additional grant from Kind en Gezin to realise childcare duties that support vulnerable families, such as fighting poverty in families and realising access for those families. Finally, given the fact that the Flemish Parliament Act mentions the affordability of childcare for parents, further investments will be made in childcare with an income rate. However, there will also still be childcare facilities that charge a free rate which is not income-related. Childcare with grants for places where an income-based rate is paid will also have to follow certain rules of priority when allocating those places.

Flanders also makes efforts to eliminate the career gap between men and women. This should result in a **Flemish action plan for combating the career gap** in 2013.

4.4. High-level quality of life

The most important measures that are to contribute to reducing the number of people living in poverty or social exclusion and to halving child poverty have already been mentioned above. The Government of Flanders also invests in guaranteeing equal opportunities and fighting discrimination. In addition to an inclusive policy, the Government of Flanders also pursues an **active civic integration policy for newcomers**. Newcomers in Flanders are given assistance in view of increased autonomy and participation in society, especially through work. To this end, the welcome offices and the VDAB are cooperated with. The Flemish civic integration policy consists of social orientation classes, Dutch as a second language classes, career orientation, and individual pathway guidance.

4.5. Contribution of the European structural funds

As far as the **structural funds** are concerned, the **programme period 2007-2013** is coming to an end. For Flanders, the cohesion objective 'regional competitiveness and employment' (Objective 2) and 'European territorial cooperation' (Objective 3) are relevant. The absorption rates for the period 2007-2013 are very high (about 100%) for the operational programmes for both ERDF and ESF (Objective 2). As far as Flanders' use of EU structural funds for territorial cooperation (Objective 3) is concerned, the fact is that, within the framework of Interreg, Flanders is co-initiator and participant in 9 Interreg programmes (joint ERDF budget of 1.3

billion euros) with neighbouring regions and countries, as well as with the other EU Member States. In total, the Government of Flanders contributes 118 million euros of ERDF funds to these programmes.

In 2012, the Government of Flanders defined a number of benchmarks for the next **programme period 2014-2020**. The programmes that are developed will be oriented towards sustainable growth, place-based development and jobs, as well as subscribe to the Europe 2020 objectives and the Flanders in Action programme. The following operational programmes will be developed in Flanders: ESF programme (European Social Fund), ERDF programme (European Regional Development Fund), EAFRD programme (European Agricultural Fund for Rural Development) and EMFF programme (European Maritime and Fisheries Fund). In addition, a framework will be created for the Interreg programmes which will serve as the basis for discussions with the other Member States involved.

Annex 5: Contribution of Wallonia and the Wallonia-Brussels Federation

1. Introduction

The Governments of Wallonia and the Wallonia-Brussels Federation are intensifying their efforts to implement the main areas of reform identified in the previous NRPs. Emphasis is placed on realising the Marshall Plan 2.Green support for economic recovery, competitiveness and sustainability of the economy, in particular through R&D, innovation and development of skills.

In 2012, particular attention was paid to **the effectiveness of policies**. Firstly, reforms, in terms of **rationalisation of structures and simplification**, have been continued or initiated to benefit users and specifically businesses. Secondly, efforts are continuing to be made with regard to **development of synergies between stakeholders, areas of intervention and authority levels**. In this respect, **synergies between Wallonia and the Wallonia-Brussels Federation**, as well as **collaborations with other federate bodies** have been intensified. Secondly, links with **European policies** and in particular, flagship initiatives from the Europe 2020 Strategy have been strengthened. That is translated by involvement with processes and various European projects. Finally, different **evaluations** have been conducted or launched in order to guide reforms.

Furthermore, the implementation process for the sixth State reform and review of the finance law are currently underway. In this context, a process of reflection has been launched in order to meet the challenges in the longer term (Strategy with 2022 deadline). This work will result in solid proposals during 2013.

2. Implementation of recommendations by country

2.1. Recommendation N°1: Public finances

Since 2009, Wallonia and the Wallonia-Brussels Federation have been faced with the consequences of the financial crisis, the loss of confidence in sovereign debts and current weakness in economic growth. The weakness in growth of Gross Domestic Product has a direct effect on development of institutional income of Wallonia and the Wallonia-Brussels Federation, as well as growth of fiscal revenue particular to Wallonia.

Since 2009, the Walloon Government and the Government of the Wallonia-Brussels Federation have been firmly committed to balancing the budgets of the two Entities by 2015. This commitment is clearly illustrated in the overall budget path presented by Belgium in April 2012 in its 2012-2015 Stability Programme (which brings the deficit below the level 3% of GDP from 2012 and forecasts budget balance in 2015).

In 2010, 2011 and 2012 Wallonia and the Federation set more ambitious targets than those expected by the Federal State, thus accelerating the pathway back to fiscal balance. In 2011, the Governments of Wallonia and the Federation aimed for a maximum deficit of €-563 million that is €252 million better than the target set by the Federal state (€-815 million). This margin has enabled Wallonia to take responsibility for a €207.5 million intervention in favour of Holding Communal, one of the main shareholders of Dexia SA, in the more general context of intervention of the Belgian and French states in favour of Dexia SA, whilst at the same time respecting the official target allocated to Wallonia and the Federation under the 2011-2014 Stability Programme.

When developing the 2012 budget, the Governments of Wallonia and the Federation specified the following budgetary targets for years 2012 to 2015:

Million €	2012	2013	2014	2015
Financial requirement (Wallonia+W-B Federation)	-461.6	-338.1	-169.0	0.0

The target for maximum deficit for 2012 (€-461.6 million, that is 2.8% of revenues from Wallonia and the Federation, with reference to the target of the 2011-2014 Stability Programme to limit the Belgian deficit to 2.8% of GDP for the same year) is once again more ambitious than that officially expected by the Federal state (that is €-571 million), and this is up to more than €109 million.

The 2012 and 2013 targets were confirmed at the time of two adjustments to the 2012 budget and when the initial 2013 budget was developed. Bearing in mind the net economic slowdown and its consequences for regional and community revenues, this confirmation has required a budgetary effort of over €595 million, including nearly €573 million on the two entities' primary expenditure, in the context of the second adjustment of the 2012 budget and of the initial 2013 one.

This effort is added to the vast savings plan implemented in Wallonia and in the Federation since 2009 to ensure the return to fiscal balance in 2015. Among other items, this plan includes the freeze (zero nominal growth) in numerous primary expenditure items to which several successive reductions have been added. In Wallonia, these reductions have been reduced by -5% in 2012 and -3% in 2013; in the Federation, they have been reduced by -3.8% in 2012 and by -5% in 2013. Operating grants and subsidies of para-regional and para-community bodies have also been frozen since 2009 in nominal terms, except for off-setting. In the Federation, when adjustments for 2012 were made and the 2013 budget was set, some mandatory mechanisms were modified in order to limit changes in operating methods allocated to certain structures to the expected growth level of actual GDP.

2.2. Recommendation N°3: Financing businesses

Improved **access to finance for SME** is one of the priorities of the Marshall Plan 2.Green, and various measures have been developed in this area since the start of the term. Wallonia is working both on increasing available capital and on demand, and is developing its partnerships with the private sector.

In the context of the economic crisis and the growing difficulties for SME and the self-employed to access bank credit, appropriate responses have been developed, in dialogue with the banks (guarantees and loans, combined product, credit mediation).

Another favoured area covers SME developing innovative projects (spin-offs, technological and non-technological innovation, in particular emerging from poles of competitiveness, prototyping and placement in the market). In this context, Wallonia is also developing its action in connection with funds or funds from private equity funds.

Furthermore, in the context of the **Walloon SBA (Small Business Act)** launched in 2011 (see section 4.2), the financing of SME was identified as a priority and new ideas are currently being examined, including recourse to European finances (BEI (European Investment Bank)/FEI (European Investment Fund)), facilitating mobilisation of private savings to finance SME, development of "investment readiness" support measures and facilitation of recourse to bank credit. The second SME Parliament provided an opportunity for discussion with SMEs and their representatives on this subject and a dialogue is underway with the banking world.

Recently adopted concrete measures are detailed in Chapter 4.2.

As mentioned above, Wallonia has also intervened in favour of Holding Communal, one of the main shareholders of **Dexia SA**, in the more general context of intervention of the Belgian and French States in favour of the bank.

2.3. Recommendation N°4: To stimulate competitiveness and create jobs

The objectives of stimulating competitiveness and creation of businesses and jobs are at the heart of the **Marshall Plan 2.Green**. This makes up the general framework of a **coherent and integrated industrial policy**. The policy of poles of competitiveness and clustering form the central axis of this policy to which are connected measures regarding financing and support of SMEs, stimulation of R&D&I, development of skills, attracting investors and support for exports, development of infrastructures, ICT and simplification of administrative procedures.

Above all, the Marshall Plan 2.Green aims to give a boost so that Wallonia can be involved in a process of **making its economy green**, so that new opportunities may be seized, but also to make it **more efficient in its use of resources**. Various initiatives of sustainable industrial policy are currently being developed in this framework.

The Marshall Plan 2.Green is voluntarily linked with European policies and guidelines. The main developments are detailed in chapters 3 and 4.

2.4. Recommendation N°5: Employment market and links with education and training

The Marshall Plan 2.Green places emphasis on **developing the value of human capital by mobilising stakeholders in training, teaching and employment**. Priorities developed in this context are young people and those with few qualifications, development of training provision in consultation with local stakeholders (“labour market and poles of synergies”), development of dual education, improved guidance and increased power for mechanisms enabling skills to be validated and recognised.

Other, recent measures aim to facilitate transitions in the areas of education and professional training, including in particular job-training mechanisms, validation of acquired experience, and educational “leave”.

In the same way, “intersecting policies” have gradually been introduced in recent years: French-speaking department of occupations and Qualifications, Consortium for skills validation, skills centres and Centres of advanced technologies both for pupils and vocational training teachers (“enseignants de l’enseignement qualifiant”) and for adults in training.

In this context of policy coordination, it is appropriate to mention work connected to the adoption of the **French-speaking Qualifications Framework (CFC)**. This tool will support improved transparency of qualifications for all stakeholders involved and should ensure greater cohesion between education, training and employment. It will be finalised during 2013 and the European Qualifications Framework (EQF) referencing report will be sent to the European

Commission within the same period. The French-speaking framework will include eight levels defined by common descriptors meeting the specific elements of the education system, as well as training and validation system in French-speaking Belgium. Diplomas and certificates issued in teaching as well as professional training certificates leading to an occupation and to a job will be positioned in the Framework. Furthermore, the Walloon government has continued implementation and **strengthening of its active policy for insertion in the job market**.

These areas have been developed as a result of the reforms clarified in chapter 3.

2.5. Recommendation N°6: Competition in network industries

On 4 December 2012, on its first reading, the Government approved an “Electricity Decree”. One of the aims of this reform is to offer consumers better protection, in particular by broadening social measures. Furthermore, Wallonia has given itself the tools to allow integration of low cost renewable energy and the arri-

val of intelligent networks. This reform also opens the way to the creation of new closed professional networks for businesses.

This new bill reinforces the regulator's competences and independence. Cooperation with the other regional and federal regulators in the electricity and gas markets and with the European Commission is also strengthened. Finally, the creation of a general council is forecast. It will be a true platform for discussion between the stakeholders, including consumer representatives.

2.6. Recommendation N°7: Reduction of CO₂ emissions

On 4 December 2012, on its first reading, the Walloon Government adopted a **Climate Decree**. This aims to establish targets for reducing greenhouse gas emissions in the short, medium and long term, and the implementation of instruments in order to achieve them. This decree will enable Wallonia to meet its commitment for reducing greenhouse gas emissions by 30% between now and 2020 and by 80 to 95% between now and 2050 in relation to 1990 emissions. In concrete terms, the decree sets the pathway for reducing greenhouse gas emissions via the "emissions budget" mechanism: the Government will set these emissions budgets for a 5-year period in the same way it sets its financial budget. These five-year budgets will be developed 12 years in advance in order to create a clear and transparent framework that will secure our economy and allow markets to develop in the areas of renewable energy, energy efficiency and production techniques that respect the environment.

The decree covers all sources of greenhouse gas emissions located in Wallonia as well as the six greenhouse gases covered by the Kyoto Protocol. Therefore the decree covers fixed sources that come under the ETS (Emissions Trading Scheme) as well as other sources. However international aviation emissions are not covered by the decree.

The decree also plans for an "**Air-Climate-Energy Plan**" that will list concrete measures enabling the Government to respect its budgetary pathway for emissions. This will combine increased use of renewable energy and a set of energy saving measures in all areas of activity in Wallonia (housing, industry, services, transport of people and goods, agriculture and forestry, waste management and energy transformation).

The **bonus/neutral/malus system** aimed at encouraging eco-responsible behaviour when individuals are purchasing a vehicle continues to have an effect. The determining factor to trigger an incentive (eco-bonus) or additional taxation (eco-malus) is the average value of CO₂ emissions in g/km of the vehicle being purchased. If it is low, it means the award of a type of eco-bonus incentive, if it is medium it is neutral for the citizen and for high levels, it leads to additional taxation when paying road tax.

This system has proved effective, and has brought about significant reductions in the average rate of CO₂ emissions per kilometre driven by new vehicles brought into circulation by individuals. The average rate in 2011 stands at 118.7g for Wallonia, compared to 142.3g/km in 2007.

In 2012, the "clean engines and sustainable mobility" incubator was made available to young innovative companies operating in this sector within the automobile Campus of Spa-Francorchamps. This "Campus" continues to improve the collective equipment of the pole and training of the Post-graduate "Sustainable Automotive Technologies Engineer", in collaboration with the University of Liege (launch of a 3rd year 2012-2013, with improvement based on assessment of the pilot scheme). It is planned that this training should be extended to the degree level.

Regarding reduction of **road traffic**, charging lorries according to kilometres driven will be put in place in 2016, in collaboration with other regions whilst the introduction of a fixed user rate is planned for light vehicles – the electronic vignette system.

Still on the subject of transport, the Walloon Government is continuing its policy for improving **combined transport**. In particular, let us underline the project connecting Liege airport to the TGV-Freight railway line, and investments in the development of autonomous ports.

Finally, regarding public transport, an overall investment plan has been decided upon for **sustainable urban mobility** (Liege, Charleroi, Mons and Namur). In particular, preparatory work for the realisation of the Tram in Liege is ongoing.

3. Objectives of the Europe 2020 Strategy

3.1. Employment

In accordance with European guidelines and recommendations, the Walloon Government is continuing and strengthening its **active policy for entry into the job market**, by targeting in particular the participation of young people and new jobseekers, but also those members of the public who are removed or who have been adversely affected by the crisis. In this context, the mechanism of personalised support for jobseekers has been set up and since 2010 it has enabled over 300,000 to benefit from its support. Public employment and training services have also undergone radical reform by refocusing their missions on priority areas. Furthermore, matching supply and demand of labour is improved by developing lifelong training, with particular attention paid to occupations suffering from shortages and “green” occupations and support for employee mobility.

Finally, the Governments have also paid particular attention to the fight against **youth unemployment**.

3.1.1. Putting in place personalised support for jobseekers

The objective of the reform is to strengthen socio-professional insertion for jobseekers by setting up a unique support process for everyone, taking the form of an advisor for referral and adjusted according to the individual characteristics of those concerned. The decree was published in the Belgian Monitor in January 2012, and its implementation decree was published on 19 September 2012.

Currently, the aim is to take responsibility for:

- In the month after the month of registration at the FOREM (job centre) young people under 25 newly registered after completing school and with at most a secondary-level school certificate of higher secondary-level education ;
- In the 2 months after the month of registration at the FOREM young people under 25 after completing school and with higher education or university qualifications (for the latter contact with a call centre is made from the 1st month);
- At the latest 6 months after the month of registration at the FOREM the other jobseekers;
- Those called up by the ONEM (National Employment Office) outside the support period and offering them less extensive additional support.

Jobseekers targeted by the 2004 cooperation agreement between the Federal State, the Regions and Communities relating to support and to active monitoring of the unemployed are fully covered in the context of the mechanism relating to personalised support.

This personalised support process has gradually been introduced since January 2010 according to a phased introduction of advisors. At the end of February 2013, 490.5 full time equivalent advisors (694 people) are allocated to providing support. In addition to these advisors, we must include the network of FOREM social assistants (20 people, 16 of which full time) who are responsible for those with particular difficulties.

In 2011, nearly 100,000 people benefited from support, including retraining units, of which 22,181 were young people under the age of 25. In 2012, 108,741 jobseekers (excluding retraining units) were provided with support.

Among those being provided with support, particular attention is paid to women (50%), to young people under 25 (35%) and to those with fewer qualifications. Thus regarding the level of the qualification obtained, 47.5% held a basic certificate and/or a certificate in 1st level secondary school education and 37.5% held a certificate in 2nd level secondary school education.

3.1.2. Reinforcing effectiveness of public employment and training services

The public employment service, **the FOREM**, underwent a radical reform with the intention of refocusing on its basic missions (entry of jobseekers into the labour market with a prospect of a sustainable and quality job and satisfaction of employers' recruitment needs), to restructure it as a result and to optimise allocation of means and resources for greater effectiveness and efficiency.

The 2011-2016 management contract and the decree revising the structures of governance and the FOREM's organisational diagram were adopted in 2011, and the decree modifying its organic decree was adopted by Parliament in May 2012. Implementation of the new guidelines provided by the management Contract will take effect over the period 2011-2016.

The reform of the **Walloon institute for dual education and training of independent professions and Small and Medium-sized Enterprises** (IFAPME) is almost finalised. The new management contract for the period 2012-2017 was signed in February 2012 and on the second reading the Walloon Government adopted the draft decree amending the decree relating to the IFAPME in February 2013. This should be adopted at the start of the second quarter of 2013.

The aims of this reform are mainly to place the Institute as the reference stakeholder in Wallonia for professional dual education (training with work placements) and training in business creation and to create a network structure for the Institute and its various centres.

3.1.3. Strengthening policies for lifelong training and mobility

Lifelong training and improvement of balance between supply and demand are the focus of a particular effort from the Governments (see also section 3.3). Firstly, through targeted reinforcement, with the support of structural Funds, training provision, in particular for occupations suffering from shortages, or in demand (green occupations, poles of competitiveness, ICT), and languages. Secondly, through development of training including work placement, of vocational education and closer collaboration with sectors (sector agreements). In this perspective, links between regional and community policies regarding teaching and training are strengthened.

The **"jobs in demand" plan** is made up of three work areas: analysis of skills provided and sought after, adaptation of the supply of vocational education and pre-vocational education and making a connection between supply and demand of skills. The assessment for 2010-2012 is as follows:

- 158,233 jobseekers benefited from an assessment interview with a referral advisor including 85,679 young people under 25;
- 23,541 jobseekers carried out a skills test for jobs in demand, including 3,157 connected to sustainable development;

- 2,381,180 extra hours of vocational training were provided by the FOREM (job centre). Among those, 1,131,767 “green” hours were provided, connected to jobs from the 1st Employment-Environment Alliance;
- Pre-vocational education has been implemented since November 2012, exclusively in green jobs;
- 205,864 job offers have been issued;
- 57,287 jobseekers have taken part in preparation sessions and/or direct meetings with employers;

Through the “Language” Plan financed by the Marshall Plan 2.Green, the Walloon Government places emphasis on **learning languages** (national languages and English) as a factor of **mobility for workers and of openings in Wallonia**. The main audiences being targeted are jobseekers, workers and young people. The “Wallangues (wallanguages)” platform, launched at the end of 2011, has been a real success, with 210,000 people registered to date, well beyond the target of 150,000 registrations (set at the end of 2012). Furthermore, 97,152 training vouchers have also been used in exchange for language learning in 2011 and 89,540 in 2012.

We also note that 274,570 hours of intensive language training have been provided to job-seekers in 2011 and 297,297 in 2012.

Various grant systems are also being developed:

- Linguistic immersion grants intended for jobseekers for work placements in businesses in another community/country or in order to perfect their linguistic knowledge in language schools: 364 beneficiaries in 2011 and 579 in 2012.
- Immersion grants for speakers to stay for a year, or one or two semesters, speaking a foreign language: 409 beneficiaries in 2011 and 459 in 2012.
- The first linguistic immersion grants for students from the IFAPME network were awarded in December 2011. Projects commenced at the start of 2012 and aim to allow students to carry out a work placement in a company or training in a language school. 27 grants were awarded in 2011, and 66 in 2012.
- BRIC grants (Brazil, Russia, India and China) have also been set up for students coming out of higher education or university in September 2012. In 2012, the target of 32 grants was exceeded since implementation, with 40 grants being awarded. At the end of January 2013, 58 courses were already planned. 55 applications were also expected for departures in May or in the second half of the year.

To improve **inter-regional mobility for jobseekers**, the partnership between the VDAB (public employment service of Flanders), Actiris (Brussels-Capital Region), ADG (German-speaking Community of Wallonia) and Brussels Training (Brussels training services) has been intensified. An inter-regional data system was created with the aim of favouring exchange of information on job offers experiencing a shortage of labour. In 2011, the FOREM received 114,070 job offers from the other Regions and issued 55,983. In 2012 the FOREM received 103,213 job offers from other regions and issued 46,478.

Combined VDAB/FOREM teams have also been set up. They carry out active management of positions, select candidates and, where necessary, support them in businesses. They also organise “job dating”, that is, meetings between jobseekers and one or more employers from the same sector or with some SMEs on the same site, with several positions to fill. In 2011, these combined teams managed 5,809 positions for Flemish businesses and organised 52 “job datings”. In 2012 they managed 6,512 positions and organised 49 “job datings”.

Action is also being taken in this direction to develop the framework of cross border cooperation programmes (Innovation and Environment Regions of Europe Sharing Solutions INTERREG) in order to increase integration and stimulate the labour and training market of the areas concerned. Thus, in the context of the Eurometropolis Lille-Kortrijk-Tournai a training and employment Forum is organised (the 2012 event brought together 8,000 participants and 100 Companies providing 450 job offers), and a structural partnership between public employment services has been developed.

3.1.4. Youth unemployment

The fight against youth unemployment is a priority for the Governments. Indeed, nearly 35% of people supported within the personalised support mechanism are young people under 25 years of age. 48% of jobseekers being supported do not have a 2nd level secondary school qualification.

The Marshall Plan 2.Green has developed an integrated approach based on stronger links between training, teaching, employment and companies. In particular the emphasis is placed on qualification with work placements (see section 3.3) and the gradual generalisation of courses to enhance professionalism in the pathway of the jobseekers, in particular for young people. In the context of personalised support, different measures can be proposed to young jobseekers throughout the pathway according to their own situation.

These measures aim to propose concrete answers suited to their specific needs.

In particular, let us mention:

- “Job trials” that enable the target audience to be directly immersed in the reality of unpopular/hard-to-fill occupations and high growth occupations – including green occupations – in the job market. The mechanism put in place by the FOREM has been extended to other operators (IFAPME, EFT (Companies for Training through Work)/OISP (Socio-Professional Insertion Bodies)); from 2010 to 2012, 3,757 jobseekers have benefited from it, including 1,669 who tried out an occupation connected to the 1st Employment-Environment Alliance.
- Sessions, both collective and individual, helping the young person to focus on one or more occupations and identify a professional plan suited to his situation. These sessions also offer the opportunity to draw up a suitable action plan enabling the young person to make this plan a reality (job shadowing, work placements, placements in professional situations);
- Organised distribution of the possibilities the current market offers these young people; emerging occupations and occupations in demand, as well as full information on employment aids, linked to an employer committing to a jobseeker (Activa, WinWin plans, providing financial incentives for the hiring of the first three workers).
- Providing awareness and support regarding possibilities of working in another region (e.g. close collaboration with the VDAB) and information on possibilities of work placements and jobs in other countries, through international mobility advisors from the FOREM (connected to the EURES (European Job Mobility Portal) network);
- Awareness of business creation;
- Guiding some young people towards operators benefitting from specific expertise;
- For the most vulnerable young people, a multidimensional pathway (including social and professional dimensions) that enables problems resulting from the area of professional insertion to be resolved. This pathway may be organised over a longer period (maximum 2 years). The young person may also be referred to a social worker (since 2011);

The measures shown in the “Teaching and training” chapter have also had an impact in the fight against youth unemployment.

3.1.5. Reconciling the work/life balance

Within the context of the Marshall Plan 2.Green, several measures are implemented aiming at a better work/life balance through improvement of local services such as childcare and care for individuals. It is a matter of removing one of the obstacles to investing in a professional career, in particular for women, but also to generate employment.

Firstly, through employment support mechanisms, employment in these structures is perpetuated and strengthened (see section 3.4.1). Secondly, investments in crèches (call for project proposals forecast for 2013) and care homes (53 projects) are increased. Regarding crèches, the Government of the Wallonia-Brussels Federation is working on the “Cigogne 3 (Stork 3)” plan.

3.2. R&D and innovation

The two Governments are continuing their efforts to intensify investment in R&D and in innovation and to improve the effectiveness of policies linked to European guidelines, in particular, the flagship initiative “The Union for innovation”. It is firstly a matter of supporting excellence in scientific research and making Wallonia’s active participation in the European Research Area more robust. Secondly, emphasis is placed on the distribution and development of results of research and innovation in the widest sense within the economic fabric, as well as on improving the functioning of the regional innovation system in all its elements. In this perspective, the implementation of the 2011-2015 Integrated Research Strategy and the “Creative Wallonia” Plan has been continued.

In the context of the **2011-2015 Research Strategy and the Marshall Plan 2.Green**, the following developments are to be ticked off for 2012:

- The “**Wallonia-Brussels Partnership for researchers**” is ongoing and in 2012 a total of over €1.5 million was allocated to its implementation, in particular through support for doctors in the job market, development of doctors in public service, insertion of a “genre” approach in scientific careers and the perpetuation of 10 researchers in the FRS-FNRS. (Scientific Research Fund – National Scientific Research Fund).
- The Government of the Wallonia-Brussels Federation, by decree, recently consolidated the legal and budgetary basis of all **Funds associated with Scientific Research Funds** (FRS-FNRS). That allows financial efforts made by public powers to be continued, as well as the jobs of the researchers.
- Some €5.8 million have been jointly allocated by Wallonia and the Wallonia-Brussels Federation to insert teams of researchers in the **European infrastructures of the ESFRI Roadmap** (PRACE, SHARE, LIFE WATCH, ICOS, BBMRI and ESSurvey.5).
- A second “**Public Private Partnership**” (PPP) call with an indicative budget of €6 million was launched in June 2012. The PPP allows for the financial resources of Wallonia to be put together with those of a company or research institution to meet the requirements of a technological breakthrough in a determined activity sector.
- Several calls for projects connected to the priority themes of the 2011-2015 Research Strategy have been launched:
 - Call to submit projects in “ICT and multimedia to be used for sustainable development”, entitled **GREENTIC** (September 2012), with an indicative budget of €10 million. It involves making ICT greener but also mobilising it for use in a greener development.

- Nearly €40 million were dedicated to R&D projects for **poles of competitiveness** in 2012 (the 8th call for project proposals, dedicated to sustainable development, was approved in November 2012).
 - In the context of the mobilising **RELIABLE** Programme dedicated to intelligent and sustainable electrical networks, two projects were taken on in July 2012, worth a total of
 - €4.6 million. The **WB Health** programme, centred on health, extending life expectancy and improving quality of life in a context of sustainable development was launched at the start of 2013 (€14 million, a joint Wallonia-Brussels call).
 - A call to submit projects concerning promotion of **eco-materials for construction** was also launched in October in the context of the Employment-Environment Alliance.
- The Walloon Government recently set up methods to create the **Walloon Institute for Sustainable Development** (WISD); this will be one of the areas for the all **new Fundamental Strategic Research Funds** (FRFS), accommodated within the FNRS. The WISD will have a budget of €5 million per year to finance fundamental research in sustainable development. It will include a platform for animation and development. Furthermore, the **Walloon Virtual Institute of Research Excellence in Life Sciences and Biotechnology, WELBIO**, also accommodated within the FRFS, will be continued at a level of €6 million per year, 15 projects were financed on the first call for submission, for a budget of €9.5 million; these projects have led to the creation of 35 jobs and the publication of 4 works and 35 scientific articles. 8 projects were selected at the start of 2013 in the context of the 2nd call for project proposals to be submitted.
 - Finally, the Government asked for 22 **approved research centres** to be brought together into 7 institutes, in order to simplify the landscape of these research centres and to guarantee cohesion among the subjects handled within them. A **body called WAL-TECH**, tasked with ensuring the visibility of the Institutes and management of internal collaboration will oversee these institutes. The objective is to increase the service provided to businesses, in particular SMEs, wishing to improve their process or to develop a new product.

Furthermore, two areas of action have been led by the Governments with a view to ensuring **overall cohesion between the various R&D policies being followed at federal, community and regional levels**, and to exploit possible synergies in full:

1. In 2012, reinforcing the Joint Action Plan between Wallonia, the Wallonia-Brussels Federation and the Brussels-Capital Region by adding four measures:
 - Development of collaboration in the area of researcher training and access to the job market for those with the title of Doctor.
 - Comparison, evaluation and possible harmonisation of different tools allowing doctorates to be carried out in business-university partnerships.
 - Bringing closer together the two interfaces connected to Industrial Higher Institutes.
 - Setting up of the Wallonia-Brussels Council of Scientific Policy.
2. Adoption of a joint action plan shared by Flanders, Wallonia and the Walloon-Brussels Federation for recovery through R&D, adopted by the 3 Governments on 7 December 2012. This aims to take a series of actions around 3 areas: launch of joint calls for submission of projects, strengthening collaboration between regional and community actions and definition of common positions, particularly at European and international level.

Furthermore, the implementation of the **Creative Wallonia Plan** is ongoing. This plan, which aims to favour the emergence of a generalised culture of innovation in Wallonia, mainly targets the world of teaching and businesses, SMEs in particular. It can be broken down into about thirty actions, aimed at promoting the creative economy (awareness, training), fertilisation of innovative practices and support for innovative production, with an emphasis on SMEs placing innovations on the market. The networking, external openings, ICT etc. are the levers that cut across the Plan. At the moment, 22 actions (that is 67%) are in the implementation or preparatory phase.

In addition, Wallonia is one of the 2 winners of the “European Creative Districts” call for proposals, launched by the DG Enterprise and Industry of the European Commission in the context of the CIP (Competitiveness and Innovation Framework Programme). The Walloon project, “**Wallonia Creative District**”, will be extended over 2.5 years and will allow Creative Wallonia to be placed as a reference plan at European level, to develop the plan’s innovative approaches and to open it up internationally. The budget is of €1 million and is 50% co-financed by the European Commission.

In 2012, the implementation of Creative Wallonia continued in the following areas:

Awareness and training:

- 2nd edition of the **Week of Creativity** (November 2012): organisation of 25 events centred on methods and Creative Experiences, discovered by over 40 innovative businesses and organisations (Creative Nuggets). Over 5,000 participants including over 1,000 through training activities in the creative economy.
- 1st edition of the “**Creative People**” call for project proposals that aim to promote creativity and innovation through innovative initiatives in training and awareness that open up audiences and disciplines. Around one hundred applications were entered and 8 winners were selected (maximum of €35,000 support over one year).
- **ID Campus** Platform: An educational product aimed at future economic stakeholders centred on creativity and innovation. 10 innovative projects were explored of which 6 were carried out. Training of nearly 216 students and awareness for nearly 380 individuals to the problems of creativity. Result phase 2: Creation of a non-profit organisation and structure of the partnership, launch of additional training programmes/masters.
- The “**Cyberclass**” mechanism showed real progress this year, with 97 % of the 3,350 schools concerned subscribing to the process. Furthermore, nearly 180 schools of all levels of teaching applied to the pilot project “digital school” and 28 innovative teaching projects were selected and are underway.
- “**Innovation Lunchtimes**” organised by the Public Service of Wallonia brought together about fifty civil servants and members of public interest bodies to each of the 4 events in 2012.

Supporting development of innovative activities:

- **Nest-up** is an accelerator for innovative businesses that consists of an intensive nine-week residential coaching course. During the first event of this nature, 6 projects were selected from among the 58 applications.
- **Cowollania** is the network of spaces for co-working Walloons. Selected from 8 projects (Namur, Tournai, La Louviere, Louvain-la-Neuve, Charleroi, Liege, Seraing, Mons), 6 of which were officially inaugurated.
- Through the **prototyping** mechanism, support for SMEs bringing refined technological prototypes to the market, 13 projects will be supported by means of recoverable advances, and 8 projects will obtain subsidies.

- To help bring innovative products or services to the market, 7 winners were selected at the second call for project proposals “**Boost-up/ Creative Industries**”. 6 projects are being supported through the call for project proposals “**Boost-up/Cross-media**” (2nd edition).
- The creation of the **Trend Observatory** aims to put in place a structure to capture trends, needs and opportunities and is a tool to help with decision making for economic and scientific operators as well as Walloon public authorities: an initial file covering a project in South Africa (involving 3 Walloon partners and 4 African partners) has been distributed to the AWEX (Wallonia Export and Foreign Investment Agency) and WBI (Wallonia-Brussels International) networks. A second file has been finalised and is ready for distribution.

For 2013, actions will be continued and strengthened and new actions will be launched:

- Launch of a tool for diagnosis of innovation potential for SME.
- Creation of Creative Labs in two Higher Education Establishments of Teacher Training in order to test the possibility of extending the tool and see if eventually all pupils of basic teaching could benefit from new approaches in this subject.
- Creation of one or more Living Lab/Fablab: a feasibility study is underway.
- Fulfilment in the 1st semester of an assessment of the Creative Wallonia Plan.

Finally, let us indicate that **peer assessment of the regional innovation system**, produced by the OCDE, was finalised in 2012 and publicly presented at the start of 2013. This analysis has already guided the Government in several areas of reform, in fact mentioned in this document, in particular with regard to the reorganisation of the innovation landscape in Wallonia (Creation of WALTECH, of the Enterprise and Innovation Agency); furthermore it backs up the Government concerning consolidation of different policies, in particular the poles of competitiveness, the integrated Research Strategy and the Creative Wallonia Plan.

3.3. Education and training

The Walloon Government and the Wallonia-Brussels Federation implement an integrated approach aimed at developing **lifelong training** based on a stronger link between regional and community policies regarding teaching and training, and at improving the balance between supply and demand of the market, in particular at local level. The objectives being pursued cover reducing school drop-out rates, reinforcing the population’s level of education and qualification and improving the quality of teaching, in line with European guidelines.

The main areas of work underway and their state of progress are described hereafter.

3.3.1. Deciding a new basis for what forms a qualification

This reform aims to strengthen the effectiveness and attractiveness of vocational education leading in order to meet young people’s expectations in a better way, as well as the needs of the employment market and society as a whole. This requires going back to the roots and simplifying its structures. The “**qualification by units (CPU)**” experiment is a decisive step in this direction.

In order to fight against leaving school early, resorting to re-sitting in the last two years of compulsory teaching is replaced by a system of continuous remedial teaching. An experiment has been carried out since 1 September 2011 and involves 4 occupations. Complete implementation in these 4 occupations is forecast for 2013-2014 and will then be extended to other occupations.

A significant teacher-training programme has been designed for the implementation of the CPU, bringing together the Inspectorate, the advisory and educational support units and services, the IFC (Professional Development Institute) as well as the non-profit organisations for continuous training for networks.

At European level, the CPU-Europe project is carrying on with its work: visits took place in Finland, France, Luxembourg, Catalonia and in the German-speaking community to learn about local projects. The intermediary report was approved by the European Executive Agency. Following a call for project proposals from the Commission, a group of ECVET (European Credit System for Vocational Education) experts was set up in the Wallonia-Brussels territory.

The opening of the **Advanced Technology Centres (CTA)** is continuing at an accelerated pace (out of the 31 projected CTA, 23 are open) with support from the structural Funds. These provide pupils and teachers with the very latest equipment. Teacher-training in technical and professional teaching is a priority. Furthermore, since the start of the Marshall Plan 2.green over 2 million hours of training have been provided in **Competence Centres** aimed at Teaching, thus enabling hi-tech equipment and/or skills to be made available in different sectors. This training has had an impact on 53,000 participants divided up as follows: 7,675 teachers and 45,883 young people (pupils from secondary-level vocational education, students from non-university higher education and from Social Promotion Teaching).

The **Interagency Vocational Education Steering Committees (IPIEQ)** are now in place. After carrying out operations to increase awareness of technical occupations and industries, since 2011 they have been concentrating on redeployment of secondary-level vocational education through measures supporting creation of options leading to jobs, maintaining options with low numbers of participants and merging options. In 2013, an initial overall assessment will be carried out.

The improvement of general education of pupils of vocational education is underway. Firstly, the existing references are redefined according to the European reasoning of *learning outcomes*; secondly, the timetables are being reviewed and the shared training part will be reinforced.

Finally, a **pilot scheme of development and organisation of training units of Social Promotion Teaching via e-learning** has been launched. A process of increasing the value of acquired training organised by private or para-public firms has been set up, following the example of the one already being organised in Flanders. Students, workers in firms are registered in a social promotion establishment but carry out their training via e-learning.

3.3.2. Dual education reform

This reform aims to set up a unique "**Contract of Dual education**" for young people registered in dual education, alongside their compulsory schooling. It will replace the apprenticeship contract and the socio-educational integration agreement. It will be presented to the Governments in 2013. Furthermore, obtaining the CQ6 certification for the IFAPME (Walloon institute for dual education and training of independent professions and Small and Medium-sized Enterprises) is already underway for some training programmes. In this respect, gateways between Training for Company Director and the bachelor exist in the form of a pilot scheme (EPS/IFAPME partnership). These gateways are to be continued.

Lifelong learning involves **recognition** of the different operators outside teaching. With regard to this the Wallonia-Brussels Federation has taken steps enabling young people who have pursued a dual education programme to obtain the same certificate of qualification as those in compulsory education. In addition, those holding a corresponding certificate of qualification issued by the IFAPME or the SFPME can obtain the Certificate of higher secondary-level education in social promotion education.

A French-speaking framework of certifications should be finalised during the year 2013 to connect with the European certifications framework (CEC – EQF). The French-speaking framework with 8 levels will be based on tools developed in the other Communities of the country.

Moreover, the new management contract from the IFAPME, signed on 2 February 2012 reasserts the priority placed on dual education.

Furthermore, the functional model of alternated training between the business world and training at a training centre will also be used in the context of a new specific measure for **young jobseekers** registered with FOREM, in connection with the transition placements provided by the federal state (a pilot scheme underway in the construction sector).

A draft decree will be presented during the 1st quarter of 2013 organising **secondary education placements**. The placements are mostly organised at the initiative of the organising authorities. The ambition is to gradually make them compulsory by equipping establishments suitably. A communications campaign will also be carried out, aimed at the professional sectors and associations. Experiments providing full-time pupils with technological immersion in companies are currently being carried out in this same framework.

The first **pilot schemes of training with work placements in higher education** started at the beginning of the 2011-2012 academic year in 4 new masters: production management, site management (option for sustainable construction), analytical engineering (aiming for biochemistry), and Facility Management. As these have demonstrated their added value in terms of optimising skills development and better links with expectations of the job market, they will be continued and widened.

3.3.3. Promotion of technical occupations and industries

The year 2012 was marked by the organisation of **EuroSkills** in Spa-Francorchamps. This event enabled 43,000 to learn more about certain technical and manual occupations. “trade-villages” have been installed for selection tests and have been visited by over 2,500 young people. This initiative will be renewed from 2013 and will be a part of an **integrated plan for promotion of qualifying industries** and development of pupils visiting them. Consideration is being given to carrying on with the locations related to the occupations and technical industries.

Furthermore, 2013 was declared as **the year of skills** in Wallonia, in collaboration with the Wallonia-Brussels Federation. The aim is to focus on using citizens’ skills and more specifically, technical expertise, with the prospect of support for economic development, by leaning on the triptych “Teaching, Training, Employment”.

With the same reasoning, a cooperation agreement was approved on its 1st reading on 7 February 2013 regarding the **areas of employment and poles of synergies**. They aim to establish a true local partnership between all levels of educational establishments, training suppliers, the sectorial funds of businesses and inter-professional social partnerships. The aims are to improve the quality of training provided by training and teaching suppliers (in particular for occupations where there is a shortage, where jobs are hard to fill or in emerging occupations in the area), to harmonise training provision, to ensure its coherence with the area’s economic needs (in particular through internships and work placements) and to enable optimum use of resources (personnel, equipment, buildings).

Finally, after an experimental phase, the **French-speaking Professions and Qualifications Agency (SFMQ)** has started to produce a series of new profiles of occupations and training. These training profiles, approved by all stakeholders in teaching and training will be broken down into training references or programmes of lessons.

3.3.4. Reducing numbers of school drop-outs

The idea of dropping out of school is wider than just leaving school: beyond those who have “given up” along the way, dropping out of school also involves pupils who miss classes either more or less regularly, those (fewer in number) who are not enrolled despite the fact that school is compulsory for them, those who are physically present at school but whose presence does not guarantee the cognitive, affective, relational and social investment that is indispensable to learning.

In French-speaking Belgium, several policies, measures and practices contribute directly or indirectly to reducing the numbers dropping out of school and take part in an overall response to the subject, as described hereafter.

Firstly, let us mention that a **draft decree aiming to set up an inter-sector mechanism of joint policies in favour of staying on at school, violence prevention and education and guidance** is being prepared. The aim is to join up the various measures and mechanisms into an overall inter-sector policy, aiming at young people of school age regardless of whether they are attending school or not. The approach will be systematic and will join up the various relevant areas (school, family, cultural). The areas of the mechanism (staying on at school, violence prevention, education and guidance, youth well-being) will be dealt with at three levels: local level of the school and the area, an intermediate level and the overall level of the Wallonia-Brussels Federation.

– **Systems of gathering data and taking information:**

- The teaching indicators in particular enable pupils who disappear from the “counting” database to be pinpointed although they were enrolled the previous year in a year of study that did not lead to obtaining a higher secondary-level education diploma.
- External assessments that do not lead to certification and the missions of the School Inspectorate and educational advisors enable the analysis to be refined.
- An “overall register of those coming out of higher secondary teaching” (bringing together a teaching file and an employment market file) and other research on the same theme are underway in the Brussels-Capital Region and will be extended to the whole of the Wallonia-Brussels Federation.
- An Observatory of violence and school drop out in the Wallonia-Brussels Federation is gradually being set up.

– **Preventative measures:**

- New adjustments to the reform of primary and secondary education will be implemented in 2013.
- The decree organising differentiated supervision and the enrolment decree aiming for a greater social mix within secondary education establishments.
- At the start of 2012, the Government took measures relating to class sizes in primary and secondary schools. The decree enables supervisory means allocated to schools to be used in the best way, with the aim of setting a maximum number of pupils per class.
- The DASPA (Mechanism for Welcoming and Schooling New Migrants) Decree of 18 May 2012 that replaces the decree of 14 June 2001 (decree on reception classes) and puts in place arrangements for receiving and schooling newly-arrived migrant pupils. These new, more flexible arrangements aim to provide reception, direction and insertion of migrant pupils, but also to offer school and educational support suited to the learning profiles of the pupils and finally to propose an intermediate stage of schooling of a set period before schooling in an ordinary class. The subsidising of 38 DASPA in prima-

ry teaching and of 36 DASPA in secondary-level teaching has been approved for the year 2012-2013, bringing their number up to 74, that is 9 additional sets of reception arrangements.

- The well-being unit pilot scheme: since 2011, 80 school establishments, from all networks and of different levels and types have been taking part in the scheme, for a period of 2 years. At local level, the aim is to enable the establishments concerned to mobilise a recognised and institutionalised team so as to develop an overall sustainable policy of prevention.
 - The Décolâge (“Lift off”) community aims to mobilise all adults working with children and encourage each to reflect carefully on the implementation of credible alternatives to maintaining and repeating of the year for those aged between 2.5 and 8 years. The assessment is used as a diagnosis to help with differentiated educational practices, during the school year. The effort is both collective and collaborative.
 - Provisions for training with work placements and measures taken by the IFAPME (see above).
- **Compensatory measures:** possibilities of appeal against a class council decision, gateways between different types of teaching, collaboration with youth support services and school mediators, recourse to distance learning, organisation of panels enabling a young person to receive a certificate although he left school without a diploma.
- **Structural measures aimed at continuing school in its widest sense:**
- The Services for Continuing School that temporarily welcome young people who have dropped out and provide them with support (social, educational, and pedagogic) with a view to reintegrating them as soon as possible into a teaching or training structure.
 - Teaching of Social Promotion and the IFAPME (2nd chance teaching) have extended their provision in order that the pupils who have dropped out of school can obtain a diploma. In addition, the current reform of vocational education (see above) should enable pupils who have abandoned their full time education course to continue it in social promotion teaching. An arrangement for validation of skills also allows for acknowledgement of previously acquired knowledge and experience and develops them in a training context.

Finally, we can mention **the extension of the cooperation agreement between the Wallonia Brussels Federation and the Walloon Region, with the AWIPH (Walloon Agency for the Integration of People with Disabilities) relating to the integration of children with special teaching needs into ordinary teaching.** This agreement provides a regulatory framework and organises collaboration between support services for integration that fall under the competence of the Walloon Agency for the Integration of People with Disabilities and school establishments.

3.3.5. Modernisation of higher education

From now on the Wallonia-Brussels Federation provides arrangements aimed at favouring the **mobility of students** of higher education. It is a matter of improving conditions, in particular financial and social, allowing a gradual strive towards the generalisation of a training period in another country and in a foreign language during their studies. This measure must consolidate the integration of higher education of the Wallonia-Brussels Federation into international networks.

The Government of the Wallonia-Brussels Federation approved, on 1st reading, the **draft “reform of the higher education landscape”** in January 2013. This reform aims to optimise resources and to raise performances in this sector: excellence of research, coherence of provision, quality of teaching, accessibility and promotion of success.

Synergies and collaborations between institutions are going to be initiated or strengthened. This action will be based in particular on a simplification of the existing system and on the consolidation of integration of the latter at European and international level. In this way, it will be about:

- Setting up a test for entry to higher education. This test will be compulsory and could cover different subjects, even ways of working;
- Clarifying student pathways;
- Redefining organisation of relations between establishments, in order to remove the unnecessary and ensure global cohesion;
- Ensure better management of public resources;
- Guarantee provision of local education that is as wide as possible;
- Develop programmes that support success;

Particular attention will be paid to the quality and efficiency of training in higher education, especially through a stronger link with research. Furthermore, continuing education programmes policies for developing teaching staff and internal quality assurance mechanisms should be brought about.

In concrete terms, the reform will be implemented by means of:

- The creation of the ARES, a body bringing together all stakeholders in higher education in order to improve coordination of what is offered, to strengthen collaborations and synergies. It involves in particular unifying the available resources in terms of research.
- The creation of 5 academic poles and inter-pole areas aimed at optimising the provision of education and services to students in the territory. Particular attention will be paid to the quality of training in higher education through in particular a strong link with research.
- The standardisation of the status of a student whether he is in a university, a High School (haute école) or a conservatoire and the more modular organisation of the school year that allows training modules in which the student has succeeded to be gathered together, so that he can advance further on his career path at his own pace.

Finally, higher education establishments will be subject to regular audits based on systems that are already proven. It is a matter of creating a multi-competence model with integrated reading of three points of view: educational, psycho-sociological and managing the establishment's resources.

Furthermore, the experiences of **acculturation** of students in higher education, and in particular future teachers, **to the realities of the business world** will be continued and widened.

3.4. Social cohesion and social action

Wallonia has made social cohesion a political objective that it defines as the ability of a society to ensure the well-being of all its members and as a dynamic process bringing together all means implemented to provide everyone with access to fundamental rights. Social cohesion is brought about by the strength of bonds that unite a group and depends on citizens having access to housing, employment, healthcare, culture and leisure. Therefore it is a cross-disciplinary, global approach that is implemented.

The main areas of the regional policy concerning social cohesion and inclusion cover education, training and entry into the job market, in particular by support measures for employment and development of the social economy. Regarding socio-professional insertion, the policy followed in Wallonia is universal, but particular

efforts are being deployed to support certain categories of unemployed people, in particular those furthest removed from the job market. Wallonia has also developed a policy of effective access to housing, and implements an integrated approach in fighting against extreme poverty, and fighting against and preventing excessive debt.

With regard to this, it supports the three priority areas identified by the Belgian Europe 2020 European Platform against Poverty: the active inclusion of those excluded from the job market, the fight against homelessness and insecure housing and the fight against child poverty.

3.4.1. Active inclusion

A draft decree, aiming to put in place a **welcome and reception pathway for newly arrived migrants**, was adopted by the Walloon Government in December 2012.

The welcome and reception pathway will concern any foreign person who has been staying in Belgium for less than three years and who has a residency permit of over three months, with the exception of citizens of a member State of the EU, of the EEA and Switzerland and members of their families. To start with, it will be in place at the 8 regional integration centres or welcome centres and it will be made up of **4 essential areas**:

- **The initial welcome:** upon registration in a commune, the person will receive the necessary information relating to the welcome and reception pathway and will be directed to the competent Welcome Office. He will have to present himself at this reception within 3 months, or be subjected to sanctions. This reception will be personalised and will include:
 1. Information on the rights and duties of every person living in Belgium;
 2. A social assessment: assessment of knowledge (the French language, professional training, qualifications) and the candidate's expectations;
 3. Help in carrying out the front line administrative measures to enable them to meet all their obligations quickly and to benefit from fundamental rights.

The newly arrived migrant will be offered a welcome and reception pathway that will be formalised by an agreement lasting up to 2 years. This will include a **training plan** and **socio-professional support**.

- **Training in the French language** depending on needs;
- A module of **citizenship training**;
- **Socio-professional orientation:** this is organised by approved bodies in the framework of local integration initiatives, by bodies approved by public authorities and the public authorities themselves.

Furthermore, Wallonia is continuing its policy of **support for people removed from the job market**, in particular regarding the elimination of illiteracy and job support:

- Regarding the **elimination of illiteracy**, the multi-year agreement (2012-2013) between the Walloon Region and Reading and Writing in Wallonia will be renewed in 2013. This covers 4 main areas of work: support for developing the reasoning of territorial action plans for elimination of illiteracy, development of detection of illiteracy, strengthening of the provision of training programmes and in particular for those (re)joining society (social re-integration), support for worker training. An overview of actions completed in 2011 was carried out by an external assessment in 2012. This aimed to assess the complementary nature and coherence of objectives, their methods, and complementary measures, as well as to construct a benchmark and offer shared performance assessment criteria of the arrangements. With a combination of

all finances, Reading and Writing in 2011 welcomed 2,535 learners (57% women and 43% men) and completed 442,343 hours of training.

- The refinancing of the operative provisions of article 61 of the organic law of the CPAS (Public Centres for Social Action) on **the hiring by companies of the beneficiaries of the social integration income**, at a level of 50%, was decided in 2011 and came into force at the start of 2012. Training and information have been developed at the CPAS.
- **Increase in childcare and adult care service provision in order to encourage reconciliation of the work/life balance:** in order to meet the end of regime requirement given to Europe in the framework of State aid for trade, there will be three separate systems regarding APE (Job Promotion Support) positions: commercial, non-commercial and local authorities. With regard to this, a new decree for the commercial sector is being developed and should be adopted in 2013. The aim of this new decree is to support small businesses when they create their 1st, 2nd and 3rd employment positions and to facilitate financial aid for certain target groups including those aged 50 and over, those under 30 and those having been without work for over 2 years.

At the end of 2012, for the non-commercial sector and local authorities, 2,436 ETP (Full time equivalent positions) were maintained, that is 2,746 people in jobs thanks to APE/PTP (Job Promotion Support)/(Professional Transition Programme). In addition to these positions, there are 953 ETP for 975 people in the commercial sector. Beyond that, the Walloon Government opened 260 new APE positions in 2012 in sectors targeting people with disabilities, the elderly and other groups. Out of these 260 positions, 223 have been authorised and 175 workers have already been taken on. Finally, 77 Full Time Equivalent Positions have also been granted for green jobs (recruitment is underway).

3.4.2. Housing

The policy of increasing and improving the quality of housing provision is continuing. In particular it involves increasing the stock of social housing and renovating the existing stock in particular with a view to improving energy performance and to awarding housing and energy allowances for improving private housing (see section 3.5).

Moreover, consideration is being given to the **financial structuring of overnight shelters**: consultation with public and community partners, and search for financial resources.

The Permanent Accommodation Plan relating to permanent accommodation in tourist amenities was updated in 2012.

The Framework Agreement for concerted organisation of **welcoming travellers** in Wallonia was renewed for the period 2012-2015 (April 2012) and pilot schemes carried out with Walloon municipalities are continuing.

3.4.3. Fight against excessive debt and against poverty

On the subject of preventing **excessive debt**, a portal was launched in March 2012. The reorganisation and professionalisation of the sector is underway, the decree will be adopted shortly and it is expected to come into force in spring 2013. The sector has obtained refinancing, the grant was index-linked and 32 APE positions are allocated to it.

A public financial services contract was launched in May 2012 in order to grant loans at reduced interest rates or with no interest within the framework of the **Platform to live well at home and for supported social credit**. A budget of €1.6 million over 4 years has been released.

- Credit for furnishing the home: for people over 65 with low incomes.

- Supported social credit: allows people with low incomes to obtain consumer credit depending on their social and financial situation. It is also a social tool to prevent excessive debt.

The Framework Agreement “**A poverty-free Wallonia by 2025,**” drawn up with the Walloon Poverty Reduction Network, will be renewed in the second half of 2013 for the period 2014-2016.

The **Social Cohesion Plan for cities and municipalities of Wallonia (PCS) 2009-2013** aims to support Walloon municipalities involved in promoting social cohesion in their area. The ambition of the PCS is to guarantee all citizens access to the fundamental rights related to medical care, employment, housing, culture and training. Two objectives are being pursued: social development of areas and the fight against all forms of poverty.

The PCS encourages social cohesion in 147 Walloon municipalities for a volume of jobs estimated at nearly 670 ETP. In total the Plan puts to use nearly €31 million (2011). In total, more than 1,700 actions are distributed in 4 areas: socio-professional insertion (24%), access to housing (11%), access to health care and addictions treatment (20%), rebuilding social, intergenerational and cultural connections (43%).

An impact assessment of the first Social Cohesion Plan for 2009-2013 is currently being finalised. A call for project proposals for the 2014-2019 PCS will be launched in 2013 to start on 1 January 2014.

The “**Children’s Rights” Action Plan 2011-2014** in Wallonia and in the Wallonia-Brussels Federation falls into two areas: information, training and education on the rights of children and the fight against social inequalities and discriminations. It is made up of concrete measures aimed at guaranteeing all children a sufficient standard of living, which requires paying particular attention to housing for children, parental support and ensuring every child a home, quality education and training, as well as fighting against health inequalities and against abuse.

A cooperation Agreement between Wallonia and the Wallonia-Brussels Federation regarding the rights of children was adopted in July 2012. The Government decided to share existing services for children’s rights in the Wallonia-Brussels Federation and make them competent for the Walloon Region. Firstly, it involves setting up the General Delegate for Children’s Rights and secondly, the Observatory of Childhood, Youth and Youth Support.

3.5. Energy-Climate

The Walloon policy regarding energy is based on four fundamental areas: promoting rational energy use (this includes energy efficiency), developing renewable energies, ensuring universal access to energy and supervising the free electricity and gas markets.

In terms of climate policy targets, the Walloon Government aims to reduce emissions by 30% by 2020 and by 80 to 90% by 2050. In order to do this, a **Climate Decree** is being prepared, which sets out a means of realising and monitoring this target, as well as an **Air-Climate-Energy Plan** (see section 2.6).

Furthermore, the Marshall Plan 2.Green establishes a cross-disciplinary integration of the issues of sustainable development, and in particular energy-climate questions, which involves an integrated approach mobilising various areas of intervention: research and innovation, land development, finance, help and support of businesses, employment, training and industrial policy.

In the context of implementing the new Directive relating to **Energy Efficiency**, Wallonia intends to develop an active policy both in the residential sector and in industrial and tertiary sectors, and this is in order to comply with the various requirements of the directive (an exemplary role of the public authorities, in particular regarding renovation of buildings, a long term strategy to mobilise investment in renovating their national housing stock of buildings for residential and commercial use, the cumulative objective of energy saving at the stage of final use, conditions concerning energy audits and energy management systems, statements and explanatory invoicing, the promotion of efficiency regarding heat and cold, energy transformation, the transport and distribution of energy and energy services. The policies and measures regarding improving efficiency will be reviewed in order to comply with the new directive).

The long term Employment Environmental Alliance Plan is dedicated to improving the energy balance sheet and to reducing CO₂ emissions in the residential sector as a vector for job creation and added value in the construction sector and, more widely, in the Walloon economy. Furthermore, in the industrial sector, sectorial agreements aim at realising ambitious targets for reducing CO₂ emissions and improving energy efficiency resulting in the majority of high energy using sectors obtaining convincing results. Finally, in the tertiary public sector, Wallonia is following a policy of renovating its buildings (both public administration buildings and public housing) aiming for high-energy performance standards. Programmes providing direct financial support to investments complete these actions, both for the benefit of individuals and for the public sector, non-commercial bodies and the private sector.

Finally, in the context of the regional strategy for **renewable energy** development, the overall target is to strive towards 20% of renewable sources in the final energy consumption in 2020, of which a contribution of 8,000 GWh of electricity from renewable sources on Walloon soil.

3.5.1. Improving energy efficiency

1) In the context of the Employment Environment Alliance

The implementation of the multi-year Plan and about forty multi-sector contracts relating to the first Employment-Environment Alliance (AEE) adopted in 2011 by the Walloon Government is spread over the period 2011-2014.

The general aim of the first AEE is to improve the quality of building in Wallonia and the related energy performance, whilst at the same time ensuring the transition of the whole construction sector towards a more sustainable approach and improving its level of employment. This general aim is set out around 3 specific objectives:

1. Stimulating demand for renovation/sustainable construction of private buildings

This aim is pursued by setting up a coherent and attractive series of incentives. This is based around a public-household Partnership (PPM), that is to say a gradual plan for reform and rationalisation of existing incentives, supplemented by new financial and non-financial measures. It is based around 4 major areas:

- Setting up a single point of contact, taking on “ecopassers”, i.e. energy advisors (support for households) and setting up a building “passport” (Ecopass);
- A reform of “energy-housing” subsidies currently available to citizens in order to rationalise the programmes;
- Making available attractive AAE financing to households: the ecopack, a 0% credit coupled with increased allowances for packages of work (at least two different types of sustainable renovation work/projects);

- Additional incentives, particularly favouring tenants, as well as aiming at the transposition of Directives on energy efficiency and energy services and to the energy efficiency of buildings;
- A call for project proposals for producing exemplary buildings in the residential sector.

Regarding private sector businesses, different incentives have been adapted or created:

- Pilot scheme involving third-party investors related to the energy saving of independent merchants (support and financial mechanism);
- During its sessions on 20 September and 18 October 2012, the Walloon Government adopted, on its 1st reading, the draft agreements of the 2nd generation branch agreements as well as those for the transition phase between 1st and 2nd generation.
- Furthermore, a second call for project proposals to produce exemplary buildings will be launched during 2013, this time to benefit the tertiary sector;

2. Stimulating demand for sustainable renovation/construction of public buildings

This objective is being pursued through a series of actions aimed at:

- Public contracts: integration of social and environmental clauses in specifications, development of a non-regulatory reference system, etc.
- Implementation of a renovation plan for public housing (“Plan PIVERT”, WOODPECKER Plan). Projects were implemented in 2012; they involve 4,000 accommodations;
- Completion of pilot schemes in public housing;
- Development of public boiler rooms in the public housing sector;
- In 2013, launch of two calls for UREBA project proposals for schools, communal buildings and the voluntary sector, and energy renovation of Walloon administrative buildings.

3. Strengthening abilities of the construction sector, including training provision, for sustainable renovation/construction of buildings.

Several categories of action are being developed:

- The implementation of a comprehensive, integrated plan of “green” training: Many occupations are concerned and different partners are involved. Several audiences are being targeted: jobseekers, those in work placement training, students and their teachers. The actions also involve training and promotion of occupations, as well as guidance.
- Specific support of construction companies and the promotion of an entrepreneurial spirit, the creation of clubs of entrepreneurs for sustainable construction, the development and set up of a quality label for companies.
- A call for “green material” projects aimed at developing new industries in Wallonia (launched in 2012).

2) Within the framework of regulations relating to energy performance of buildings

The aims of PEB (Energy Performance of Buildings) in Wallonia, given a definitive definition until 2014, aim at striving towards the very low energy standard for all new buildings. In the longer term, the Government has adopted objectives aimed at the nearly zero energy standard between now and 2020. The optimum cost

study of these performance levels as well as the definition of zero net energy are currently underway. Furthermore, a zero net energy plan has been developed and communicated to the European Commission, in accordance with the stipulation of the Directive on that subject.

Alongside this work, energy advice procedures in the context of certification of existing buildings and the energy audit procedure have been combined in order to ensure greater coherence with the PEB method applicable to new buildings and to continue to promote the full audit, enabling the most relevant improvements to be more closely targeted. This combination was produced through the integration of the certification and the audit in the same tool. In practice, applicants, who want to, can extend the certificate by a personalised audit and conversely, those who carry out an audit will receive a certificate. In addition, the audit report will be fully reviewed in order to make it more legible and user-friendly and an explanatory brochure will accompany it. This convergence will take effect during the first quarter of 2013.

3.5.2. Development of renewable energy

The following measures and changes can be ticked off in connection with this objective:

- The setting of **green electricity quotas** for the years 2013 to 2016 (30.4% of green electricity in 2016) as well as a target to reach in 2020 (37.9% of final consumption of electricity). These new quotas, together with a three-yearly evaluation mechanism, aim to ensure the 2020 target is reached regarding electricity and renewable sources. In order to reach this target in the most effective, fair and socio-economically acceptable way, a reform of the mechanism of green certificates is being undertaken as well.
- Setting the wind power target of 4.500 GWh by 2020. This target is included in the new **wind power reference framework** adopted by the Government in February 2013. This strictly defines the rules for setting up wind farms and opens up a map of favourable zones, which will permit the installation of wind farms to be rationalised and clarified to benefit the population and the economy. The completion of a study listing skills of Walloon companies in the various segments of the wind power industry, from design to installation, also means we can foresee socio-economic consequences linked to the rise of the industry.
- The gradual reduction of support for electricity production by means of **photovoltaic** installations of less than or equal to 10kW has been continued, due to the drop in investment costs in these installations in Wallonia.
- Maintenance of allowances for **solar thermal energy** in new homes and the integration of these investments in packages of work giving immediate rise to an increased allowance in the framework of the eco-pack, measures of the Employment-Environment Alliance.
- The creation of a **biomass unit** by the Walloon Government, intended to prepare the biomass strategy. Its work is concentrated on the following 3 sets of themes: use of other options and incentives, sector conditions and the framework as well as sustainability criteria of biomass. The report will be offered for consultation to stakeholders in 2013. Furthermore, with the support of the energy fund, the Government has decided to carry out pilot schemes to increase the sustainable energy value of biomass.
- The start up of two pilot schemes involving **geothermal energy**, the first being aimed at supplying a heating network in Mons (work on this site is underway) and the second being intended to produce electricity, eventually coupled with recovering heat through a heating network (the geophysical survey has been completed). These pilot schemes are part of the framework of a geothermal strategy decided upon by the Government in the middle of 2011.
- Support for heating networks supplied from a biomass cogeneration, the first in a business park and the second in a rural environment.

- Furthermore, in the context of adapting the 2009/28/EC Directive and the Employment- Environment Alliance Plan, a measure to certify installers of systems of energy production from renewable sources and labelling the businesses is set up, in partnership with other federal and federated bodies.

4. Additional measures of reform

4.1. Industrial policy

For about ten years, the industrial policy in Wallonia has been undergoing profound reform. The dynamic was initiated through the policy of clustering, which brought about the development of about ten (cross) sector business networks, made up for the most part of SME. Since 2005, the Walloon government (in consultation with participants from industry and research and training) decided to reinforce this approach by adding an additional tool: the Poles of competitiveness (5 to start with and 6 today). Here the ambition is to support investment in disruptive technology that enables Wallonia to position itself as a competitive industrial area on a world scale.

This industrial policy, a priority of the Marshall Plan 2.Green, is designed to be a strategy of “**intelligent specialisation**” as the poles have been selected on the basis of their economic and technological weight in the regional economy, but also on the basis of their development strategies in the areas of specialisation in which they possess objective assets from the point of view of the context of world competition. In themselves, the clusters allow consolidation of the economic base in addition to the techno-economic areas of the poles and the targeting of specific niches: ICT, photonics, plastic manufacturing, and energy. Some other areas of the Marshall Plan 2.Green, in particular regarding RDI (Research Development and Innovation), land development, training, support for SME and internationalisation, are additional tools, making up the Government’s integrated industrial policy.

In order to consolidate its intelligent specialisation approach, in May 2012, Wallonia took part in a peer review in the framework of the S³ Platform, set up by the Commission.

The “**sustainable**” **dimension of industry** has also been strengthened within the framework of the Marshall Plan 2.Green, in particular through the creation of a pole of competitiveness, “GREENWIN” (sustainable chemistry and sustainable materials), which complements the action of the other poles and clusters regarding sustainable development, the launch of the Employment-Environment Alliance (see above) and the introduction of a new area of action regarding industrial ecology in order to increase efficient use of resources by industry.

Recent developments in the implementation of this industrial policy are summarised below.

4.1.1. Poles of competitiveness and clusters

In November 2012, the Government adopted its decisions in the context of the 8th call for project proposals aimed at Poles of competitiveness and at clusters and dedicated to the **set of themes of sustainable development**. 15 research projects (€29.2 million) and 4 training projects (€5 million), involving about one hundred partners were taken on. The 9th call for project proposals is currently being prepared.

For the first 7 calls for project proposals, 219 projects were financed for an overall intervention amount of €424 million (139 research projects for €366 million, 60 training projects for €49.5 million, 18 investment projects for €8 million and 2 infrastructure projects). Thanks to these projects, 2,642 jobs have been maintained and 4,500 new jobs are being created. Over 1,200 participants are involved in the dynamic.

Investment and marketing projects are also coming to fruition with support from SOFIPOLE. In addition this body is supporting the expansion plan of Wallonia Biotech Coaching (WBC) over the period 2012-2018 for an amount of €4 million. In order to strengthen the dynamic surrounding investment projects brought about by

the poles, in May 2011, the Government adopted methods of developing **Technological Innovation Platforms**, aiming to reduce the time taken to get new innovative products, procedures or services to the market, to help businesses. 4 platforms have already been identified in the context of the BLOWIN Pole.

Regarding the **internationalisation of poles**, AWEX is continuing its action and has contributed to the financing of 1,200 projects or measures to promote exportation and international visibility of the poles. That has enabled the poles to draw up nearly 30 international collaboration agreements (4 in 2012) with foreign partners. Experts from the sectors have drawn up 113 applications that have led to foreign investment, for an amount of €660 million, and 2,000 newly created jobs.

The process of identifying the clusters and poles in the context of the **European label** is underway, the 6 poles and 6 clusters having subscribed to the process. The Wagralim pole is the first to have won the bronze label, and others should follow in 2013.

Finally, let us underline the efforts regarding **administrative simplification** that are being carried out in the implementation of this policy.

4.1.2. Industrial ecology

Within the framework of the Marshall Plan 2.Green different actions are being developed aimed at making the economy greener and integrating in a cross-disciplinary manner the sets of themes of sustainable development in industrial and innovation policies. Beyond the advances described elsewhere regarding the Employment-Environment Alliance, Poles of Competitiveness and support to R&D, the following actions may be highlighted:

- Creation of the **NEXT Platform** (June 2012): it involves a pilot scheme on an industrial ecology platform. This aims to promote projects of industrial symbiosis, aimed at minimising loss of resources (energy, materials, water);
- The launch in October 2012, with support from ERDF (European Fund for Regional Development), of a new tool for consultancy and eco-management (**Premio**). This allows SME to have recourse to skills in different areas (management of energy consumption, waste management, water consumption, mobility, use of ITC solutions);
- **Creation of an Eco-design Unit** within Wallonia Design, and start-up of an action plan in June 2012.
- Wallonia's participation in the Sherpa group of the **European Innovation Partnership in raw materials**;
- In the context of the GREENWIN Pole of Competitiveness, the following were identified in 2012:
 - **A university qualification in "strategic carbon management"**. It aims to develop consultancy business in carbon audit and/or master one area of expertise within his own business.
 - **A university qualification in Upgrading Biomass**. It aims at encouraging participants to use the potential of biomass so as to optimise their energy consumption and increase their material output.

4.1.3. Attracting foreign investors

Since 2010, Wallonia has been developing "**Welcome Offices**", that is to say **incubators for foreign companies** that will enable companies from very specific origins to test the European market. These centres provide them with a series of services such as the presence of translators, administrative and logistical advice, assistance in understanding the language and culture, as well as the services of Awex-OFI. 5 such centres have been created in Wallonia, including 2 in 2012 (Charleroi (2012): Priority European markets; Louvain-la-

Neuve (2012): Japan; Arlon (2011): Brazil and Latin America; Liege (2011): India; Mons (2010): China). 2 new centres are planned (North America and South East Asia).

4.2. SME Policy

The process of implementing a **Walloon SBA (small business act)**, started in 2011, has continued in 2012. This Walloon SBA includes four main priorities: (1) the promotion of entrepreneurship in all forms, (2) the development of measures aimed at facilitating access to finance for SME, (3) the development of technological and non-technological innovation, and (4) the internationalisation of SME and their access to markets, that is to say both the domestic market and the external one. This process is meant to be participative and is subject to close monitoring. Every year the Walloon SME official draws up a report on the implementation of the SBA for the attention of the European Commission.

The 2nd Parliament of the SME took place on 6 November 2012; it enabled an inventory to be taken of works launched in 2011 and new lines of thought to be identified.

4.2.1. Entrepreneurial spirit and support for SME

- Launch of a **new portal for businesses** allowing them to access all information relating to the creation, development and financing of businesses (<http://www.infos-entreprises.be/fr>).
- The **Walloon Centre for Businesses in Difficulty** was set up in January 2013 (budget €250,000). It will involve providing better information for businesses and guiding them towards specialised services.
- The **“Airbag” Plan** for setting up as a full-time self-employed those who have been partially self-employed for over 3 years and people who have followed training to be a company director or a pathway with a support structure for setting up one’s own business (SAACE, a 12th SAACE was approved in 2012) came into force in the first half of 2012 (order of the WG of 3 May 2012)
- **Financial incentive to take on first 3 workers in TPE (very small enterprises):** The new APE commercial decree, which will be adopted in 2013, will aim to support small businesses when they create their 1st, 2nd and 3rd job. In particular it will be aimed at the following target-groups: people aged 50 or over, young people under 30, and those who have been out of work for over 2 years.
- Continuation of the ASE (Agency for Economic Stimulation) action plan regarding **development of entrepreneurial spirit**, in particular in connection with different levels of teaching. Independent “junior” placements are for instance organised by the IFAPME, and the first pilot schemes in work placements in higher education started at the beginning of the 2011-2012 academic year.
- Set up of a platform for **change of ownership of a business** enabling purchasers and potential vendors to be put in touch. This one covers Belgium, the Netherlands and France. The development of a platform for the retail sector is planned in 2013.
- Set up by the UCM (European Point of Single Contact), with the support of the ESF (European Social Fund), of a support mechanism for **entrepreneurs of diversity** (UCM Propulse).
The areas of work taking priority for 2013 cover the positive image of the entrepreneur, entrepreneurship in higher education and change of ownership of businesses.

4.2.2. Internationalisation

The AWEX (Wallonia Export and Foreign Investment Agency) has recently developed a set of measures:

- **“Portage” Programme**, which allows a business to set up a commercial structure within premises made available by a partner Walloon business already with a presence in a foreign country;
- **All in one Partnership Package**: logistical, strategic and financial support to tie up partnerships in foreign countries;
- **Coaching** activities: Speed coaching, coaching vouchers;
- **Training**: “EXPLORT” and Erasmus Programmes for young entrepreneurs.

Among the openings being developed in 2013, there will be particular focus on strengthening large-scale exportation, networking and administrative simplification.

4.2.3. Innovation

In 2012 the following were launched:

- The new **OP-IN measure** targeting financing of organisational or procedural innovation projects;
- The call for **Boost-up** project proposals for creative industries aiming to support getting innovative prototypes to the market. An ICT Boost-up is scheduled for 2013.

The directions of work for 2013 cover development of support measures for non-technological innovation, the creation of Living Labs and development of a more integrated support mechanism for innovation for SME.

In addition, in November 2012, the Government agreed to the merger of the Agency for Economic Stimulation (ASE) and the Technology Stimulation Agency (AST) to create an **Agency of Innovation and Enterprise** (AIE), to which the Walloon Telecommunications Agency (AWT) will be linked. Furthermore, the Agency will also integrate a selection of ‘Airbag’ applications as well as the commercial APE. Through this merger, Wallonia provides greater performance to benefit its users, and greater economies of scale to benefit the taxpayer and it simplifies the landscape to the benefit of businesses. It is also a matter of building on an integrated innovation approach.

4.2.4. Financing

Recent measures worthy of mention are:

- The **combined guarantee and loan product** for TPE (very small enterprises), the self-employed, professionals in private practice and craftsmen from the SOCAMUT (Mutual Guarantee Society of Wallonia).
- Credit mediation (**Concileo**): given its level of success, this instrument has been continued in the context of the Marshall Plan 2.Green. It acted in favour of over 300 businesses since its launch at the end of 2008.
- The **micro-credit** for female entrepreneurs and those entrepreneurs who have failed.
- Emphasis is also placed on financing **non-technological innovation projects of SME**, in particular via NOVALLIA loans (underway, co-financed by the ERDF (European Regional Development Fund)).
- The **CXO measure**, which allows start-ups and spin-offs to be helped by recruiting and financing expert managers for specific tasks (CEO (Chief Executive Officer), CFO (Chief Financial Officer), BDM (Business Development Manager)); 26 projects have received financing for a total budget of €3.3 million.
- Strengthening financial means of the “Invests”. Furthermore with the prospect of regionalisation announced, activity awarding credits from participation Funds, SOWALFIN (Walloon Company of Financ-

ing and Guarantee for SME) is gradually widening the areas of application for co-financing activity towards the self-employed, professionals in private practice and for individuals, retail and the Horeca (Hotels, restaurants and catering) sector.

- Wallonia’s participation, via the SRIW (the Walloon Regional Investment Society) or the “Invests,” in funds or from funds of private equity funds.

New areas are being carefully considered, in particular recourse to European financing (EIB – European Investment Bank/EIF – European Investment Fund), the development of tools enabling better matching up of entrepreneurs with different types of investors (based on the Dutch system “Tante Agaath”, “investment readiness”, facilitation of recourse to bank credit, access to information).

Finally, in November 2012, the Government decided to strengthen the **synergies** between the three economic and financial tools that are the SRIW, the SOGEPa and the SOWALFIN, in particular through the creation of a common strategic committee. A shared strategic and prospective monitoring, sectorial and economic unit will also be created.

4.3. Administrative simplification:

In 2012, the Governments of Wallonia and the Wallonia-Brussels continued the implementation of their **plans for administrative simplification**. (Let’s Simplify Together Plan 2010-2014 and the Industry Action Plan), with emphasis on reducing time taken for payments and obtaining authorisations, improved sharing of authentic data and removal of obsolete texts. In particular the following advances may be highlighted:

4.3.1. Reducing periods of payment

Over the last two years, periods of payment by the Public Service of Wallonia have been targeted, analysed and suggestions have been made in order to rethink the process and eventually significantly reduce inefficiencies, tasks devoid of any real added value or those which are redundant and hold-ups, all of which increase time taken to pay. The aim is to meet the targeted reduction in periods of payment for commercial transactions to 30 calendar days as provided by the European Directive on payment periods.

The payment process by an accounts official is characterised by operations simplified at accountancy level and passing for payment. It involves about 60,000 annual invoices and therefore represents over 50% of the volume handled. 22,000 invoices have been dealt with by an accounts official during the first six months of 2012. During the first months of 2012, these payments have been made on average **34 days** from the invoice being issued. The reduction is significant both in comparison to 2010 (55.5 days) and in comparison to 2011 (42.3 days).

If we presume that on average it takes around 4 days for the invoice to be issued and then delivered to the SPW, we can consider that **on average the target is being met (54.3% of invoices paid within a maximum of 30 days)**. For 2013, the target is to make the payment period automatically 30 days.

The average payment periods of invoices by means of payment order involve higher amounts. During the 1st half of 2012, there were a little over 17,000 invoices that were entered for payment by order in this way. The amounts in question are considerable since they add up to over €400 million. During the first months of 2012, these payments were made on average **61 days** from the date of issue of the invoice. The reduction is really significant both compared to 2010 (113 days on average) and compared to 2011 (79 days).

Whilst we still remain quite far from the target of 30 days, it must be acknowledged that payments are now being carried out in conditions – on average – closer to the legal conditions in force (laws on public contracts).

Many reasons, differing in nature, allow the current situation to be explained (examples: only one accountant per department, time required for invoice checking – in particular when there are departments outside the central administration). A closer analysis of these reasons and ways to remedy them has been carried out and these various ways are being implemented at the moment, with a view to complying as quickly as possible with the periods provided by the Directive.

At the same time, work is being continued to simplify and break down the process of handling **grants**. In this way, a computerised process for handling payment of grants for research is going to be brought back into operation in 2013 (e-Report).

4.3.2. Improving time taken to obtain the “single permit”

This target is being pursued through the plan to simplify and break down the process of issuing the permit, which is underway. In particular this also allows for development of sources of authentic data, a back-office, a traceability system and simplification of regulations.

4.3.3. Crossroads bank for data exchange: a single collection point for data

Access by the public authorities to authentic or reference data (data sharing) is an important source of administrative cost reduction as it is supported in concrete terms by the user not having to supply these data himself to the Administration. From the users themselves, particularly businesses, there is a lot of demand in this regard. The principle of the authentic source – identifying and making official these sources of data in administrative services – means this demand can be met.

Since the start of this current term of office, Wallonia has worked to improve the sharing of authentic data available in the administrative departments. The potential gain (= reduction in administrative charges) is estimated at €3 million. With this in mind, it was decided that a **common Crossroads Bank for Wallonia and the Walloon-Brussels Federation** should be created, allowing to stimulate, organise, support and facilitate data exchange between the different regional, community and federal administrations. The aim is twofold: to avoid administrations from collecting data already available and to limit asking users for data to cases where the data is not available elsewhere. Alongside this platform, authentic sources will be developed and recognised as such.

In 2011, the Governments validated the method behind the creation of this Crossroads Bank and authentic sources. The year 2012 was dedicated to firming up and applying this methodology. In 2013, the Crossroads Bank should be operational.

4.3.4. Creation of a shared administration of administrative simplification for Wallonia and for the Walloon-Brussels Federation

On 21 February 2013, the Governments of Wallonia and the Walloon-Brussels Federation approved the implementation of the first administration shared between two federated entities that will be responsible for administrative simplification and e-Government, called *e*-Wallonia-Brussels Simplification (abbreviated to *e*WBS).

This common department, brought about by merging of existing departments in Wallonia and in the Walloon-Brussels Federation, will be operational during the first half of 2013.

The objectives of this reform are rationalisation of the current operation, increased efficiency for those benefiting from the common department (administrations and OIP (organisations for public interest) of Wallonia and of the Walloon-Brussels Federation), the development of an **overall service provision**, adapted as required.

4.3.5. Abolition of obsolete laws

In 2012, the two Governments decided to remove 233 obsolete laws from the legislative and regulatory body of laws. Since 2008, the total number of laws abolished is 480.

4.4. Structural funds

The 2007-2013 programming of Structural Funds in Wallonia was drawn up in close collaboration with the strategic priorities of Wallonia and the Wallonia-Brussels Federation, and is in keeping with European guidelines. The projects that have been retained are complementary to the priority policies of the Marshall Plan 2.Green, and cover the following areas:

- Support for investment and access to finance for businesses, in particular through financial tools;
- Support for R&D and innovation, both technological and non-technological;
- Support for entrepreneurship and for SME;
- Support for lifelong training and development of skills;
- Social inclusion and socio-professional insertion;
- Making the territory more attractive, particularly urban areas;
- Concerns regarding sustainable development are integrated in a cross-disciplinary way in the programming and are also the subject of pilot schemes, particularly regarding energy.

Programmes of territorial cooperation also contribute towards the cooperation and internationalisation in these subjects (innovation and SME networks, interconnection, mobility of workers).

Work to prepare the programming for 2014-2020 is underway. As is the case for current programmes, the priorities retained are closely connected with the targets of the Europe 2020 Strategy and the regional development priorities of the Walloon Government (Marshall Plan 2.Green and Horizon 2022 Process). An initial bilateral meeting with the competent services of the Commission took place on 4 December 2012.

Annex 6: Contribution de la Région de Bruxelles-Capitale

1. Introduction

La Région de Bruxelles-Capitale, à un tournant de son histoire, est confrontée à 5 défis majeurs évoqués dans l'accord du Gouvernement 2009-2014 et le projet de Plan Régional de Développement Durable (PRDD):

- **le défi de l'essor démographique** qui commande une concentration des moyens pour la construction de nouveaux équipements, de logements, de places dans des crèches et des écoles accessibles à tous, une mobilité performante, le maintien de services de qualité à toute la population et une réflexion sur l'organisation des fonctions dans la ville; la croissance prévue de 14.000 habitants/an (1,3%) est plus du double de celles de la Flandre et de la Wallonie. Elle provient pour une bonne part de la croissance naturelle (8.000), et des migrations qui se caractérisent par un solde positif important des migrations externes (avec l'étranger 21.000) et un solde négatif avec le reste de la Belgique (- 15.000). Les conséquences sont multiples : rajeunissement de la population (jeunes en augmentation de 30%) et croissance plus forte de la population active que de l'emploi (d'où augmentation du chômage), Les migrations externes sont composées pour 2/3 par des populations aux faibles ressources et à la faible qualification, ce qui entraîne une baisse significative du revenu moyen/habitant (à 85% du revenu moyen belge et inférieur aux revenus moyens flamand et wallon) et menace l'équilibre des recettes financières régionales;
- **le défi de l'emploi, de la formation et de l'enseignement**, rendu plus important que jamais suite aux effets de la crise économique provoquée par la crise financière conjugués à l'essor démographique qui amène de plus en plus de jeunes sur le marché de l'emploi; Bruxelles est le premier bassin d'emploi du pays avec près 703.00 emplois dont un petit peu plus de la moitié sont occupés par des navetteurs (dont 127.076 résidant en Wallonie et 234.111 en Flandre), mais connaît un taux de chômage de 17,1% (BIT), plus de 2 fois supérieur à la moyenne nationale (35,3% chez les moins de 25 ans - BIT). Le couplage croissance économique/croissance de l'emploi est particulièrement significatif à Bruxelles, où les nouveaux emplois créés nécessitent de hautes qualifications, ce qui les rend inaccessibles à nombre de demandeurs d'emploi. L'économie résidentielle et de proximité, ainsi que les secteurs événementiels et horeca sont susceptibles de croître avec les fonctions internationales, et de fournir de l'emploi aux peu qualifiés. Un jeune sur 4 quitte l'enseignement sans diplôme du secondaire : l'école doit fondamentalement revoir son fonctionnement et retrouver sa capacité d'intégration et de promotion sociale. C'est l'élévation du niveau de qualification de l'ensemble de la population qu'il convient de viser;
- **le défi environnemental** qui implique que Bruxelles devienne un modèle en matière de développement durable. Il y va de la protection de la qualité de vie de ses habitants (mobilité, qualité de l'air, facture énergétique,...), de la solidarité envers les générations à venir et de sa responsabilité en tant que capitale internationale amenée à montrer l'exemple (notamment en matière d'émissions de gaz à effet de serre). Il s'agit également d'une source économique majeure pour la création d'emplois, notamment peu qualifiés, et de la promotion de l'image internationale de la Région. Le Gouvernement s'est engagé à réduire la production de gaz à effet de serre de 30% d'ici 2025;
- **le défi de la lutte contre la dualisation de la ville et la pauvreté** qui nécessite la poursuite et l'intensification des politiques transversales et territorialisées dans les domaines sociaux, économiques et culturels en ciblant les dispositifs dans les zones et les quartiers les plus fragilisés et en luttant activement contre toutes les formes de discrimination;
- **le défi de l'internationalisation** qui constitue plus que jamais la vocation de Bruxelles mais qui doit réussir à mieux inclure et à profiter davantage aux habitants de la ville. Il convient de soutenir la fonction internationale de la Région, tout en s'assurant que cette dynamique bénéficie à toutes les couches de la po-

pulation, en particulier les moins qualifiés et contribuer activement à lutter contre les risques de l'exclusion sociale.

2. Contexte économique bruxellois

Les indicateurs conjoncturels de l'Institut Bruxellois de Statistiques et d'Analyse montrent que l'essoufflement de l'**activité économique bruxelloise** observé sur une bonne partie de 2011 s'est prolongé en 2012 mais de façon moins marquée et en s'atténuant progressivement au fil de l'année, pour laisser même la place à un léger rebond au dernier trimestre. Cette évolution s'inscrit dans un contexte de baisse générale de l'activité au niveau international et national. Il faudra attendre les indicateurs relatifs aux premiers mois de 2013 pour déterminer si les signes d'amélioration de la dynamique conjoncturelle apparus à Bruxelles au cours de l'année 2012 se confirment et donnent lieu à un réel retournement de la conjoncture. On observe toutefois des évolutions contrastées au niveau des branches d'activité de l'économie bruxelloise. D'un côté, les branches industrielles de production de biens ont connu un ralentissement de leur activité tout au long de l'année 2012 en raison notamment de la faiblesse de la demande externe. Dans leur sillage, différentes activités de services qui dépendent directement de ces secteurs tournés vers la production ont également souffert (en particulier le commerce de gros et la logistique). De l'autre côté, les services qui ne sont pas directement liés aux activités de production se sont relativement bien maintenus dans la mesure où ils sont moins sensibles au cycle conjoncturel. Ainsi par exemple, les branches « information et communication » et « commerce de détail » ont affiché de bonnes performances sur l'ensemble de l'année 2012.

Au vu des dernières révisions des chiffres de la croissance au niveau belge, les projections de croissance du PIB bruxellois actualisées en septembre 2012 – qui tablaient sur une progression en volume de 0,0 % en 2012 et 0,7 % en 2013 – devraient être revues à la baisse pour ces années. La correction devrait être plus importante pour 2013, avec une évolution attendue de seulement 0,2 % pour le PIB national. À moyen terme, la Région de Bruxelles-Capitale retrouverait un rythme de croissance réelle proche de son évolution tendancielle, avec une valeur moyenne légèrement inférieure à 2 % entre 2014 et 2017. Cette croissance serait essentiellement soutenue par la progression des services marchands et, en particulier, par les services financiers ainsi que par la branche des « autres services marchands » qui regroupe notamment toute une série d'activités de services aux entreprises.

Dans ce contexte, on notera une augmentation de 4 % des exportations bruxelloises en 2012, ce qui démontre l'ouverture grandissante de l'économie bruxelloise, la contribution essentielle des exportations à la croissance et l'importance de continuer à soutenir le développement international des entreprises de la Région.

Le **marché du travail bruxellois** subit les conséquences du ralentissement de l'activité économique. Le fléchissement de la croissance du nombre de salariés domiciliés à Bruxelles tout au long de 2011 a fait place à une légère contraction au premier semestre 2012 (-0,2 %). Celle-ci a toutefois été moins forte que dans le reste du pays (-0,5 %). Si un léger rebond apparaît au troisième trimestre 2012, il est vraisemblable qu'il ne se maintiendra pas, au vu des dernières données relatives au nombre d'heures prestées dans les activités intérieures qui plongent au dernier trimestre de l'année. Globalement pour 2012, les dernières projections régionales prévoyaient en moyenne annuelle une augmentation de l'emploi intérieur bruxellois de seulement 1.000 unités mais ce chiffre pourrait être revu à la baisse. La croissance à peine positive de l'activité économique attendue pour la Belgique en 2013 devrait encore peser sur la création d'emploi. À moyen terme, la progression de l'emploi intérieur sur le territoire de la Région de Bruxelles-Capitale atteindrait 1 % par an, soit un rythme très légèrement supérieur à celui de l'ensemble du pays. Cela correspondrait à la création d'environ 6.800 postes de travail supplémentaires chaque année entre 2014 et 2017. Bien que cette hausse de l'emploi intérieur ne suffirait pas à absorber la totalité de l'accroissement de la population active résidente, elle devrait être assez dynamique pour augmenter le taux d'emploi.

En effet, Bruxelles se caractérise par une évolution démographique spécifique et particulièrement rapide qui se traduirait à moyen terme par une forte croissance de la population d'âge actif (+ 1,43 % annuellement de 2014 à 2017). Du côté de l'offre de travail, l'évolution de la population active suivrait un rythme de crois-

sance identique et donc légèrement inférieur à la progression attendue pour la population active occupée (+ 1,8 % entre 2014 et 2017). Cette dernière bénéficierait de la croissance soutenue de l'emploi intérieur et de l'évolution des flux de navetteurs favorable à l'emploi des résidents bruxellois.

3. Objectifs UE 2020

3.1 Emploi et formation professionnelle

EMPLOI

Malgré une légère diminution du niveau d'emploi en Région bruxelloise (714.110 emplois en 2010 contre 702.824 emplois en 2011) Bruxelles reste le premier bassin d'emploi du pays (celui-ci représente en effet 15,9% de la totalité de l'emploi intérieur). Sur les 702.824 emplois, 361.187 sont occupés par des navetteurs en provenance de Flandre et de Wallonie. La diminution de l'emploi bruxellois est relativisée et à mettre en perspective avec plusieurs caractéristiques de la Région bruxelloise notamment le fait que l'emploi intérieur est déjà très important sur un territoire fort confiné. En outre, l'on observe une augmentation de la population active occupée bruxelloise (410.421 actifs occupés en 2010 contre 412.421 en 2011). Néanmoins vu que la Région bruxelloise connaît un accroissement marqué de sa population et en particulier de sa population en âge de travailler, la croissance du nombre de travailleurs bruxellois n'est pas suffisante pour réduire le taux de chômage ou accroître son taux d'emploi. Afin de soutenir l'évolution positive du nombre d'actifs occupés, la Région de Bruxelles-Capitale poursuit notamment la mise en oeuvre :

- du **New Deal** (le Pacte de Croissance Urbaine Durable) qui a pour priorité l'emploi des Bruxellois à travers la synergie « Emploi-Environnement-Economie-Formation ».
- du **Plan Langues pour les Bruxellois** qui a pour objectif la promotion, l'intensification et l'amélioration des connaissances linguistiques des Bruxellois, et des demandeurs d'emploi en particulier, afin de faciliter leur insertion et leur intégration sur le marché de l'emploi.

En outre, pour atteindre les objectifs en matière d'emploi fixés par le PNR et conformément à sa Déclaration gouvernementale 2009-2014, la Région de Bruxelles-Capitale se concentre et travaille en priorité sur les actions transversales suivantes qui visent à répondre à l'ensemble des objectifs de la Stratégie Europe 2020 :

3.1.1 Poursuivre le développement de l'activité économique de la Région de Bruxelles-Capitale afin de continuer à créer de nouveaux emplois de manière massive, notamment pour des profils peu qualifiés, en exploitant au maximum les gisements d'emploi que constituent différents secteurs porteurs.

La Région de Bruxelles-Capitale est le premier bassin d'emploi du pays. Sur les 5 dernières années et malgré la crise économique, près de 40.000 emplois y ont été créés ; principalement dans les secteurs du commerce, de l'entreposage et de l'horeca. Cette croissance de l'emploi s'observe d'abord dans les PME qui concernent près de 95% du tissu économique bruxellois. Des dispositifs tels que le New Deal, l'Alliance « Emploi-environnement », l'Economie sociale ou encore l'Economie plurielle (BRUSOC) continueront à être soutenus et ACTIRIS poursuivra son travail de sensibilisation auprès des employeurs de la Région au travers notamment de la signature de chartes d'engagement ou de conventions de collaborations.

3.1.2 Renforcer l'accompagnement des demandeurs d'emploi avec une attention particulière pour les jeunes, public vulnérable en RBC

1. Le Dispositif de Construction de Projet Professionnel

Le dispositif de « Construction de Projet Professionnel » obligatoire (« CPP ») pour les jeunes de moins de 25 ans s'inscrivant après études est un accompagnement, qui commence par un «screening» immédiat du demandeur d'emploi qui vise à prévenir au maximum l'enlèvement des jeunes demandeurs d'emploi dans le

chômage en agissant précocement, dès la première inscription chez Actiris, par le biais d'un accompagnement qualitatif, formalisé, personnalisé et différencié selon le niveau d'étude et le plan d'action. Une première analyse longitudinale (juillet 2011) a montré que le taux de mise à l'emploi des jeunes sortis de l'école ayant bénéficié du CPP en 2010 est supérieur de 10,6% à celui du même groupe de jeunes un an auparavant. Par ailleurs, on a constaté que le dispositif profite d'autant plus aux faiblement qualifiés (maximum CESS) : + 21,2%.

Depuis la systématisation de l'accompagnement des jeunes de moins de 25 ans après étude, on note une réelle intensification du suivi et un nombre croissant d'actions d'insertion réalisées par cette catégorie de jeunes. A titre indicatif, l'on passe de 10.567 entretiens de suivi chez les jeunes de moins de 25 ans en 2011 à 14.548 entretiens de suivi pour cette même catégorie en 2012 (+ 38%).

Depuis le mois de juin 2011, la formule CPP concerne tous les demandeurs d'emploi âgés de moins de 50 ans venant s'inscrire chez Actiris. L'intensité de l'accompagnement est également fonction du niveau d'étude du demandeur ainsi que du contenu du plan d'action. En termes d'actions réalisées, l'effet du nouveau dispositif pour l'ensemble des demandeurs d'emploi apparaît clair. De 2009 à 2012, on est passé de 104.229 actions d'insertion en 2009 à 124.583 actions d'insertion en 2012 (+20%).

II. Les principales initiatives ciblant les jeunes

A travers sa déclaration de politique générale 2012-2013, le Gouvernement de la Région bruxelloise a décidé de placer les jeunes Bruxellois de façon encore plus importante au cœur de ses priorités en se focalisant plus particulièrement sur les jeunes qui sortent des études. A l'aide du service public d'emploi (Actiris), l'objectif visé est d'offrir annuellement à près de 6.000 jeunes Bruxellois, soit un emploi, soit une formation qualifiante, soit un stage, et cela dans l'année de sortie de leurs études. Cette volonté du Gouvernement a été traduite dans le Contrat de gestion d'Actiris 2013-2017.

Cette "Youth Guarantee", dans un premier temps, prendra la forme du stage de transition. En effet, l'autorité fédérale a créé, fin 2012, en collaboration avec les Communautés et les Régions, une nouvelle mesure, à savoir 10.000 places de stage de transition dont 1.650 pour la Région de Bruxelles-Capitale. Elle sera mise en œuvre à partir d'avril 2013. Régie par un contrat inspiré du contrat conclu lors d'une formation professionnelle individuelle en entreprise, cette mesure vise à offrir aux jeunes une expérience formative en milieu professionnel et ce, par un accompagnement pédagogique sur le lieu de stage.

Le pôle de formation « Tremplin jeunes » de Bruxelles Formation, opérationnel depuis début 2012, a permis l'accueil de 440 jeunes demandeurs d'emploi supplémentaires (+ 30% par rapport à 2011) dans des modules de formation allant du bilan pédagogique approfondi à la formation qualifiante en passant par la formation de base ou l'entrée dans un stage en entreprise. Le travail de mise en concordance des besoins et de l'offre se poursuit en 2013, essentiellement autour de la question du bilan pédagogique et professionnel ainsi que de l'information et la promotion de la formation auprès des élèves en fin de scolarité et/ou en situation de décrochage scolaire. A ce sujet, l'espace de travail partagé par Bruxelles Formation et ACTIRIS, Carrefour Formation+Emploi, sera investi en 2013 afin d'optimiser les services relatifs à l'information et l'orientation des Bruxellois, avec une attention particulière vers les jeunes.

D'autres actions toutes aussi essentielles et relevant d'une logique similaire d'intervention partenariale « multi-niveaux » sont encouragées entre les acteurs publics afin de développer ou renforcer les offres visant à favoriser l'accrochage des jeunes demandeurs d'emploi dans une formation ou la mise en place de collaborations structurelles entre les dispositifs d'accrochage scolaire, les centres PMS bruxellois, les services d'information et d'aide à la jeunesse et les services publics d'emploi et de formation. Un groupe de réflexion permanent autour des questions du décrochage scolaire et/ou professionnel des jeunes Bruxellois, de leur information et orientation par rapport au marché du travail a ainsi été mis en place fin 2011 pour accompagner ces actions.

3.1.3 Lutter contre la discrimination à l'embauche et promouvoir la diversité

I. Les plans de diversité

Les plans de diversité (de même que les outils de sensibilisation tels que la Charte et le Label diversité) continuent de représenter le dispositif central de la politique bruxelloise en matière de politique de lutte contre la discrimination à l'embauche et la promotion de la diversité. Chaque organisme public a un manager de la diversité chargé d'établir un plan de diversité. En outre, différentes expérimentations, comme celle du CV anonyme, ont été menées récemment en Région bruxelloise afin de permettre la réforme de certaines pratiques empruntées de discrimination.

Cette politique permet actuellement de toucher près de 30.803 travailleurs au travers des 70 plans de diversité, 16 plans de consolidation et 33 labels diversité (+ 5 renouvellements).

II. Le CV multimédia

En phase pilote, le CV multimédia constitue un outil permettant de neutraliser les préjugés au profit d'une rencontre directe. Au contraire d'un CV papier classique, il transmet toute la sphère des compétences humaines, comportementales, expressives, soit ce qui relève du « verbal » et du « non verbal », et permet donc à celui qui le visionne d'apprécier le candidat « tel qu'il est », et non de préjuger de ce qu'il pourrait être.

III. Les tests de compétences comme dispositif de lutte contre les discriminations

En matière de discrimination, il faut également souligner la réforme entamée au niveau de la « Direction Employeurs » d'Actiris telle que prévue par le nouveau Contrat de Gestion d'Actiris (2013-2017). Celui-ci prévoit d'adopter une approche basée sur les compétences pour ce qui est de la rédaction des descriptifs de fonction. En travaillant en termes de compétences attendues, l'objectif visé est notamment la lutte contre la discrimination en ouvrant la porte aux chercheurs d'emploi moins qualifiés mais disposant de réelles compétences professionnelles.

IV. Le Conseil de la non-discrimination et de la diversité

Notons enfin que le nouveau Contrat de gestion d'Actiris (2013-2017) entérine la constitution d'un Conseil de la non-discrimination et de la diversité qui a pour mission de mobiliser les interlocuteurs sociaux, les employeurs et les opérateurs d'emploi en vue d'une plus forte mise à l'emploi du public visé par la politique de diversité bruxelloise (entre autres les personnes d'origine étrangère, jeunes, expérimentées, handicapées, faiblement qualifiées) tout en portant une attention transversale à la thématique du genre.

Au sein de la Région, de nombreuses actions sont mises en place afin d'assurer un accès égal à l'emploi pour chacun. Dans le cadre de la promotion de l'égalité entre les femmes et les hommes, notamment dans le secteur de l'emploi, plusieurs initiatives ont été prises.

L'ensemble des initiatives relevant de l'égalité entre les femmes et les hommes est reprise dans le rapport Pékin, présenté tous les ans au Parlement. Ce rapport rend compte des initiatives prises dans tous les domaines d'actions du gouvernement. Les actions qui y figurent sont, entre autres, la quatrième édition du projet Top Skills développé par Selor ; les femmes du ministère ont été encouragées, par une communication ciblée, à y participer afin de tester leurs compétences managériales au cours d'une simulation de sélection pour une fonction de top management. Dans le cadre de l'ouverture des promotions prévue cette année, une information ciblée sera transmise aux femmes afin de les encourager à s'engager dans le processus de promotion. Notons également l'existence de l'ordonnance gender mainstreaming. Depuis 2010, le Ministère a initié un projet pilote au travers duquel une des unités pilotes dans l'administration de l'économie et de l'emploi assemble des statistiques sexuées concernant les permis de travail octroyés et les contrôles du service. Une coordination des échevinats égalité des chances a également été mise en place au sein de la Région

afin de favoriser les collaborations entre communes et de constituer un pôle de ressource pour les communes bruxelloises en matière d'égalité des chances et de diversité.

En matière d'accessibilité, la plateforme 'Accessibilité intégrale' très récemment créée a pour but de réunir différents partenaires régionaux afin de réfléchir et de proposer divers projets liés aux problématiques de l'accessibilité. La Région collabore également avec une association afin de permettre aux personnes handicapées de s'inscrire sur une liste d'offres d'emplois proposés par la Région. Ainsi, au travers des cinq domaines de l'égalité des chances, la Région tente de promouvoir le respect de chacun et la diversité.

3.1.4 Renforcer la mobilité des demandeurs d'emploi

L'Accord de mobilité interrégionale Actiris-VDAB

Le développement de la mobilité interrégionale des demandeurs d'emploi a été renforcé, notamment au travers de la conclusion d'un nouvel Accord de coopération avec la Région flamande en juillet 2011. L'hinterland bruxellois représente une grande quantité d'emplois accessibles aux Bruxellois moyennant une connaissance du Néerlandais, un renforcement de la mobilité et enfin une bonne collaboration entre Actiris et le VDAB en ce qui concerne la transmission des offres d'emploi. Le plan d'action de 2012, basé notamment sur l'organisation de jobdating (22 jobdating en 2012 avec 14 employeurs), a contribué à l'engagement de 2.006 chercheurs d'emploi bruxellois par des entreprises (139) de la périphérie bruxelloise. Globalement, entre 2007 et 2011, on note une augmentation de 25 % de la navette sortante vers la Flandre, de Bruxellois infrascolarisés à moyennement scolarisés. Il faut noter que la contribution du jobdating dans la mise au travail directe de demandeurs d'emploi bruxellois mobilisés est très élevée (aux alentours de 70%).

Enfin, en 2012, notons qu'Actiris a reçu via flux automatique : 21.880 offres du FOREM, 78.490 offres du VDAB. Soit au total : 100.370 offres d'emploi ont été présentées aux demandeurs d'emploi bruxellois

3.1.5 Développer et mobiliser des outils publics performants en faveur de l'emploi et de la formation

I. Actiris, nouveau Contrat de Gestion (2013-2017)

Actiris s'est doté d'un nouveau Contrat de gestion pour une durée de quatre ans (2013-2017). Celui-ci est axé sur le matching entre l'offre et la demande en valorisant les compétences et ceci notamment via la restructuration de la « Direction Employeurs ». Depuis novembre 2012, cette dernière est en phase de réorganisation de façon à cibler son offre de service par secteur d'activité : spécialisation des agents en fonction des secteurs et des métiers qui y sont liés, équipes pluridisciplinaires et sectorielles avec un accent sur cinq secteurs d'activité identifiés comme porteurs en terme d'emploi (un sixième pilier reprenant les entreprises de la périphérie), des consultants spécialisés par secteur, une collaboration accrue avec la Direction Chercheurs d'Emploi et, enfin, une approche par les compétences au niveau de l'aide à la rédaction des offres et de la sélection des candidats.

II. Concrétisation des chantiers du contrat de gestion de Bruxelles Formation

Le Contrat de gestion de Bruxelles Formation 2012-2016 conclu en décembre 2011 a permis de préciser les missions prioritaires du service public de formation à mettre en œuvre dans les 5 ans tant dans sa fonction de régisseur que dans sa tâche d'opérateur de formation professionnelle. Il définit aussi les modalités du travail en partenariat avec les autres acteurs du champ de la formation et de l'emploi et opérationnalise à travers un premier plan de développement 2013 les objectifs opérationnels des différentes priorités d'action.

Formation professionnelle

Globalement, Bruxelles Formation et ses partenaires (dont l'enseignement de promotion sociale et les 50 organismes d'insertion agréés par la COCOF) ont accueilli en formation 12.734 demandeurs d'emploi (21,1% ont moins de 25 ans; 50,8% sont inactifs depuis plus d'un an; 56% ont au plus un niveau d'études secondaires

inférieures). A noter que plus de 26% de l'offre de formation organisée par les pôles de Bruxelles Formation se réalisent avec les fonds sectoriels.

Outre l'accent spécifique porté aux demandeurs d'emploi de moins de 25 ans, le renforcement et la diversification de l'offre de formation s'orientent aussi vers les demandeurs d'emploi peu qualifiés et les demandeurs d'emploi éloignés du marché du travail en raison, notamment, d'un handicap, de l'origine ou de la nationalité étrangère, ainsi que vers la mise en place de nouvelles structures sectorielles.

La prévention de la « déqualification » suite à un manque de mise à niveau des compétences constitue aussi un axe important de la politique de formation tout au long de la vie tant à l'égard des demandeurs d'emploi de courte durée que des travailleurs actifs (3.352 bénéficiaires en 2012). Bénéficiant pour une part du soutien du programme FSE Wallonie-Bruxelles, l'offre se renforce vers un ciblage plus précis des besoins sectoriels (construction durable, métiers verts, NTIC, langues, métiers du tourisme international...) en lien avec le New Deal.

L'accord de coopération entre la Région et la Commission communautaire française relatif au financement de l'offre de formation à destination des demandeurs d'emploi conclu en 2012 permet de pérenniser l'octroi des moyens complémentaires (2,32 millions €) à la poursuite de l'organisation de formations par Bruxelles Formation dans les secteurs prioritaires définis par le New Deal dont les chantiers de l'Alliance emploi environnement.

Etroitement articulé aux domaines d'intervention prioritaires du New Deal (Pacte de Croissance urbaine durable), le Plan stratégique de formation, dont l'ambition est un doublement de l'offre de formation à l'horizon 2020, prendra en compte les grands chantiers liés à la 6ème réforme de l'Etat ainsi que les priorités d'action conjointes approuvées par les comités de gestion paritaires des services publics bruxellois d'emploi et de formation en application de l'accord de coopération sur les politiques croisées « emploi-formation ».

Parallèlement à la finalisation de ce Plan, au niveau des outils transversaux de monitoring, un premier outil de suivi longitudinal du parcours des demandeurs d'emploi en formation professionnelle devrait être finalisé en 2013. Les travaux visant la simplification des procédures administratives pour les opérateurs partenaires de Bruxelles Formation, d'ACTIRIS et de la Commission communautaire française et de l'Agence FSE de la Fédération Wallonie Bruxelles en vue d'aboutir à une harmonisation de la gestion administrative et financière des actions menées par les partenaires communs à ces organismes publics devraient produire leurs premiers effets en 2013.

On mentionnera aussi les collaborations structurelles entre les acteurs de la formation, de l'enseignement et de l'emploi en vue d'organiser et de rendre utilisables sur le marché de l'emploi la reconnaissance des compétences, la certification des acquis de formation ou encore les référentiels liés aux métiers et aux formations.

A noter enfin l'expérience pilote menée par Bruxelles Formation et le service PHARE de la Cocof depuis septembre 2012 de redéfinition du dispositif de formation destiné aux demandeurs d'emploi handicapés. Cette action bénéficie du soutien du FSE Wallonie Bruxelles.

La recherche de surfaces disponibles pour organiser de nouvelles formations sera poursuivie en 2013, en relation étroite avec la Fédération Wallonie Bruxelles ainsi qu'avec la Région.

La VGC investit quant à elle annuellement 530.000€ afin d'élargir l'offre de formation professionnelle en néerlandais destinée essentiellement aux demandeurs d'emploi bruxellois infrascolarisés, complétant l'offre du VDAB qui reconnaît par ailleurs ces formations.

3.1.6 Articulation Emploi-Formation : mobiliser tous les acteurs autour de la formation des demandeurs d'emploi

I. Les Accords croisés « emploi-formation »

En 2012, les outils de pilotage visant à une meilleure articulation entre les politiques de formation et d'emploi ont été concrètement mis en place. Les accords de coopération de politiques croisées « emploi-formation » (au cœur des réalisations du New Deal) entre d'une part, le Gouvernement de la Région bruxelloise et le Collège de la Commission Communautaire française (9 février 2012)³ et, d'autre part, les Gouvernements de la Région de Bruxelles-Capitale, de la Région flamande et de la Communauté flamande (15 juillet 2011) prévoient le développement de synergies et de collaborations dans de nombreux domaines : l'apprentissage des langues, l'élaboration du projet professionnel, l'accès à la formation, la prospection des entreprises, la concertation avec les acteurs et la simplification administrative pour les partenaires.

Ces accords de politiques croisées permettent notamment de pérenniser l'octroi des moyens complémentaires (2,32 millions d'€) nécessaires à la poursuite de l'organisation des formations par Bruxelles Formation dans les secteurs prioritaires définis par le New Deal, dont les chantiers de l'Alliance Emploi-Environnement.

Tant le contrat de gestion d'Actiris 2013-2017 que le contrat de gestion de Bruxelles Formation 2012-2016 consacrent une part de leur contenu aux collaborations fonctionnelles entre les 2 organismes, dans le respect des métiers de chacun qu'il s'agisse du dossier unique du chercheur d'emploi, de la veille et de l'anticipation des besoins en matière de formation et d'emploi ou encore des modalités d'accès à la formation ou de suivi au terme d'une action d'insertion ou de formation. Ainsi, la mesure FPI (contrat de formation professionnelle individuelle), du ressort des services publics de formation, est un outil valorisé par Actiris en vue de fournir une expérience professionnelle aux demandeurs d'emploi. On compte 1.238 bénéficiaires en 2012 pour 1.066 bénéficiaires en 2011. En outre, il y a eu quelques 150 contrats FPI conclus en 2012 par Bruxelles Formation avec des établissements de l'enseignement supérieur pour permettre à des demandeurs d'emploi de reprendre des études dans des métiers en pénurie.

II. Le Plan Langues pour les Bruxellois

-- les chèques langues

Les formations en langues restent centrales en Région bruxelloise puisqu'une offre sur deux reçues par Actiris exige des connaissances linguistiques. A cet égard, le Plan langues lancé en 2010 (RBC et COCOF) a fait l'objet d'une étude en 2012 portant sur les bénéficiaires des chèques langues. Celle-ci a permis de mesurer l'augmentation de la probabilité de trouver un emploi pour les bénéficiaires des ces chèques langues (+ 15% que dans le cas des demandeurs d'emploi n'ayant pas bénéficié d'un chèque langue) . A noter que les chances de sortie du chômage vers l'emploi augmentent pour toutes les catégories étudiées, y compris pour les demandeurs d'emploi présentant un profil plus fragile.

Entre 2004 et 2013, le budget pour les chèques langues a connu une augmentation de 900% pour atteindre un budget de 9 millions d'euros aujourd'hui. Le succès grandissant des aides à l'apprentissage des langues a été démontré de manière exceptionnelle au regard des résultats pour l'année 2012. Avec plus de 7000 chèques langues octroyés et plus de 15.500 tests langues effectués, la Région bruxelloise réalise ses meilleurs chiffres: une augmentation de près de 54% pour les chèques-langues et de près de 35% pour les tests par rapport à l'exercice 2011.

3 Concrétisé par l'accord de collaboration conclu entre Actiris et Bruxelles Formation

- L'offre de formation en langues orientées métiers

Le Plan permet aussi d'amplifier l'offre de formation en langues orientées métiers (+ 700 places de formation). En 2012, il y a eu 992 places de formation. 100 places supplémentaires visent l'immersion en linguistique dans une entreprise. Ces places s'additionnent aux 2.300 places existantes. Ces efforts seront poursuivis en 2013, entre autres dans le cadre du comité de pilotage avec Actiris.

La Commission Communautaire Flamande (Vlaamse Gemeenschapscommissie – VGC) a mis en place un dispositif permettant aux demandeurs d'emploi d'utiliser les chèques langues, via *Het Huis van het Nederlands*, afin de bénéficier de cours dispensés par les centres d'enseignement pour adultes (*Centra voor volwassenenonderwijs*). Elle prévoit également un encadrement complémentaire en vue d'améliorer l'insertion professionnelle des groupes à risque, très éloignés du marché du travail. En collaboration avec les Maisons bruxelloises de l'emploi et l'asbl Tracé Brussel, la VGC promeut en effet l'offre bruxelloise de formations en néerlandais à travers un guide et l'organisation d'une bourse des formations. A partir de juin 2013, cette information sera également disponible en ligne sur le site www.schakelsnaarwerk.be.

III. Les Centres de références

Les 5 Centres de références existants dans les secteurs de la construction, des TIC, de l'horeca, du transport/logistique et des fabrications métallurgiques, ont fait l'objet d'un soutien continu. Les CDR, issus d'un partenariat public-privé, sont une forme de traduction très concrète du rapprochement entre l'emploi et la formation. En 2012, les CDR représentaient un budget total issu des fonds publics de près de 4,5 Millions €, auxquels s'ajoute un apport équivalent des fonds sectoriels sous forme d'apport en nature, principalement du matériel de pointe. Ces fonds ont ainsi permis de former plus de 4.500 chercheurs d'emploi et travailleurs, de réaliser près de 500.000 heures de formation et de sensibiliser pas loin de 7.500 élèves et étudiants. Par ailleurs, le CDR orienté vers les métiers de la ville et de la fonction publique, financé à raison de 300.000 €, a été mis sur pied et permettra de renforcer les actions des CDR au profit des Bruxellois et des demandeurs d'emploi en particulier dans les métiers visés par ces deux secteurs.

3.2 Recherche & Développement & Innovation

Les moyens dévolus à la R&D ont connu une légère augmentation entre 2012 et 2013. Le budget R&D de la Région atteindra près de 46 millions d'€ en crédits d'engagement en 2013.

Fin 2012, la Région de Bruxelles-Capitale a procédé à la mise à jour de son Plan Régional pour l'Innovation. Ce document engage la Région de manière plus affirmée dans une démarche de « spécialisation intelligente » et prévoit un pilotage plus intégré du système régional d'innovation.

Les actions sont regroupées en cinq objectifs stratégiques:

- Objectif 1 : Mettre la spécialisation intelligente au service de l'économie et de l'emploi
- Objectif 2: Créer un environnement favorable aux entreprises innovantes
- Objectif 3: Augmenter l'attractivité de Bruxelles en tant que « plaque tournante » européenne de la connaissance
- Objectif 4: Augmenter la participation bruxelloise dans les programmes européens
- Objectif 5: Renforcer la gouvernance de l'innovation. Des mesures opérationnelles à court terme concernent par exemple un projet-pilote de mise à disposition de chèques innovation aux entreprises régionales et la création d'une unité « stratégie et monitoring » du système RDI à Bruxelles. Un tableau de bord de la Recherche et de l'Innovation régionale a été mis en place en 2012 et sera mis à jour périodiquement.

Début 2013, une **nouvelle plateforme stratégique** dans le domaine d'environnement a été lancée et financera 11 projets dans deux secteurs porteurs d'innovation : l'écoconstruction et l'énergie éolienne pour habitations urbaines. La mise sur pied d'une autre nouvelle plateforme dans le domaine de « ICT for Health » est planifiée fin 2013.

Le dispositif d'aide au montage et soumission des projets européens RDI est renforcé, notamment dans les programmes comme EUROSTARS, les JTI et ARTEMIS. Une nouvelle initiative de programmation conjointe 'URBAN EUROPE' sera financée. Par ailleurs, le financement pour le Point National de Contact -NCP Brussels dont la mission principale est d'aider les entreprises régionales et les acteurs universitaires de préparer les projets européens (FP7), augmente.

En 2013, la Région poursuit le développement d'incubateurs dans les secteurs porteurs d'innovation, ainsi que les initiatives de sensibilisation aux carrières scientifiques et techniques.

Le Gouvernement de la Région de Bruxelles-Capitale s'efforce de mettre en œuvre des mesures de soutien qui stimulent l'effet de levier vis-à-vis des financements privés et qui favorisent les circuits les plus courts entre les résultats de la recherche et leurs retombées en termes de valorisation économique et de création d'emplois.

Le soutien à la création et au développement de spin-offs et jeunes entreprises innovantes est renforcé. Un nouveau crédit a été prévu en 2013 à hauteur de 3.000.000€ pour permettre à la Région de prendre des participations en capital dans des instruments financiers pour spin-offs et jeunes entreprises innovantes, tels que les fonds de capital-risque mis en place par les universités.

3.3 Éducation

3.3.1 Lutte contre le décrochage scolaire

La lutte contre le décrochage scolaire est une compétence gérée par la Communauté Française et par la Communauté Flamande. Cependant, dans le cadre de ses compétences, la Région de Bruxelles-Capitale a pris des mesures relatives à l'accrochage scolaire qui ne visent pas à venir renforcer les dispositifs existants mais bien d'effectuer les missions qui actuellement ne sont pas ou peu exercées. Ces dispositifs régionaux sont organisés en deux axes:

Axe prévention :

Le public cible concerné par ce dispositif est très jeune, en âge d'obligation scolaire ou non, scolarisé ou en décrochage. Les médiateurs scolaires actifs au sein de ce dispositif remplissent une ou plusieurs des missions suivantes:

- réunir à des fins de diagnostic, toutes les données qualitatives et quantitatives permettant de mesurer l'absentéisme et le décrochage scolaire sur le territoire communal;
- obtenir une vue globale et à jour (observations, besoins et attentes) de tous les dispositifs existants sur la commune et du travail de chaque acteur concerné quel que soit son identité ou le niveau de pouvoir qui le soutient;
- développer des projets en collaboration avec les écoles;
- en collaboration avec les services communautaires compétents, assurer un accompagnement individuel, permettant d'aborder les situations d'élèves confrontés à un absentéisme récurrent et de définir les mesures d'accompagnement adaptées;

- dans le cadre du contrôle de l'obligation scolaire, les médiateurs scolaires en collaboration avec le service communal de la population, et avec la zone de police veilleront à identifier les jeunes en âge d'obligation scolaire qui sont non inscrits ou en décrochage complet et ce, de manière à assurer l'accès à l'enseignement à tout élève inscrit au Registre de la population.

Axe accrochage scolaire :

La Région de Bruxelles-Capitale mène également des actions au sein même des écoles via le Dispositif d'Accrochage Scolaire (D.A.S) en finançant plus de 300 projets éducatifs qui visent à diminuer l'échec scolaire et l'absentéisme.

Par ailleurs, le développement des synergies entre les acteurs de l'éducation et de la formation sera renforcé via la mise en place du Bassin de vie bruxellois et des Pôles de synergies qui y sont liés. Ceci vise à proposer une offre d'éducation et de formation de qualité à l'ensemble des Bruxellois, en mettant un accent particulier sur les moins qualifiés. Un groupe de travail réunissant communautés et la Région bruxelloise est chargé de réaliser un inventaire de toutes les politiques menées en matière d'accrochage scolaire. L'objectif est d'améliorer l'articulation des politiques et d'en accentuer l'efficacité.

La Commission communautaire flamande (VGC) vise à encadrer qualitativement le contenu didactique des cours afin d'agir préventivement sur l'absentéisme scolaire. Le Onderwijscentrum Brussel (OCB) (enseignement primaire et humanité), l'asbl VBB (enseignement primaire), l'asbl BROSO (enseignement humanité) apportent une importante contribution. Depuis 2011, la VGC investit dans le développement des Brede School (école au sens large), une école qui accorde de l'attention au développement au sens large et aux chances d'épanouissement de tous les enfants. En 2012, 23 nouvelles Brede School ont été créées à Bruxelles. Enfin, la VGC soutient le projet Time-Out Brussel, visant à éviter un décrochage scolaire prématuré d'élèves causant des difficultés à l'école ou étant fort démotivés. L'objectif de Time-out est de donner une nouvelle chance aux jeunes fréquentant les écoles secondaires néerlandophones à Bruxelles et connaissant des difficultés dans leur parcours scolaire, de trouver un nouvel intérêt dans l'enseignement. Grâce à un coach à l'école ou un trajet externe court ou long, time-out offre une réponse compréhensive aux problèmes des jeunes.

3.3.2. Contribution de la Formation professionnelle à l'objectif Enseignement et formation tout au long de la vie

La Commission communautaire française, signataire d'un Accord de coopération avec la Communauté française et la Région wallonne, contribue à la mise en place du Service francophone des Métiers et des Qualifications (SFMQ), notamment à travers la participation active de Bruxelles Formation et du Service de Formation PME aux travaux de ce service.

La Commission communautaire française, à travers son Service public de formation, participe aux travaux de mise en œuvre du Cadre Francophone des Certifications.

La Commission communautaire française contribue à l'organisation du Consortium de validation des compétences, réunissant les Services publics de formation professionnelle (dont Bruxelles Formation) et les services publics de formation des classes moyennes. A noter en la matière la reconnaissance des compétences acquises en formation, certificats délivrés en fin de formation par les services publics de formation qui vise aussi à une meilleure cohérence des processus de valorisation des apprentissages sur le marché du travail.

La promotion des métiers techniques auprès des élèves de l'enseignement secondaire et auprès des demandeurs d'emploi est soutenue par la Commission communautaire française via l'organisation de diverses manifestations dont un Village métiers sur le site de l'EFPME avec la participation de l'enseignement, de la formation et de l'emploi. En 2013, la diffusion d'informations relatives aux études, aux formations et aux métiers techniques sera revue afin de la rendre plus efficace.

Enfin, un accord de coopération entre les différentes autorités communautaires et régionales est en voie de concrétisation afin de permettre la création d'un outil de suivi des trajectoires des élèves de l'enseignement secondaire et supérieur en lien avec les outils de suivi des services publics de formation et d'emploi.

3.4 Objectif - Climat/Environnement

En ce qui concerne les objectifs UE2020 en matière de climat et d'énergie, la Région bruxelloise s'est définie une politique ambitieuse. Celle-ci a déjà porté ses fruits puisque la **consommation d'énergie** par habitant et les émissions de CO² ont été réduites de 22% entre 2004 et 2011.

Dans cette politique, l'action de la Région se concentre principalement sur la réduction de la demande énergétique et sur l'amélioration de l'efficacité énergétique.

3.4.1 Le Code bruxellois de l'Air, du Climat et de l'Energie (COBRACE)

Le COBRACE coordonne les mesures et inscrit les matières de l'air, du climat et de l'énergie dans une seule réglementation, claire, cohérente et structurée. Il renforce la politique énergétique bruxelloise déjà récompensée par la Commission européenne (Sustainable Energy Award 2012) et permet des avancées significatives en termes de mobilité.

Le COBRACE a été adopté en troisième lecture par le Gouvernement bruxellois et devrait être adopté définitivement en avril 2013.

Les mesures visent la réduction des émissions de polluants et la stimulation de l'efficacité énergétique en priorité dans les secteurs des bâtiments et du transport. Parmi ces mesures, le COBRACE instaure une obligation de mener un programme d'action pour la gestion énergétique pour les surfaces de plus de 100.000m² (50.000m² pour les pouvoirs publics), il crée un label pour les bâtiments à haute performance énergétique et environnementale et rationalise les parkings hors voirie via le permis d'environnement. Pour stimuler l'exemplarité des bâtiments publics, le COBRACE fixe un taux de rénovation annuel, il permet d'imposer dans les bâtiments publics neufs ou soumis à une rénovation lourde un objectif de production d'énergie renouvelable et il instaure la prise en compte du coût d'occupation dans les contrats d'occupation conclus par les pouvoirs publics.

3.4.2 Planification en matière de mobilité

Le Plan Iris 2 vise à réduire la charge de trafic automobile de 20% sur le territoire de la Région **et lutter contre la congestion automobile** au profit du transfert modal vers les transports publics, cyclistes et piétons. A cet égard, le Gouvernement a approuvé fin 2012 le premier **plan piéton** qui vise à augmenter la part des déplacements à pied. Concernant les cyclistes, la Région poursuit le déploiement des équipements, mais également des mesures de sensibilisation.

Le stationnement constitue un levier majeur de la politique de mobilité. En vue d'harmoniser et de simplifier les règles de stationnement dans les 19 communes bruxelloises et de libérer de l'espace en voiries pour d'autres modes de déplacement que la voiture, le Gouvernement bruxellois a approuvé le projet de **Plan de Politique régionale du stationnement**, soumis à enquête publique au cours du premier trimestre 2013.

En première ligne de la lutte contre la congestion automobile, la Région de Bruxelles-capitale poursuit également ses programmes d'investissements conséquents en matière d'infrastructure de transports publics. A cette fin, le nouveau contrat de gestion de la STIB ouvre la voie à des investissements ordinaires et extraordinaires pour 4,4 milliards d'euros d'ici 2022 afin de permettre à la STIB de respecter son engagement à augmenter sa capacité de transport de 22,4 % d'ici 2017 via des extensions du réseau et l'achat de matériel roulant.

Les mesures résultant du plan iris2 et les plans stratégiques connexes par thème (plan de transport de marchandises, plan piéton, plan vélo, plan de sécurité routière) sont progressivement exécutées sur le terrain et portent leurs fruits. Les dernières mesures montrent clairement que la mobilité évolue déjà maintenant dans le sens souhaité:

- la marche est devenue le principal mode de déplacement, 37% des déplacements se font maintenant à pied, (contre 32% en '99)
- l'utilisation du transport public à Bruxelles (sans train) a augmenté de 15% à 25% pour tous les déplacements
- le vélo à Bruxelles connaît une progression fulgurante, de 1 à 4%
- la part de la voiture dans les déplacements à Bruxelles a diminué de 50% à 32%.

En attendant la réalisation des grands chantiers d'infrastructure, dont l'extension du métro vers le Nord de la Capitale densément peuplé, la STIB a augmenté début 2013 la fréquence sur différentes lignes afin d'améliorer le service aux voyageurs. La Région améliore également la circulation des transports publics de surface en leur donnant la priorité de passage (équipement de télécommandes des carrefours à feux, sites propres immunisés de la circulation, etc).

3.4.3 L'Alliance Emploi-Environnement

L'alliance Emploi-Environnement est un des cinq domaines prioritaires identifiés dans le Pacte de Croissance Urbaine Durable (New deal). L'Alliance Emploi-Environnement vise la structuration et le développement de secteurs économiques liés à l'environnement. L'objectif est de mettre les entreprises bruxelloises en capacité de capter les fruits du développement dans ces secteurs (aujourd'hui, la construction durable, l'eau et les ressources-déchets) et de valoriser l'important potentiel d'emploi, y compris moins qualifié. L'Alliance Emploi-Environnement contribue à mobiliser et à coordonner les acteurs publics, privés et associatifs dont les partenaires sociaux autour d'actions concertées.

- Le premier axe de l'Alliance Emploi-Environnement est le secteur de la construction durable. L'objectif est de développer, d'une part, une offre d'entreprises locales capable de répondre au défi des nouvelles ambitions énergétiques des bâtiments et, d'autre part, d'atteindre une diminution des impacts environnementaux du bâti. Un des moyens est l'adaptation de l'offre de formation (formation continue, formation qualifiante, insertion de chômeurs par le travail) en vue d'avoir des travailleurs formés également à ces nouveaux défis. Les actions sont mises en œuvre depuis deux ans et les résultats sont de plus en plus importants (augmentation du nombre de personnes formées, augmentation de l'utilisation des aides économiques, ...).
- Le deuxième axe de l'Alliance Emploi-Environnement lancé en 2012 est consacré à **l'eau**. Le but est d'accroître significativement le nombre d'emplois en faveur des jeunes demandeurs d'emploi bruxellois dans les secteurs d'activités liés au cycle de l'eau par le biais d'actions de stimulation économique, de soutien aux entreprises, d'insertion, de formation, etc. Et ce, dans le maillage gris (égouts et canalisation) et dans le maillage bleu+ (gestion alternative de l'eau). Les actions sont mises en œuvre depuis novembre 2012.
- Le troisième axe de l'Alliance Emploi-Environnement est le secteur des ressources et des déchets, avec un accent sur la prévention, le réemploi et le recyclage. Les travaux de l'alliance garderont le même souci de saisir toutes les opportunités économiques et d'emplois public, privé et d'insertion dans le secteur des ressources et des déchets. Les activités de collecte, de maintenance, de réparation, les déconstructions sélectives et la commercialisation de produits de seconde main sont les plus pourvoyeurs d'emplois locaux. La mise en œuvre des actions commencera avant la fin de l'année.

3.4.4 Les marchés de l'électricité et du gaz

La RBC a transposé les directives 2009/72/CE et 2009/73/CE en juillet 2011. Les nouvelles ordonnances adoptées dans ce cadre ont permis de renforcer les compétences, les missions ainsi que l'indépendance de l'autorité de régulation régionale. Une simplification d'accès au marché pour les fournisseurs a été organisée et la protection et l'information des consommateurs renforcée (guichet d'information, service des litiges, mécanisme d'indemnités forfaitaires, ...) tout en renforçant la garantie d'accès à l'énergie. Une série de mesures visant à améliorer l'efficacité énergétique ainsi que la promotion de l'électricité verte ont également été prises. Cette transposition répond à la recommandation (6) de la Commission européenne d'introduire des mesures pour renforcer la concurrence sur les marchés de l'électricité et du gaz en améliorant l'efficacité des autorités sectorielles de régulation et de concurrence.

3.4.5. Réduction de la consommation énergétique et amélioration de l'efficacité énergétique

Plusieurs initiatives ont été prises, visant tant les particuliers, que les entreprises, les collectivités et les pouvoirs publics :

- Le programme des **Primes Énergie 2013 confirme les augmentations de primes décidées** en 2012 et simplifie les démarches administrative.
- Le **Défi énergie** continue de sensibiliser les Bruxellois encouragés de manière ludique à réduire leur consommation énergétique, ainsi qu'à émettre moins de CO2.
- L'appel à projets « **bâtiments exemplaires** » a pour objectif de soutenir des projets performants afin de démontrer leur faisabilité technique et financière, et d'encourager le secteur dans ce type de démarches.
- **L'exemplarité des pouvoirs publics dans les bâtiments** se traduit par le respect au minimum du standard passif pour les constructions neuves et du standard très basse énergie pour les rénovations lourdes dans le cadre des investissements immobiliers de tout organisme dépendant de la Région. Ces mêmes obligations sont imposées à toute construction ou rénovation lourde (logements, écoles et bureaux) à partir de 2015. Le potentiel de réduction des émissions du secteur est très significatif. A titre d'exemple, on prévoit une économie de 15.000 tonnes de CO2 chaque année. La **Maison de l'Énergie** propose un service d'accompagnement des ménages dans leurs démarches d'économies d'énergie dans leur logement, que ce soit en matière de choix techniques et de matériaux ou d'accès aux incitants

3.4.6. Propreté publique

Il convient d'ajouter les deux mesures suivantes en matière de collecte et de traitement des déchets:

- **La création d'un centre public de traitement des déchets organiques;**
- **L'utilisation de camions hydrauliques** de collecte des déchets qui devraient permettre une diminution d'environ 14 tonnes par an et par véhicule des rejets en CO2 (et autres gaz) et qui devraient connaître une consommation moyenne de carburant réduite de 29%.

3.5. Objectif - Cohésion sociale/ Lutte contre la pauvreté :

3.5.1 Stratégie générale & Objectifs spécifiques

La Note de politique générale relative à la lutte contre la pauvreté 2009-2014 rédigée et approuvée de concert par le gouvernement bruxellois et les Collèges des 3 Commissions communautaires de Bruxelles, est construit autour de 34 objectifs stratégiques concrets et trace un cadre ambitieux permettant de relever le défi que constitue la lutte contre toutes les formes de pauvreté au sein de la Région. A ce titre, il est primordial que tout citoyen puisse participer à la vie sociale et économique et ce, dans des conditions qui contri-

buent au bien-être individuel comme à la prospérité de la société tout entière. L'objectif est de mener une politique commune qui favorise la qualité sociale de notre Région. La stratégie qui est suivie à cet effet consiste à investir dans la promotion et la consolidation de la politique sociale, en misant sur une politique préventive, plurielle et participative :

- une politique préventive permettant d'éviter à quiconque les situations de pauvreté;
- une politique plurielle permettant de lutter contre l'inégalité de traitement, la discrimination;
- une politique participative tenant compte des connaissances et des éclairages de tous les acteurs concernés par la pauvreté.

La Note de politique générale 2009-2014 forme la base des plans d'action biennaux de lutte contre la pauvreté : le Plan d'action bruxellois de lutte contre la pauvreté 2010 en était le premier plan opérationnel. Le plan d'action 2012 s'inscrit dans une logique de continuité, mais s'adresse plus spécifiquement à la problématique de la pauvreté des jeunes adultes. Parallèlement aux 5 axes d'intervention définis pour répondre à cette problématique, la mise en œuvre des actions définies au titre des 34 objectifs stratégiques du plan 2010 constitue également une priorité pour 2013. A titre d'exemple de concrétisation de certaines mesures, on peut noter :

- Réalisation du droit au logement : € 206.000.000 en vue d'accroître et de développer le parc des logements sociaux bruxellois (2010-2013), € 1.007.000 afin de promouvoir la protection sociale au sein des marchés libéralisés de l'électricité et du gaz (indicateur de déprivation matérielle).
- Le développement d'un test d'impact sur la pauvreté pour chaque décision politique.
- En matière de logement : on note le développement du logement social et plus particulièrement l'objectif de garantir dans chaque commune dans les 10 années à venir un taux de 15% de logements de qualité à gestion publique et à finalité sociale, la lutte contre les logements vides et insalubres, le renforcement des aides aux personnes sur le marché locatif (allocation de relogement), , une réflexion sur la mise en place d'un système d'encadrement des loyers, le développement d'un cadre législatif pour éviter dans la mesure du possible les expulsions sans proposition de relogement et l'amélioration de la performance énergétique des logements.
- La promotion de l'accès à l'enseignement et la formation mettra en avant les actions préventives, les campagnes et projets contribuant à une diminution du décrochage scolaire.
- L'agrément d'une maison d'accueil pour un public spécifique de sans-abris âgés de 18 à 25 ans (en commission communautaire française).

3.5.2 Contribution de la Formation professionnelle à l'objectif d'inclusion sociale

En tant que vecteur de lutte contre l'exclusion sociale, la formation professionnelle pour les demandeurs d'emploi est orientée prioritairement vers les publics fragilisés, éloignés du marché du travail et vise à les positionner au mieux. Les accompagnements mis en œuvre sont individualisés autant que possible afin de prendre en compte les spécificités des différents publics et prévenir les risques d'arrêt prématuré.

Cet axe d'intervention mené en partie dans le cadre du Programme opérationnel FSE Wallonie-Bruxelles permet de soutenir la formation organisée dans le cadre du dispositif coordonné d'insertion socioprofessionnelle avec une soixantaine de partenaires issus de la formation et de l'insertion socioprofessionnelle, principalement. Quelques 10.000 personnes ont bénéficié du dispositif en 2011 (données 2012 non disponibles).

Ces actions contribuent à une meilleure cohésion sociale c'est-à-dire à une meilleure assurance de l'accès aux droits que sont le droit au travail et à la formation, le droit à mener une vie digne.

4. Matières transversales

4.1. Politique industrielle et entrepreneuriat

Tout en agissant de manière volontariste sur le problème du manque de qualification, le développement équilibré de la Région appelle une attention constante sur l'ensemble des composantes du développement économique et de la compétitivité.

Pour répondre à ce défi de compétitivité, la politique industrielle de la Région de Bruxelles-Capitale repose sur une stratégie de spécialisation intelligente au service de l'économie et de l'emploi, en veillant à développer une économie durable et à intégrer au mieux les entreprises dans un tissu urbain complexe, limité par des contraintes spatiales et confronté à une démographie en forte croissance.

Bruxelles connaît une dynamique entrepreneuriale supérieure à la moyenne nationale avec beaucoup de création d'entreprises, mais également un taux élevé d'échecs. Afin d'encourager l'entrepreneuriat et de soutenir la pérennité des entreprises – notamment des start-up, TPE et PME – la Région continue à développer et étudier un éventail de mesures visant les 5 axes politiques prioritaires repris ci-dessous. La Région travaille actuellement sur l'élaboration d'un Small Business Act bruxellois qui rassemblera ces mesures et axes politiques, ainsi que les objectifs à long terme. Une coordination périodique entre ces axes, mesures et organismes dirigeants est prévue au sein du CCE.

4.1.1. Entrepreneuriat

I. Formation

La Région ne lance pas uniquement des initiatives de formations pour les chercheurs d'emploi (comme illustré dans l'objectif 1 « emploi et formation professionnelle » ci-dessus), mais soutient également une panoplie de formations conçues pour stimuler l'esprit d'entreprendre, notamment au sein des groupes cibles, comme par exemple :

- **Cap'Ten & Boost your Talent** sont des programmes de sensibilisation dans les écoles qui ont déjà touché des milliers de jeunes afin de stimuler leur esprit d'entreprendre ;
- **AFFA** propose une formation aux femmes qui souhaitent créer leur propre entreprise ;
- le **Passeport pour la Réussite** offre des formations gratuites (RH, gestion, marketing, juridique, stratégie, outils web) aux indépendants et chefs d'entreprises de la Région de Bruxelles-Capitale.

II. Accompagnement

La disponibilité de processus d'accompagnement est un accélérateur de croissance pour les entreprises. Avec l'ABE comme grand acteur institutionnel qui offre des conseils sur mesure lors des différents stades du cycle de vie d'une entreprise, la Région favorise également l'**accompagnement par mentoring** via des réseaux informels, comme le Réseau Entreprendre à Bruxelles.

La Région de Bruxelles-Capitale souhaite aussi renforcer son positionnement sur les segments et les niches d'activités correspondant aux forces de ses acteurs et présentant un potentiel d'activités économiques et d'emploi. L'instrument permettant de soutenir ces niches est le cluster qui développe la promotion et la compétitivité d'un secteur défini. Il met en réseau un ensemble d'entreprises et de centres de recherche implantés dans la Région de Bruxelles-Capitale et ayant des activités convergentes. La Région compte à ce jour 4 clusters sectoriels dans les domaines des NTIC, de l'écoconstruction, de l'environnement et des sciences du vivant. Un cluster multimedia et industries créatives est actuellement en projet. Après l'évaluation du positionnement de ces clusters en termes de degré de maturité et de résultats, la politique bruxelloise de clustering sera renforcée, structurée et le rôle des clusters réaffirmé. La Région poursuit ainsi sa transition vers une

économie de services et de la connaissance, en encourageant la RDI et en rapprochant les entreprises, universités et centres de recherche, capable de jouer un rôle à l'échelle internationale.

Après le succès des centres d'entreprises en difficultés, la Région prévoit aussi la création d'outils de soutien à l'**entreprenariat de la seconde chance**.

III. Infrastructures

Malgré l'essor démographique que connaît la Région bruxelloise et qui exerce une pression sur l'accroissement du nombre de logements, la ville doit maintenir, voire élargir, des espaces à vocation économique. Dans un contexte urbaine, on peut imaginer la présence de **bureaux** et de **commerces**, mais il faut également prévoir des **ateliers de production** et des **zones industrielles** qui sont **facilement accessibles** pour les travailleurs. Ceci permettra aux entreprises de s'installer et de s'agrandir à Bruxelles de sorte qu'elles ne ressentent pas le besoin de migrer vers les autres Régions belges. Ceci est prévu dans le Plan Régional de Développement Durable qui est actuellement en cours d'élaboration..

4.1.2. Accès au Financement

L'accès au financement est crucial pour la survie et le développement d'une entreprise, mais devient de plus en plus difficile à obtenir, notamment à cause de la récente crise financière. Les banques prennent en effet moins de risques et sont réticentes quant au financement de petites entreprises. La Région essaie de remédier à cette situation en développant le **Fonds bruxellois de Garantie** et en soutenant des **sources de financement alternatif** tel que le crowd funding, Brusoc, seed capital pour entreprises innovantes ou encore les bourses pour la création d'entreprises d'économie sociale. L'intensification des interactions entre institutions privées et publiques est à explorer davantage afin d'offrir des outils permettant de faciliter l'accès des entrepreneurs au financement.

4.1.3. Innovation

La Région ne compte pas uniquement de nombreuses entreprises, mais également des centres de recherches, des universités et des hautes écoles. La stimulation de l'investissement privé en R&D à Bruxelles et la valorisation de la recherche dans les entreprises est cruciale. En effet, une meilleure **synergie entre le monde d'affaires et le monde de recherche** est un facteur clé de succès pour la croissance économique et la compétitivité bruxelloise. Pour cette raison, une attention particulière sera portée à la création et au renforcement des clusters et des incubateurs dans les secteurs porteurs bruxellois, conçus pour créer ce lien entre l'entreprenariat et l'innovation (voir objectif 2 « RDI » et le point « accompagnement » ci-dessus).

4.1.4. Internationalisation

Grâce à son statut de « Capitale de l'Europe », Bruxelles bénéficie d'un rayonnement international. Cette réputation est un atout indéniable pour la promotion des exportations bruxelloises et l'attraction des investissements étrangers à Bruxelles, mais doit être complétée par une réflexion stratégique et dynamique qui répond à l'actualité.

En ce qui concerne le volet **promotion des exportations**, l'accent en 2012 était sur la reconstruction des pays arabes suite au printemps arabe. Le plan d'actions 2013 se focalisera sur l'exportation lointaine, afin de tirer un avantage concurrentiel de l'euro faible. Le volet **attraction des investissements étrangers** accordera également la priorité aux pays lointains à forte croissance (Chine, Corée, Inde notamment), tout en maintenant les efforts sur les Etats-Unis et la France qui restent de loin la première source d'investissements à Bruxelles.

Ces 2 volets constituent un réel potentiel de croissance économique et de création d'emploi.

4.1.5. Économie durable

La dimension « durable » de l'industrie a pris une importance croissante au cours de ces dernières années. La Région de Bruxelles-Capitale a mis en place ou soutenu plusieurs initiatives de stimulation économique sur le développement durable, comme par exemple :

- l'**Alliance Emploi-Environnement** (voir point 3,4 ci-dessus)
- **Brussels Sustainable Economy** définit, élabore et met en œuvre un plan stratégique de développement de filières économiques dans le domaine de l'environnement.
- **Greenbizz** est un incubateur d'entreprises dans les secteurs environnementaux de l'éco-construction, des énergies renouvelables, et des écoproduits.
- **EMOVO** est un centre de recherche et de formation qui se centre sur les technologies de l'énergie et de l'environnement.
- **Ecopôle** est un centre d'économie sociale dans le domaine du réemploi et du recyclage de déchets.
- les **Clusters EcoBuild** (construction et rénovation durables) et **BrusselsGreenTech** (technologies vertes) favorisent la création, la croissance et la pérennité des entreprises actives dans ces secteurs.

Dans le cadre du Plan régional de développement durable qui est en stade de finalisation, la région prévoit de mettre en œuvre une stratégie de développement économique durable s'appuyant sur le concept de Smart City.

4.2. Les fonds structurels

Les programmes des fonds structurels et d'investissement FEDER et FSE actifs en région bruxelloise⁴ sont un levier important pour la réalisation des objectifs des politiques économiques, environnementales et de cohésion sociale, en permettant d'établir effectivement un lien entre la stratégie Europe 2020 pour une « croissance intelligente, durable et inclusive » et les politiques menées par la Région et les Communautés.

Etant donné les montants alloués aux programmes de cohésion, ceux-ci ne peuvent répondre que partiellement à l'ensemble des défis se posant à la Région bruxelloise. Les fonds interviennent dès lors en complément des politiques publiques menées dans ces domaines.

En vue de la préparation des nouveaux programmes des fonds structurels 2014-2020, des leçons intéressantes ont pu être tirées concernant le développement conceptuel et l'exécution des programmes opérationnels :

- la cohérence déjà forte des programmes FEDER et FSE 2007-2013 en cours avec les cadres politiques régionaux, nationaux et européens forme une assise solide pour l'élaboration des nouveaux programmes 2014-2020 et leur succès ;
- les investissements des fonds structurels (FEDER et FSE, et la complémentarité entre les deux) semblent être un levier important pour le renforcement structurel de l'économie et de la cohésion sociale en cette période particulièrement difficile sur le plan socioéconomique ;

Les axes du futur programme FEDER 2014-2020 qui sont en cours d'élaboration devront être harmonisés avec les priorités de la stratégie «Europe 2020», A ce titre, la Région de Bruxelles-Capitale devra concentrer

4 Trois programmes de la politique de cohésion européenne actifs en Région de Bruxelles-Capitale pour la période 2007-2013 sont détaillés ici: le PO FEDER Régional, ainsi que les PO FSE régionaux et communautaires (Wallonie-Bruxelles). Notons que les PO FSE Fédéraux et Flamands développent également leurs activités sur le territoire de la Région.

80% de l'enveloppe budgétaire FEDER qui lui sera attribuée sur 3 priorités thématiques : 1) renforcer la recherche, le développement technologique et l'innovation ; 2) renforcer la compétitivité des PME ; 3) soutenir la transition vers une économie à faibles émissions de CO2.

Des synergies seront recherchées entre le programme FEDER et les programme-cadre de recherche « Horizon 2020 ».

Enfin, la Coopération territoriale européenne joue également un rôle non négligeable dans la mise en œuvre de cette stratégie, permettant notamment le développement d'échange de bonnes pratiques et d'innovations avec d'autres régions d'Europe -qui peuvent ensuite être transposés dans la politique régulière en cas de succès.

4.2.1 Fonds Social Européen (FSE)

L'actuel programme FSE Compétitivité régionale et Emploi Wallonie-Bruxelles soutient 3 priorités :

- des actions de formations en réponse aux demandes des secteurs ou entreprises, notamment des secteurs porteurs d'emplois. Il s'agit de 2 projets menés par Bruxelles Formation avec la collaboration de fonds sectoriels ;
- des actions de formations qualifiantes transversales en vue d'accroître l'employabilité et systèmes y afférents (soutien du système de validation des compétences). 8 projets menés par Bruxelles Formation, par l'EFPME, par un OISP sont soutenus ;
- des actions visant l'insertion socioprofessionnelle de personnes éloignées de l'emploi. Plus de 60 projets sont soutenus. Ils sont portés par le service PHARE, par Bruxelles Formation et ses partenaires en insertion socioprofessionnelle et/ou en matière de formation des détenus.

On compte en 2012, 75 projets bruxellois dans le PO FSE Wallonie-Bruxelles. Ils permettent la formation d'un nombre croissant de stagiaires qui atteint 17.000 personnes. Ces stagiaires sont en légère majorité masculins (53%), et un quart d'entre eux a moins de 25 ans et plus d'un tiers n'a pas la nationalité belge. 70 % des stagiaires bruxellois sont demandeurs d'emploi. La moitié (51 %) des demandeurs d'emploi l'est depuis plus de 12 mois.

Le public bruxellois en formation est essentiellement peu qualifié (56 % ont, au maximum, le niveau de diplôme secondaire supérieur). De 6.500 à 10.000 stagiaires achèvent une formation cofinancée chaque année.

Pour la prochaine période de programmation, dans la continuité de l'accord de coopération sur les politiques croisées « emploi-formation », un Plan d'Action Commun sera très vraisemblablement mis en place entre les programmes FSE actifs sur le territoire bruxellois.

Le programme FSE tel que mené par ACTIRIS participe à l'atteinte des objectifs emplois de la Stratégie Europe 2020 en développant trois thèmes prioritaires:

- L'accompagnement des demandeurs d'emploi et des personnes en situation ou menacées d'exclusion en vue d'accroître leurs possibilités d'accès au marché du travail et d'améliorer leurs capacités d'intégration professionnelle.
- Cette priorité est mise en œuvre via l'opération Guidance/Recherche Active d'Emploi réalisé par les services d'Actiris et par ses partenaire, via l'accompagnement des bénéficiaires du revenu d'intégration sociale et via l'opération Accompagnement à la création de son emploi.
- L'augmentation de la participation des femmes au marché du travail, notamment par une meilleure conciliation de la vie professionnelle et de la vie privée.

- Cette priorité se concrétise par la mise à disposition de places d'accueil dans un réseau de crèches partenaires pour les enfants dont les parents suivent une action d'insertion professionnelle.
- Le renforcement de la démarche partenariale et sa coordination au service des demandeurs d'emploi et des employeurs et l'amélioration de la réponse aux besoins du marché du travail par une démarche prospective d'analyse des besoins.

Cette priorité est mise en œuvre par l'intermédiaire de plusieurs réseaux thématiques : la coordination méthodologique du RPE (Réseau des plateformes locales pour l'emploi), la coordination méthodologique du Pacte territorial pour l'emploi en RBC et le dispositif ENIAC (ESF NAP Impact Assessment Cell). L'anticipation des besoins du marché du travail à charge de l'Observatoire bruxellois de l'Emploi fait également partie de cette priorité.

4.2.2 Fonds européen de développement régional (FEDER)

Le diagnostic établi par la Région de Bruxelles-Capitale dans son Programme opérationnel 2007-2013 a permis d'établir les besoins d'une Zone d'Intervention Prioritaire (ZIP) sur le territoire de laquelle peuvent intervenir les moyens du FEDER.

Quatre groupes d'opération, représentant au total 34 projets, contribuent à renforcer les politiques régionales et à mettre en œuvre la stratégie Europe 2020 :

- le soutien au développement et à la création d'activités économiques;
- le soutien à la mise en place d'un pôle de développement urbain lié aux secteurs économiques de l'environnement;
- l'amélioration de l'attractivité et l'image de la Zone d'Intervention Prioritaire ;
- le renforcement des infrastructures de proximité en lien avec l'emploi et la formation.

De manière générale, le PO FEDER et en particulier son premier axe d'intervention (compétitivité territoriale) présente des liens assez forts avec plusieurs composantes de la Stratégie Europe 2020.

Les cinq projets visant à soutenir la mise en place d'un pôle de développement urbain lié aux secteurs économiques de l'environnement sont entièrement axés sur la **croissance durable**, dont les principes se retrouvent également au sein de projets parmi les autres groupes d'opération (par la construction de bâtiments à hautes performances énergétiques, par exemple).

La dimension de la **croissance inclusive** se retrouve au sein du programme au travers du choix d'un zonage spécifique sur un territoire concentrant des difficultés socioéconomiques et une population fragilisée, et via le financement de centres de formation et d'actions menant à la création d'emploi ainsi que la création de places d'accueil pour la petite enfance.

Quant à la **croissance intelligente**, cette dimension est suscitée par des actions de formation et de sensibilisation destinées aux jeunes. La contribution du programme à l'innovation au sens strict du terme (Union pour l'Innovation) est relativement limitée : seuls 2 projets sont consacrés à la recherche en tant que telle. Cependant certains projets développent une approche innovante de par leur démarche inédite.

4.3. Les Contrats de quartiers durables

Les Contrats de quartier durables jouent un rôle de premier plan dans les politiques transversales de rénovation urbaine et de développement des quartiers fragilisés. Ils constituent le principal outil intégré de mise œuvre de la Ville Durable à l'échelle des quartiers. Ces contrats auxquels les habitants sont étroitement as-

sociés via un dispositif de participation très important, permettent à la Région et aux Communes de réaliser des programmes pour améliorer le cadre et les conditions de vie des citoyens par des réalisations concrètes, comme l'aménagement d'espaces publics et de parcs, la production de logements et d'équipements collectifs. Ils fédèrent également une large gamme d'actions tournées vers la formation, l'insertion socioprofessionnelle et la cohésion sociale.

Depuis le 28 janvier 2010, une nouvelle ordonnance a permis de réformer le dispositif en y intégrant les enjeux du développement durables et les préoccupations environnementales propres à une Ville durable au 21^{ème} siècle. En 2012, 4 nouveaux Contrats de quartier Durables ont été sélectionnés et totalisent 44.000.000 € d'investissements destinés pour la période 2012 – 2016 au renforcement durable des quartiers fragilisés du territoire de la RBC.

En agissant sur l'ensemble des dimensions de la durabilité à l'échelle des quartiers populaires de la RBC – cohésion sociale, excellence environnementale, développement économique- cet outil de rénovation urbaine intégrée participe pleinement aux objectifs fixés par la Stratégie Europe 2020.

4.4. Simplification administrative et modernisation de la fonction publique

Actuellement, il existe trois enjeux en matière de simplification administrative en Région de Bruxelles-Capitale : réduire les frais et charges administratives des PME et des ménages, revaloriser le travail des agents et contribuer à une image positive de la fonction publique bruxelloise, enfin, réduire les dépenses réalisées par la Région pour des fins administratives. Afin de faire face à ces trois défis et d'informer régulièrement le public concernant le Plan bruxellois de réduction des charges administratives du Gouvernement et de recueillir l'opinion des utilisateurs, la Région de Bruxelles-Capitale a créé un site internet entièrement consacré à la simplification administrative : www.sanstracas.be.

Les étapes suivantes ont déjà été entreprises :

- **Diminuer les charges administratives dans le cadre d'adjudications publiques.** La plate-forme e-Procurement a été introduite, obligeant la mise en ligne des cahiers des charges et permettant l'introduction d'offres électroniques. L'administration ne peut uniquement réclamer les documents dont elle ne peut disposer électroniquement. Tout ceci équivaut à une économie administrative de 85% des charges pour les adjudications publiques.
- **Diminuer les charges administratives des textes de loi.** Le 22 décembre 2010, le gouvernement a approuvé l'introduction du test « Sans Tracas ». Les modalités du test « Sans Tracas » ont ensuite été fixées par le Gouvernement le 24 mars 2011. Ce test est une version légère d'une Analyse de l'Impact de la Réglementation (AIR) et doit entraîner une réduction drastique des charges administratives pour la nouvelle réglementation bruxelloise.
- **Modernisation des formulaires de demande.** Ce projet est actuellement divisé en trois parties. Tout d'abord, l'objectif est de simplifier tous les formulaires, pas uniquement au niveau du contenu mais également la manière de demander les informations. L'objectif est que les formulaires soient compréhensibles pour le public cible. La deuxième partie concerne **la mise en ligne de tous les formulaires**. A cet égard, le Gouvernement a décidé d'un guichet électronique pour l'ensemble de la région : « Irisbox ». Tous les nouveaux formulaires y sont mis en ligne depuis le 1^{er} janvier 2012, les formulaires existants devant y être disponibles au plus tard pour le 1^{er} janvier 2014.

L'application NOVA permet quant à elle une gestion intégrée des dossiers relatifs aux demandes de permis d'urbanisme, de permis de lotir et de permis d'environnement, ainsi que des dossiers liés à la performance énergétique des bâtiments. Elle permet en effet aux administrations communales et régionales en charge des permis d'urbanisme d'instruire ces dossiers et de s'échanger les informations dont elles ont besoin.

Depuis le 1er mars 2012, la Région a mis en ligne sur le portail régional de l'urbanisme une application de « permis en ligne », avancée majeure en termes de simplification et de communication sur les procédures administratives relatives aux permis d'urbanisme demandés, octroyés, non octroyés en Région de Bruxelles-Capitale.

Dans la foulée de cette application et de l'adaptation des formulaires de demande de permis, une démarche complète de dématérialisation a été engagée pour donner aux citoyens la possibilité d'introduire leur demande de permis directement en ligne.

Annex 7: Concept de développement régional pour la Communauté germanophone

Extraits du Programme de travail 2010-2014

La Communauté germanophone s'est dotée d'un Concept de développement régional intitulé « Ostbelgien leben 2025 ». Ce programme précise une vision, les objectifs généraux, et des mesures spécifiques qui lui permettront de se développer au courant des années à venir. Parmi les mesures reprises, certaines mettent en œuvre des priorités concrètes de la stratégie UE 2020.

Ci-dessous, un bref aperçu de certaines mesures (dénommées « sous-projets ») du Concept de développement régional. Le stade de réalisation de celles-ci n'est pas uniforme. Certaines mesures se trouvent en phase de préparation, d'autres en phase de réalisation ou encore sont achevées.

Axe 1: Emploi

PROJET D'AVENIR 6: PACTE POUR L'ÉCONOMIE ET L'EMPLOI

Sous-projet 1: Faciliter les transitions sur le marché du travail

Dans la DG, il est extrêmement important de permettre aux jeunes de passer aisément de l'école à la vie professionnelle. Cette phase de vie est en effet aussi sensible que décisive. Le présent projet contient des mesures qui encouragent activement les jeunes, tant lors de la préparation au choix d'une profession que lors de leur entrée dans la vie professionnelle.

Dès l'école primaire, il s'agit de préparer les enfants au monde du travail, et ce d'une manière qui leur convient. À cet égard, les visites d'entreprises et les phases pratiques dans la vie scolaire quotidienne jouent un rôle important. Les écoles et les élèves sont ainsi sensibilisés aux besoins du monde du travail. Les visites d'entreprises et les contacts avec les entreprises, organisés jusqu'à présent uniquement de manière ponctuelle, devront dorénavant être systématisés.

La notion de transition englobe aussi le passage du chômage à l'emploi. À ce niveau, il faut veiller à ce que les chômeurs qui ont gardé un lien étroit avec le marché du travail retrouvent le plus rapidement possible un emploi, étant donné qu'un chômage prolongé réduit sensiblement les possibilités de réinsertion. Pour cela, il faut un placement efficace. Les informations recueillies et les recommandations d'action formulées à l'occasion d'une analyse organisationnelle menée auprès de l'Office de l'emploi de la DG par des personnes extérieures seront concrétisées dans les limites des moyens budgétaires disponibles.

La coopération entre les agences de placement privées et publiques sera optimisée au bénéfice des demandeurs d'emploi, par exemple en reliant entre elles les informations relatives aux vacances d'emploi. La coopération avec l'Office de la Communauté germanophone pour les personnes handicapées et les centres publics d'aide sociale sera elle aussi optimisée. La transition aisée entre les systèmes doit être assurée.

Pour préserver l'employabilité par la formation et la formation continue, il faut étendre les possibilités de qualification. Il faudrait renforcer, avec l'aide des partenaires sociaux locaux, la coopération avec les différents fonds sectoriels. En outre, la réforme du plan national d'accompagnement des chômeurs va influencer de manière déterminante les futures activités de l'Office de l'emploi de la DG. Cette réforme est élaborée en coopération avec les autres entités du pays.

Sous-projet 2: Adapter le marché du travail à la structure changeante de la population active

La mutation démographique est l'un des principaux défis sociétaux du futur. Dans les quinze années à venir, le profil d'âge des travailleurs va sensiblement évoluer et les clients exprimeront de nouveaux besoins. Il s'agit donc de réagir dès à présent, afin de demeurer compétitif et de conserver notre capacité d'action. Les mesures prévues concernent tant les entreprises que les travailleurs occupés ou demandeurs d'emploi. Les primo-arrivants et les migrants sont également appelés à jouer un rôle important.

C'est surtout dans les petites et moyennes entreprises qu'il faut tenir compte de la pyramide des âges. D'une part, le renouvellement du personnel qui se trouve sur le point de quitter la vie active en dépend. D'autre part, cela permet d'organiser la transmission de l'expérience professionnelle des travailleurs âgés aux plus jeunes. Le changement du marché du travail exige une adaptation des offres, tant pour les demandeurs d'emploi que pour les employeurs. Pour les demandeurs d'emploi plus âgés, il s'agit de leur offrir des qualifications adaptées. En outre, les critères d'encouragement pour les mesures de création d'emploi doivent être adaptés en fonction des besoins. Il s'agit d'encadrer de manière spécifique des groupes particuliers de demandeurs d'emploi, comme par exemple les femmes qui font leur retour dans le monde du travail. Des offres adaptées doivent également être développées pour les primo-arrivants et les migrants. Après une phase de sensibilisation et de conseil, des offres de formation continue pourront également être développées pour les employeurs.

Sous-projet 3: Poursuivre le développement des instruments de la politique de l'emploi

Jamais encore, la politique de l'emploi ne s'est trouvée face à de tels défis. Dorénavant, elle devra accomplir nettement plus avec des moyens qui restent inchangés. Il est clair que ceci ne saurait relever de l'unique responsabilité des partenaires sociaux. Il n'y a qu'une seule façon de faire : nos instruments doivent devenir encore plus efficaces. Une approche autocritique et des réformes sont nécessaires. Quel instrument va devoir être peaufiné ? Lequel devra être remplacé par un outil plus moderne ?

Pour cela, il faut par exemple une administration du travail efficace qui, en ces temps de libéralisation du marché du travail, n'a pas peur de coopérer avec les acteurs privés.

Poursuivre le développement des instruments de la politique de l'emploi exige autant de détermination que de réflexion. Pour réussir cet exercice périlleux, il est indispensable de coopérer avec des instituts spécialisés et d'agir en concertation avec les partenaires sociaux.

Les développements de l'économie ont également de fortes répercussions sur le marché du travail, lesquelles exigent de nouvelles méthodes de travail. Les exigences auxquelles doit répondre le placement ayant changé, il faut revoir son organisation. Une refonte du pacte pour la formation/le travail et l'emploi (GABB IV) conclu entre le Gouvernement de la DG et le Conseil économique et social pourrait donner des impulsions intéressantes en matière d'emploi et de formation continue. Des instruments existants, servant à observer et à analyser le marché du travail, pourraient être harmonisés et coordonnés.

Actuellement, il est impossible de prévoir comment va évoluer le paysage institutionnel belge. Mais ce qui est certain, c'est qu'il va changer et que ce changement façonnera la future politique de l'emploi.

Sous-projet 4: Poursuivre le développement des initiatives concernant l'apprentissage tout au long de la vie

Le principal objectif de ce sous-projet consiste, d'une part, à coopérer avec les acteurs de l'éducation et de la formation continue, et d'autre part, à améliorer et assurer durablement l'apprentissage tout au long de la vie dans la DG, afin de proposer ainsi aux citoyens une offre en formation continue claire et axée sur leurs besoins. Une autre priorité du projet est de sensibiliser la population à la thématique de l'apprentissage tout au long de la vie, d'une part, et à la celle plus spécifique de la formation continue, d'autre part.

Il s'agit tout d'abord d'améliorer les conseils personnalisés prodigués en matière de formation continue grâce à la qualification permanente des conseillers. En outre, il s'agit d'améliorer les outils de formation continue que sont le manuel et la banque de données. À l'avenir, ceci doit contribuer à informer encore mieux les citoyens.

Un deuxième aspect concerne l'accompagnement des opérateurs de formation continue. La mise à disposition d'informations spécialisées, l'organisation de cycles de formation gratuits pour le personnel d'instituts de formation continue et l'échange régulier entre tous les opérateurs de formation continue permettront d'améliorer continuellement la qualité du travail des institutions chargées de la formation continue et de mieux adapter l'offre à la demande.

En troisième lieu, il s'agit d'améliorer les relations publiques. L'utilisation de différentes méthodes proactives, des communiqués de presse réguliers, l'encouragement de la formation continue par le projet « BRAWO » et d'autres programmes (inter)nationaux ainsi que l'amélioration de différents instruments fournissant un aperçu de l'offre existant en matière de formation continue dans la DG permettront de sensibiliser les citoyens au thème de la formation continue, et ce aux différents stades de leur vie, qu'ils soient jeunes ou seniors. Les catégories défavorisées sur le plan de l'éducation et de la formation feront l'objet de mesures ciblées.

Seul un échange avec d'autres professionnels actifs dans le domaine de la formation continue permet de prodiguer des conseils de manière professionnelle et transfrontalière. Ce sous-projet met donc également l'accent sur l'amélioration des réseaux et la coopération avec des partenaires externes pour tout ce qui a trait à la thématique de la formation continue.

AXE 2 : INNOVATION

PROJET D'AVENIR 5:STIMULER L'INNOVATION

Sous-projet 1: Sensibilisation et conseil

Le premier sous-projet vise à sensibiliser les entreprises à l'innovation et au conseil en innovation. Grâce à une campagne de sensibilisation, il s'agit d'abord de susciter l'intérêt des entrepreneurs, déjà bien établis et débutants, pour les multiples aspects de l'innovation et de souligner le fait qu'il est possible, dans la plupart des entreprises, d'innover et d'améliorer les produits, services, procédés et processus. Les entreprises doivent avoir le courage d'exprimer une mentalité créative tant au niveau interne que dans le cadre d'une coopération avec des partenaires potentiels. Les écoles et les centres de formation doivent être impliqués dans ce processus.

Pour mettre en œuvre l'innovation, les entreprises ont besoin d'une part des instruments adéquats, qui doivent être pratiques et aisément accessibles, et d'autre part d'un réseau qui fonctionne bien, afin de découvrir des partenaires potentiels, d'améliorer l'accès au savoir ou de permettre des transferts de technologie. Le projet d'avenir prévoit ainsi une offre de conseil – en régie propre ou en coopération avec des partenaires – pour encourager et développer des innovations dans les entreprises et, globalement, pour générer une attitude créative. Le guichet unique pour l'innovation doit s'adresser aux entreprises de manière ciblée et proactive, et également réagir à leurs demandes.

Sous-projet 2: Création d'un réseau

Le deuxième sous-projet vise l'environnement nécessaire pour l'innovation et dépasse donc le cadre des entreprises. Il ressort clairement de différentes études que ce sont surtout les petites et moyennes entreprises qui appréhendent les activités d'innovation, que ce soit par manque de temps, de contacts ou de ressources. Pour faciliter le transfert technologique, l'accès au savoir et à de nouveaux marchés, il est important de créer un réseau qui fonctionne bien, notamment avec des partenaires potentiels dans les domaines de la recherche

et du développement, des finances, de la propriété intellectuelle ... Ce réseau doit également couvrir l'ensemble de la Grande Région et de l'Euregio Meuse-Rhin.

À un stade avancé de la mise en œuvre du projet, en raison de la centralisation des demandes, des synergies naîtront probablement entre les entreprises qui peuvent être reconnues et mises en réseau par le guichet unique. Un effet à long terme serait dès lors l'implication dans des pôles (clusters) ou réseaux, maillons de différentes chaînes de valeur ajoutée. En outre, si la demande est suffisante, l'on pourra songer à investir dans l'infrastructure correspondante. Un centre de l'innovation, avec de petits laboratoires, des locaux communs et des offres de services telles que formations, prestations de secrétariat et activités de conseil, est envisageable.

Sous-projet 3: Création d'une initiative dans le domaine de l'économie créative

Comme nous l'avons déjà dit, l'économie culturelle et créative présente un grand potentiel économique au niveau européen et affiche d'ailleurs une croissance permanente. Or, jusqu'ici, la population ne montre que peu d'intérêt pour cette branche économique. L'objectif de ce sous-projet consiste d'abord à accroître la visibilité de l'économie culturelle et créative dans la DG. L'étape suivante sera de renforcer la mise en réseau des acteurs de l'économie créative, jusqu'ici souvent isolés. Généralement, ces microentreprises ne disposent pas non plus des capacités ou compétences leur permettant de rendre leurs activités plus efficaces et compétitives, de sorte qu'il leur est fréquemment impossible de poursuivre le développement de ces activités. Un échange avec des collègues dans des « forums » de l'innovation, la mise en place de réseaux pour des coopérations plus efficaces ainsi que des recommandations concrètes d'action, adressées au monde politique, doivent renforcer et développer l'économie culturelle et créative à long terme.

Axe 3 : Education et formation

PROJET D'AVENIR 7: ACCÈS ÉQUITABLE À LA FORMATION

Sous-projet 1: Réforme de l'enseignement secondaire

Après les réformes que notre système éducatif a connues ces dernières années, d'autres ajustements se sont avérés indispensables. Néanmoins, il s'agira de ne jamais perdre de vue que le primaire constitue la fondation du secondaire.

Comme c'est déjà le cas pour l'école primaire, un soutien autant que possible individuel devra également être instauré dans l'enseignement secondaire. Ceci nécessitera l'élaboration d'offres spécifiques pour les élèves qui ont besoin de rattrapage ou présentent des difficultés d'apprentissage.

Ces aides particulières seraient davantage données au sein de l'école par du personnel enseignant qualifié. Sa mission sera de combler à temps les lacunes et de reconnecter ainsi les élèves concernés. Dans ce registre, il est important de développer chez les professeurs, au travers de formations complémentaires, leurs capacités de diagnostic. Ils seront ainsi à même de détecter à temps d'éventuels problèmes, d'en reconnaître les origines, pour alors engager les mesures de soutien nécessaires. Afin de pouvoir prendre en charge des élèves ayant besoin d'un rattrapage, présentant des difficultés d'apprentissage, des problèmes sociaux et émotionnels, ou nécessitant un soutien pédagogique spécialisé, les écoles devront pouvoir compter sur une aide compétente, qu'elle soit pédagogique, psychologique, sociale ou médicale. Pour les élèves présentant de graves troubles du comportement et dont la participation aux cours normaux s'avèrerait impossible, des projets de réinsertion sociale et pédagogique devront être proposés et appliqués. Ainsi, ces jeunes n'interrompent pas complètement leur scolarité mais pourront se « reconnecter » après cette période de réinsertion.

Alors, pour mieux s'adapter aux circonstances actuelles et répondre aux nouveaux défis, l'organisation structurelle des établissements secondaires devra être repensée en se basant sur le schéma suivant.

Le tronc commun d'enseignement initié au primaire et par lequel les élèves acquièrent en classe des aptitudes de base sera poursuivi au premier degré du secondaire. À la fin de ce premier degré, chaque élève devrait alors être en mesure de choisir son parcours : soit il continue sa scolarité classique, soit il opte pour une formation professionnelle correspondant à ses centres d'intérêt et ses capacités. La condition préalable à une telle prise de décision sera une préparation effective pendant le premier degré du secondaire. Durant cette période, outre les enseignements de base, les élèves devront être informés des contenus et des exigences de futures orientations scolaires et professionnelles. Ceci pourra se faire par des modules d'orientation tels que « économie et gestion », « langues et culture », « sciences naturelles et techniques », « affaires sociales et société ». Dans ce contexte, il est tout aussi important de conseiller systématiquement les parents.

Les élèves qui, à la fin du primaire, n'auraient pas obtenu leur certificat de fin d'études et suivraient un parcours différencié, auraient, grâce à des mesures de soutien adéquates, la possibilité d'obtenir une qualification correspondante ou d'accéder à un métier.

Au deuxième degré du secondaire, les cours seraient - comme jusqu'à présent - avant tout dispensés à l'ensemble de la classe, l'organisation par semestre ou trimestre permettant d'éviter un morcellement des unités de cours. Les cours qui, auparavant, étaient dispensés à raison d'une heure par semaine le seront sous forme de modules organisés par semestre ou trimestre, afin de leur accorder davantage de temps. Une réflexion quant à la durée de 50 minutes par cours devrait aussi être menée, afin de rendre possible un enseignement efficace et différencié. Pour les élèves qui auraient suivi un enseignement différencié dans le premier degré, la transition de l'enseignement commun de base à la formation technico-professionnelle devra être améliorée. Dans le cadre de ce projet, nous examinerons s'il est possible de mettre en place de nouvelles structures, comme l'introduction d'une année préparatoire professionnelle ou d'un préapprentissage.

Au troisième degré, l'enseignement sous forme de modules permettra une organisation flexible de la formation, comprenant des modules obligatoires, optionnels et approfondis. Cela induirait une réduction des redoublements, voire une obtention plus rapide du certificat de fin d'études secondaires. Le soutien aux élèves serait assuré par des enseignants appelés tuteurs. Ils deviendraient, leurs accompagnants et leurs conseillers individuels pendant tout le troisième degré.

Ici aussi, comme nous l'avons évoqué pour le deuxième degré, l'organisation des cours par tranches de 50 minutes et sur un rythme annuel doit être revue. En outre, il faudra examiner la faisabilité de blocs de 100 minutes et de modules complets dispensés par semestre.

Pour l'ensemble de ce concept, un contrôle judicieux des connaissances acquises devrait être conçu. Il s'agirait ainsi de définir à quelle période se dérouleraient les examens pour telle ou telle matière et si ceux-ci seraient organisés en interne ou non. En outre, il faut aussi veiller à ce qu'il soit possible de comparer les diplômes de fin d'études.

La création d'un pool de remplaçants permettrait d'assurer la continuité des cours même lorsque des titulaires sont absents pour maladie ou pour formation continuée. D'une façon générale, il ne faudra pas perdre de vue que les enseignants tiendront un rôle déterminant dans toutes ces réformes. La principale raison d'être d'une école étant de transmettre des enseignements, de constantes améliorations et évolutions de ceux-ci s'avèrent de ce fait indispensables. Les services de conseillers en développement scolaire et des consultants spécialisés apporteront ainsi une aide précieuse dans la concrétisation de ce projet.

Dans la première phase de mise en œuvre du CDR, ce sera tout d'abord au premier degré du secondaire à être réformé. Les expériences et les connaissances que nous en tirerons seront rassemblées et évaluées. Elles seront ensuite prises en compte et appliquées aux réformes des deuxième et troisième degrés. Pour d'autres mises en œuvre du concept « Vivre la Belgique de l'Est 2025 » l'on s'inspirerait de toute manière du modèle finlandais.

Sous-projet 2: Aide aux défavorisés

Un plan visant la justice sociale dans l'enseignement engage à relever de grands défis, tant sur le plan pédagogique que matériel. Actuellement, les coûts liés à la scolarité, variables selon les établissements, sont supportés par les personnes chargées de l'éducation. L'accès à l'éducation étant toutefois réputé être gratuit, le Gouvernement soumettra au Parlement une liste de services et de moyens didactiques pour lesquels les écoles pourront demander une compensation à prix coûtant aux personnes chargées de l'éducation. Le financement de tous les autres frais restant à la charge des établissements devra en outre être garanti.

Ce projet portera aussi sur la garantie d'un encadrement pédagogique optimal pour les élèves se retrouvant temporairement en situation exceptionnelle et nécessitant un soutien adapté. Le Centre de pédagogie de soutien organise déjà des cours pour les enfants malades dont l'absence implique un rattrapage dans différentes matières. Il s'agit maintenant de voir comment de tels services pourraient être étendus au secondaire. Les élèves primo-arrivants, c'-à-d. les enfants issus de l'immigration, présentent souvent des lacunes linguistiques et une méconnaissance de la culture du pays hôte. Pour eux aussi, des offres appropriées devront être élaborées. L'apprentissage de la langue d'enseignement est en effet la condition sine qua non de leur intégration, de leur réussite scolaire et sociale. Enfin, nous sommes régulièrement confrontés au problème d'élèves qui, pour des raisons comportementales, psychiques, émotionnelles ou sociales, ne sont temporairement plus en mesure de suivre une scolarité ou une formation normale. Pour ceux-ci, des mesures sociales et pédagogiques appropriées devront être prises. Il s'agira de les réinsérer dans le quotidien scolaire et de les aider à emprunter la voie qui leur convient.

Tous ces projets devront être construits en partant des expériences faites à ce jour, puis élaborés et mis en œuvre conjointement par l'enseignement et l'aide à la jeunesse.

Lors de la législature 2004 – 2009, la question des devoirs à la maison et de leur supervision fut déjà partiellement abordée. Les réflexions sur ce thème complexe seront maintenant poursuivies dans l'optique de l'accès équitable à l'instruction. Actuellement, le fait de donner des devoirs est abordé différemment d'école à école et d'enseignant à enseignant. Ce sous-projet a pour but d'élaborer une ligne de conduite uniforme pour la pratique des devoirs, d'optimiser la qualité de leur supervision, et d'envisager le transfert de cette supervision vers les locaux scolaires. Ceci permettrait d'assurer des conditions de supervision identiques pour tous les élèves. Des enseignants prenant une retraite anticipée à temps partiel ou des étudiants de la Haute école autonome, dans le cadre de leurs heures de stage, pourraient ainsi donner des cours de rattrapage, voire superviser les devoirs. Si l'on souhaite optimiser la supervision des devoirs à l'école, il faut fixer des accords clairs dans le cadre du projet d'établissement.

Sous-projet 3: Modernisation et restructuration des centres PMS, des centres de santé et des services sociaux d'aide à la jeunesse

Les évolutions de la société ont grandement modifié les attentes que le public a des « centres d'encadrement ». En effet, aussi bien le nombre de personnes suivies que l'intensité et la durée de l'encadrement ont augmenté.

Différents acteurs financés par des fonds publics sont compétents pour l'encadrement psycho-médico-social des écoles : les centres de santé au nord et au sud de la Communauté, le centre PMS libre, les centres PMS de la Province et de la Communauté, le « Dienst für Kind und Familie » (Service pour l'enfance et la famille), le Service d'aide à la jeunesse, le Ministère lui-même, ainsi que d'autres services avec lesquels les centres travaillent plus ou moins régulièrement.

Au vu de cette énumération, il apparaît nettement que le risque d'éparpillement des énergies est grand. Dans sa mise en œuvre, ce sous-projet assurera pour tous les enfants et jeunes, les personnes chargées de l'éducation, mais aussi les enseignants, les éducateurs et les directions d'écoles, un encadrement médical, sanitaire, psychosocial et pédagogique cohérent de haute qualité. Un encadrement global et multidiscipli-

naire sera ainsi assuré, dans l'esprit de ce que déclarait l'Organisation mondiale de la santé : « L'éducation garantit la santé et la santé garantit l'éducation ».

Les missions confiées aux services cités plus haut devront être réexaminées et, si nécessaire, redéfinies. Des besoins des enfants et des jeunes découleront d'importantes missions à assurer dans l'encadrement sanitaire, psycho-médico-social et pédagogique, à savoir :

- lancer des initiatives d'information et de soutien dans le domaine de la petite enfance (0 – 3 ans), notamment des activités variées, telles que les visites à l'hôpital et à la maison, les examens de dépistage pour nourrissons et jeunes enfants, l'accompagnement de familles nécessitant une aide particulière, la reconnaissance et le contrôle des compétences des gardiennes indépendantes ainsi que le conseil par téléphone ;
- l'inspection médicale scolaire ;
- la médecine scolaire préventive ;
- le suivi socio-psychologique des élèves et de leurs familles ;
- la remise d'avis constatant la nécessité d'un soutien pédagogique spécialisé.
- Il apparaît en effet raisonnable que ces avis soient établis pour tous les élèves selon des critères homogènes, conformément à la classification internationale du fonctionnement, du handicap et de la santé (ICF), c.-à-d. en tenant compte autant de l'environnement social que de l'environnement scolaire.
- l'aide assurée par un service d'intervention et de conseil lors de situations difficiles et de crise dans l'environnement scolaire, ainsi que la prévention de crises.

Dans l'intérêt du système scolaire et formatif mais aussi de tous les enfants et jeunes, les ressources humaines et matérielles disponibles devront être combinées et déployées de telle manière que tous les intéressés puissent assumer ces tâches de la même manière, efficacement et en étant qualifiés pour le faire. Des synergies seront également recherchées, en vérifiant toutefois jusqu'à quel point les différents systèmes peuvent être mis en réseau. Ce serait aussi l'occasion d'étudier la possibilité de créer une nouvelle institution commune.

L'objectif est avant tout d'améliorer le suivi socio-psychologique et sanitaire des enfants, des jeunes et de leurs familles. Si l'on veut réussir, il faudra une collaboration très étroite entre écoles et enseignants, mais aussi avec d'autres organismes, comme les centres publics d'aide sociale. La mise en réseau de certains services a l'avantage que toutes les missions susvisées peuvent être assumées sous un même toit. Une telle initiative inclusive devrait conduire à de nouvelles démarches conceptuelles ayant un caractère inter- et multi-disciplinaire encore plus marqué qu'aujourd'hui.

PROJET D'AVENIR 8: SOUTIEN À L'ESSOR QUALITATIF DE L'ÉCOLE

Sous-projet 1: Réforme de la qualification pédagogique

Afin de renforcer la qualité de l'enseignement, il est impératif de disposer d'un corps enseignant hautement qualifié. Un déficit en enseignants est déjà apparu les années précédentes. À l'avenir, il touchera surtout le secondaire. Alors, afin de garantir le recrutement, l'on recourt depuis quelque temps déjà, au cas par cas, à des personnes remises au travail ou bénéficiant de passerelles. Or, souvent, les compétences pédagogiques nécessaires leur font défaut. Dans un souci de garantir la qualité de l'enseignement, ces personnes doivent avoir la possibilité d'obtenir rétrospectivement leur qualification, si elles souhaitent poursuivre dans cette activité.

Il existe encore d'importantes différences de qualification pédagogique chez les enseignants. Bien que les exigences du métier soient les mêmes sinon similaires, les formations qualifiantes proposées pour le secondaire sont différentes. Ce sous-projet s'emploiera donc surtout à harmoniser les différents titres pédagogiques. Il vise particulièrement la qualification pédagogique des enseignants bénéficiant de passerelles et comprend aussi des mesures pour une qualification ultérieure. Ces défis reposent sur une réforme fondamentale du statut en 2007. Qu'ils soient nouvellement engagés ou bénéficient de passerelles, les membres du personnel qui enseignent sans être porteurs du titre requis sont obligés, depuis l'entrée en vigueur du nouveau texte, d'obtenir un titre pédagogique. Ce sous-projet touchera donc aussi au statut du personnel enseignant.

L'élaboration d'un nouveau concept de formation continuée constituera un autre point fort de la réforme des qualifications pédagogiques. La création de la commission pédagogique pour la formation continuée a permis de proposer une offre cohérente de formations continuées. La priorité est de déterminer les points forts des formations continuées en concertation avec les acteurs de l'enseignement. Cette forme de prise de décision aboutit à une offre de formations continuées sur mesure pour les personnes occupées dans l'enseignement. Quelle que soit leur formation pédagogique initiale, tous les membres du personnel devront avoir l'opportunité d'obtenir une qualification ultérieure leur permettant d'étendre leurs compétences disciplinaires et transversales. L'offre comprendra des formations propres à l'école, mais aussi des formations continuées dans la discipline concernée et des formations complémentaires. Toutes ces formations seront déterminées régulièrement en concertation avec les acteurs de la formation, scolaire et en alternance, et avec les responsables de la politique de l'enseignement. L'offre tiendra compte tant des priorités de la politique de l'enseignement que des besoins exprimés par les écoles.

Le but essentiel sera de garantir que le personnel occupé dans l'enseignement puisse constamment se former et se perfectionner. Ceci constitue un élément essentiel de l'essor qualitatif des écoles et de l'enseignement en général. Actuellement toutefois, la participation aux sessions de formation continuée engendre souvent soit des suppressions de cours, soit des problèmes organisationnels pour l'école, le personnel concerné devant être remplacé pendant ces heures de classe. L'élaboration d'un concept devra obligatoirement en tenir compte. Il devra tenter de définir le moment le plus approprié pour la tenue de ces formations. Les premiers résultats tirés de l'application des référentiels et des expériences faites dans d'autres pays seront à cet égard très instructifs. À l'étranger, les formations continuées sont organisées de manière très variable : soit majoritairement pendant les périodes de classe, soit surtout en dehors, une voie médiane existant aussi.

Le dernier axe de ce sous-projet traite de l'allongement de la durée des études à la Haute école autonome (AHS). Une formation de qualité pour les enseignants du fondamental s'avère en effet nécessaire pour répondre aux nouvelles exigences de l'enseignement. Il apparaît néanmoins de plus en plus difficile de transmettre ces compétences essentielles dans le cadre d'études supérieures de trois ans, et de donner aux jeunes diplômés le bagage nécessaire à leur future vie professionnelle. D'un peu partout, des voix se font d'ailleurs entendre en faveur de l'allongement des études. Une telle mesure contribuera à donner des compétences élargies à ces pédagogues qualifiés. Seront concernés l'approfondissement des connaissances didactico-méthodologiques, disciplinaires et surtout pratiques, mais aussi des compétences sociales et personnelles. Un coup de pouce supplémentaire en début de carrière ne peut être que profitable, pour d'une part satisfaire aux missions exigeantes du métier d'enseignant, et d'autre part, consolider la pratique professionnelle. Cet éventuel allongement de la formation initiale, couplé à un accompagnement (tutorat) en début de carrière, présente une perspective intéressante dans l'optique d'un plus grand professionnalisme des diplômés de l'AHS.

Sous-projet 2: introduction de structures dirigeantes modernes

Le suivi et l'évaluation scientifiques des structures managériales moyennes (middle management) mises en place dans des écoles secondaires de la DG à titre expérimental confirment la plus value apportée par de telles structures dirigeantes modernes. Cela démontre que, du point de vue du corps enseignant, il est nécessaire de développer systématiquement l'école en se basant sur des concepts et que le tout doit être coordon-

né et géré. De plus, les études scientifiques font apparaître que la majorité du corps enseignant accepte qu'une activité de direction et de coordination diversifiée soit confiée à du personnel du cadre moyen dans les écoles.

Dans ce contexte, l'introduction structurelle d'une gestion par un cadre moyen influence positivement l'essor qualitatif de l'école, une structure dirigeante favorisant en principe la disposition à innover, le sens du consensus au sein de l'établissement à propos des objectifs à atteindre, le travail d'équipe obligatoire orienté sur les objectifs et l'amélioration de la qualité.

Ce sous-projet vise à mettre en place, dans les écoles importantes, une gestion adaptée à leurs besoins et assurée par des cadres moyens. Envisagé comme un soutien aux tâches d'organisation et de coordination que doit assurer la direction de l'école et comme un pilotage des processus de développement de l'école, ce type de management s'avère d'une urgente nécessité dans les grands établissements. Les expériences acquises dans le secondaire serviront de base pour envisager ultérieurement un tel système dans des écoles fondamentales importantes. Lors de l'élaboration de ce sous-projet, il faudra se demander s'il s'agit d'une reprise de tâches de direction déléguées ou d'une extension de la direction à des fonctions de coordination et de pilotage. Cette nouvelle structure de « middle management » sera progressivement introduite sous forme de projet pilote. Elle ne concernera, dans un premier temps, que le secondaire. Elle sera ensuite étendue au primaire. Nous travaillerons aussi à des formations initiales et continuées sérieuses pour les cadres pédagogiques. L'une des conditions de réussite de ce processus de changement dans les écoles sera la solide qualification des cadres pédagogiques dans la DG, car ils auront à répondre aux nouveaux défis que doit relever l'enseignement. Tous les chefs d'établissement de la DG seront concernés. Sera visé le soutien qualitatif dans des domaines essentiels tels que : management scolaire, amélioration du travail d'équipe, communication, évolution de l'école, recherche en éducation, législation spécifiquement scolaire et organisation scolaire dans la DG.

L'objectif de ce sous-projet est de mettre à la disposition des chefs d'établissement, par des formations complémentaires, des instruments qui leur permettront de planifier des processus de changement, de les appliquer et de les intégrer, le tout de manière plus durable. Dès à présent il existe des profils de direction d'école. Ils ont été créés à partir d'analyses menées à des fins comparables, dans notre pays et à l'étranger, à propos de formations professionnelles modernes. Cette structuration modulaire ouvrira ainsi aux chefs d'établissement la possibilité de choisir l'opérateur de formation en fonction de leur propre emploi du temps.

Cette flexibilité pour les chefs d'établissement de choisir la période et l'opérateur implique toutefois que la reconnaissance des formations soit elle aussi organisée dans le même esprit de flexibilité. Ceci sous-entend que les modules, séparés ou cumulés, seront reconnus comme formations professionnelles admissibles. De surcroît, cette façon de procéder permettra aux chefs d'établissement de faire reconnaître, partiellement ou complètement, certaines de leurs « réalisations » (formations) récentes.

Dans l'enseignement, le passage à un système prioritairement orienté résultat n'entraîne pas seulement de nouvelles obligations pour les établissements et les enseignants, mais aussi pour les pouvoirs organisateurs, en particulier dans le fondamental. Le but est d'optimiser les systèmes existants en visant une mise en réseau renforcée dans les domaines organisationnel et administratif.

Sous-projet 3: Compétences attendues dans les branches principales aux deuxième et troisième degrés de l'enseignement secondaire général

En DG, la détermination de macro-compétences et compétences attendues, appelés à l'étranger « standards de formation », est depuis longtemps déjà au centre de la politique de l'enseignement. La fixation d'objectifs de formation pour le primaire et le secondaire, servant de base de développement et de référence pour la qualité de l'enseignement, constitue la pierre angulaire de la réforme de l'éducation. Par l'adoption du décret du 16 juin 2008 fixant les macro-compétences et les référentiels de compétences dans l'enseignement, un

premier pas fut déjà fait vers une comparabilité des certificats de fin d'études et vers une transparence en matière d'exigences scolaires. En outre, la transition harmonieuse lors des passages critiques, tels que celui du primaire au secondaire, peut maintenant être mieux pilotée. Ce travail va être poursuivi par l'élaboration des compétences attendues dans les branches principales aux deuxième et troisième degrés du secondaire général. Ces mesures permettront d'acquérir les compétences disciplinaires et transversales nécessaires pour aborder sans problème des études supérieures dans de hautes écoles ou des universités en Belgique ou à l'étranger. La promotion du plurilinguisme tient là un rôle essentiel.

PROJET D'AVENIR 9: ACCÈS À LA COMPÉTENCE PROFESSIONNELLE

Sous-projet 1: perméabilité des systèmes

En ce qui concerne la transition entre l'école et l'apprentissage, l'on constate que tous les jeunes n'atteignent pas le certificat d'études de base ou encore celui du secondaire inférieur. Ces élèves ne possèdent donc pas la maturité requise pour un apprentissage en milieu scolaire. D'autres ont des compétences sociales lacunaires ou seulement une vague idée quant à leur futur métier. Passer à l'apprentissage sera pour eux d'autant plus difficile que sont requises des connaissances scolaires de base suffisantes, une idée concrète du métier que l'on souhaite exercer, la motivation et la capacité de s'intégrer dans le milieu de l'apprentissage en entreprise. Des mesures d'encouragement adéquates devront de ce fait être proposées lors du passage de la formation générale à la formation professionnelle, tant pour ceux qui entrent en apprentissage que pour ceux qui passent dans la filière technico-professionnelle. Ce n'est pas seulement un devoir de la société, mais également une obligation économique que de qualifier – autant que faire se peut – tous les jeunes pour le marché de l'emploi. Dans le cadre de ce sous-projet, une analyse précise de la problématique de ce passage délicat mènera à l'élaboration puis à la concrétisation de nouvelles offres.

Par la coexistence en DG de formations professionnelles scolaires et en alternance, deux voies menant à la compétence professionnelle et sanctionnées par un diplôme s'offrent aux jeunes. Afin de rendre possible un passage sans accroc d'un système à l'autre pendant la formation et d'éviter ainsi des pertes, les acquis scolaires et les compétences professionnelles doivent être mutuellement reconnus et validés. Comme entre-temps, la plupart des métiers exigent une liaison entre de bonnes connaissances théoriques de base et une pratique en entreprise, l'enseignement technico-professionnel et la formation en alternance peuvent à juste titre se compléter. Les formations à une carrière ne sont pas obligatoirement linéaires et systématiques. De ce fait, des règles appelées « Konnex » sont déjà applicables aujourd'hui. Elles permettent un raccourcissement de la formation, à condition d'apporter la preuve de pré-requis scolaires correspondants. L'élaboration de ces règles doit être poursuivie, afin de les étendre au passage de la formation scolaire à la formation de chef d'entreprise. Les premiers pas vers la perméabilité existent déjà. Pour preuve, la délivrance aux apprentis, par l'Institut pour la formation et la formation continue dans les Classes moyennes et les PME (IAWM), d'un certificat d'études de la 6^e année B. Les apprentis peuvent ainsi, pour la première fois, obtenir un certificat de fin d'études secondaires supérieures ainsi qu'une reconnaissance de leurs acquis d'apprentissage en entreprise. Toutefois, en filière professionnelle, il faut avoir réussi la 7^e année B pour obtenir le diplôme d'aptitude à accéder à l'enseignement supérieur. Une adaptation des offres en 7^e année B aux contraintes des apprentis devra être prévue : des cours pendant toute la journée ne sont en effet pas compatibles avec la vie active qu'ils ont déjà entamée. En outre, ces offres ne peuvent se limiter aux compétences professionnelles. L'apprenti les possède déjà en grande partie. C'est pourquoi une offre spécifique de préparation au diplôme d'aptitude à accéder à l'enseignement supérieur devra être créée pour les porteurs d'un certificat d'apprentissage.

Sous-projet 2: Harmonisation et systématisation de l'enseignement technico-professionnel et de la formation en alternance

En DG, l'enseignement technico-professionnel constitue une part importante du secondaire avec le Robert-Schuman-Institut (RSI) au nord et l'Institut technique de Saint-Vith (TI) au sud, plus les centres d'enseignement à horaire réduit (TZU) associés. Beaucoup de matières proposées dans l'enseignement tech-

nico-professionnel se retrouvent dans la formation en alternance. Il existe donc de nombreuses offres parallèles qui, dans le contexte actuel de la perméabilité, devront être analysées. Leur raison d'être sera ainsi examinée puis ajustée, dans l'esprit du nouveau système global de formation professionnelle.

Les installations, les moyens didactiques et le savoir-faire des professeurs et des entreprises devront être plus fortement mis à contribution. Par le PPP, grand projet d'infrastructure lancé par le Gouvernement en partenariat avec le secteur privé, les centres de formation et de formation continue dans les Classes moyennes et les PME (ZAWM) et le secondaire technico-professionnel (RSI) seront regroupés pour former un campus commun à Eupen. Leurs bâtiments seront ainsi rapprochés. À Saint-Vith, les ateliers du TI et du ZAWM seront également équipés et utilisés en commun. Ces nouvelles conditions-cadres privilégieront les coopérations, sur le fond et en personnel, des deux systèmes de formation professionnelle. Suivra un examen de la structure et de l'organisation des différentes institutions afin, d'une part, d'utiliser ensemble et efficacement les ressources disponibles et, d'autre part, de créer de nouvelles synergies. Il faudra aussi déterminer qui sera responsable des concepts, nouveaux ou remaniés selon le cas.

Sous-projet 3: National Qualification Framework - NQF

Dans le cadre des processus de Bologne pour les hautes écoles et de Bruges-Copenhague pour la formation professionnelle, l'Union européenne a pris d'importantes décisions de principe pour réglementer la formation en Europe. Ces résolutions n'ont certes qu'un caractère de recommandation. À moyen terme toutefois, elles influenceront considérablement sur les systèmes éducatifs nationaux et marqueront la formation professionnelle. Les liens entre le processus Bruges-Copenhague et les objectifs de Lisbonne pour un espace économique de pointe fondé sur la connaissance, ainsi qu'avec l'OCDE en vue d'une formation efficace et orientée résultats, prennent alors une signification décisive.

Les cadres nationaux de qualification (NQF), élaborés à partir de l'« European Qualification Framework » (EQF), doivent systématiquement répertorier les compétences, puis les rendre comparables au niveau européen. La DG est tenue d'établir un tel NQF d'ici 2012. Un NQF existe déjà en Irlande et en Communauté flamande. D'autres pays européens ont commencé les préparatifs et entamé les discussions. Il y sera surtout question de la hiérarchisation entre formation, expérience et compétence professionnelle.

Axe 4: Energie et climat

PROJET D'AVENIR 4: UNE ÉCONOMIE EN ACCORD AVEC LA NATURE

[...]

Sous-projet 2: RÉGION MODÈLE EN MATIÈRE D'EFFICACITÉ ÉNERGÉTIQUE ET D'ÉNERGIES RENOUVELABLES LA DG AUTOSUFFISANTE EN ÉNERGIE

À moyen, voire à long terme, ce sous-projet a pour objectif de faire de la DG une région modèle en matière d'efficacité énergétique et d'énergies renouvelables en Belgique. Pour y parvenir, il faut que les pouvoirs publics, le monde économique et les ménages réduisent ensemble la consommation d'énergie dans la DG. L'objectif à long terme est une DG autosuffisante en énergie. Il s'agit de concevoir de manière équilibrée la relation globale entre la consommation régionale d'énergie (électricité, chauffage et carburant) et la production régionale d'énergies renouvelables (soleil, vent, eau et biomasse).

Pour cela, il faut une vaste planification énergétique à long terme, avec des étapes et des sous-objectifs concrets et quantifiables. C'est pourquoi ce modèle énergétique régional, élaboré par un bureau d'études spécialisé en coopération avec les acteurs régionaux pertinents, tant publics que privés, servira de base pour toutes les autres étapes et mesures.

Le modèle énergétique portera sur les points suivants :

- état des lieux : enquête sur la situation effective en matière d'énergie dans la DG (énergie et consommation de ressources, structure d'approvisionnement etc.)
- analyse des potentialités : enquête sur les économies possibles, sur les chances d'une utilisation renforcée d'énergies renouvelables etc.
- développement d'une stratégie, y compris des objectifs et indicateurs clairs à court, moyen et long terme
- mesures et actions : plan de mise en œuvre et de financement pour atteindre les objectifs, étude de faisabilité avec tous les acteurs concernés

Lorsque les groupements et instances publics et privés (DG, communes, entreprises, organisations,...) auront adopté et signé la version définitive du modèle énergétique débutera la mise en œuvre concrète des mesures qu'il contient. L'élaboration, l'application et la diffusion du modèle énergétique pourraient d'ailleurs être coordonnées par un interlocuteur unique, une « Agence de la DG pour l'énergie » restant à créer. Il faudra, en tant que mesure d'accompagnement, développer et réaliser un projet pilote, projet où une institution de la DG sera transformée de manière à être énergétiquement autonome.

Sous-projet 3: Construction et rénovation durables

Outre les économies d'énergie susmentionnées, l'amélioration de l'efficacité énergétique et l'utilisation d'énergies renouvelables, le sous-projet « Construction et rénovation durables » vise une approche globale durable dans le secteur du bâtiment. Il s'agit à cet égard de sensibiliser l'industrie du bâtiment, la population ainsi que les partenaires publics à la durabilité dans la construction neuve et la rénovation et de mettre en exergue des axes majeurs aussi différents que l'emplacement et l'orientation, le mode de construction, l'utilisation de matériaux régionaux respectueux de l'environnement et à faible teneur en polluants, l'isolation, le chauffage à faible consommation d'énergie, les énergies renouvelables et l'accessibilité. Le futur « Centre d'impulsion bois et construction durable » aura assurément un rôle important à jouer.

Axe 5 : Inclusion sociale

PROJET D'AVENIR 13 : DIVERSITÉ SOUHAITÉE

Sous-projet 1: RENFORCER LA COHÉSION SOCIALE EN STRUCTURANT LES MESURES EXISTANTES ET ENVISAGÉES, PUIS EN METTANT EN PLACE UN RÉSEAU

2010 fut l'année européenne de lutte contre la pauvreté et l'exclusion sociale. Année significative et exemplaire, elle a permis d'entamer l'uniformisation des stratégies mises en place jusque-là, la structuration des mesures existantes et la mise en réseau des acteurs qui contribuent au renforcement de la cohésion sociale. Le premier sous-projet identifiera en premier lieu les services, les stratégies et les mesures qui contribuent à promouvoir la cohésion sociale dans la DG. Les stratégies seront analysées toutes ensemble et les besoins définis. Puis, le travail en réseau permettra d'établir un plan d'action commun pour la DG afin de favoriser l'accès de tous les citoyens aux droits fondamentaux. Il est important d'établir un état des lieux et de définir les besoins tant du point de vue des responsables prenant des mesures pour promouvoir la cohésion sociale, que de celui de la Communauté et des pouvoirs locaux. Les instruments permettant d'analyser la situation existante et les besoins pourront faire l'objet d'un questionnaire, comme aussi d'interviews pertinentes des organisations, en incluant les intéressés. Ici aussi, des ateliers ou une combinaison des instruments énumérés sont à envisager. Des études existantes compléteront également l'état des lieux.

Les dispositions de ce plan d'action seront élaborées en concordance avec le « Plan d'action national pour l'insertion sociale » d'une part et le « Plan wallon de cohésion sociale » d'autre part. La mise en place d'un réseau pour promouvoir la cohésion sociale permettra une concertation structurée des acteurs et une appli-

cation coordonnée de la stratégie globale. Les acteurs collaboreront à la définition du modèle, de la stratégie globale et de la mission fondamentale de ce réseau.

Un autre objectif important de ce sous-projet est une mise en réseau efficace des différents acteurs, afin que se construisent entre eux des relations fructueuses et durables. Un réseau vit de l'engagement de ses participants à échanger informations, conseils et contacts, mais aussi à faire preuve de la plus grande franchise entre eux. À l'issue des analyses portant sur l'existant et les besoins, un tel réseau unira les organisations qui aident à la cohésion sociale et assumera les tâches suivantes :

- élaboration d'une stratégie commune avec une approche globale
- développement d'un modèle d'insertion
- concertation et coordination des dispositions existantes
- élaboration et évaluation d'un plan d'action
- conclusion d'accords contraignants
- clarification de la collaboration des acteurs quant aux besoins identifiés mais non traités
- identification continue des besoins auprès des différents groupes cibles
- échanges quant aux méthodes et instruments appropriés ainsi qu'élaboration de nouveaux concepts et méthodes
- mise à disposition d'informations concernant les interlocuteurs et les offres ainsi que tenue à jour de la banque de données
- élaboration d'un plan d'action de la DG en vue de promouvoir la cohésion sociale
- élaboration d'indicateurs permettant d'évaluer l'accès aux droits fondamentaux.

Sous-projet 2: DISTINGUER LES ENTREPRISES ET ORGANISATIONS QUI S'IMPLIQUENT DE FAÇON EXEMPLAIRE DANS L'INSERTION DE PERSONNES HANDICAPÉES

Ces dispositions permettront de récompenser des entreprises et des organisations qui s'engagent de façon exemplaire dans l'insertion de personnes handicapées. Des projets et des actions qui favorisent la cohabitation de personnes avec ou sans handicap dans différents domaines comme le travail, l'habitat, les loisirs, le tourisme, la formation, l'accès et la mobilité, méritent d'être présentés à la population. De même, toute forme de participation comme contribuer à organiser, prendre part aux décisions et partager la responsabilité sont dignes d'intérêt. Un jury international visitera et évaluera les projets déposés. Par domaine de vie, trois projets seront nommés et un sera récompensé. Le jury sera composé de membres du conseil d'administration de l'« Office pour personnes handicapées » et d'experts des régions voisines. Leur tâche consistera à fixer les critères d'évaluation puis, sur cette base, à sélectionner les entreprises et les organisations à primer et à décerner la distinction lors d'un gala. Cette démarche et cette distinction seront ensuite reconduites régulièrement, à une fréquence restant à définir.

Sous-projet 3: SENSIBILISER, PAR LA FORMATION CONTINUE, AUX DROITS ET DEVOIRS DES PERSONNES HANDICAPÉES

La sensibilisation, par la formation continue, aux droits et aux devoirs des personnes handicapées constitue une avancée importante dans la mise en œuvre de la Convention des Nations Unies du 13 décembre 2006, spécifiant que leur pleine et effective participation à la société fait explicitement partie de ses principes. Elle

permettra aux personnes handicapées de mieux faire valoir leurs droits et leurs devoirs tout en aidant leur environnement à mieux cerner les besoins en soutien et accompagnement, afin qu'il puisse s'engager davantage pour eux.

En 2010, des séminaires ayant pour thème la gestion de conflits se sont tenus dans le cadre de cette formation continue. Des sessions complémentaires auront lieu les années suivantes. Le besoin en formation continue sera formulé par le groupe cible lui-même ou les collaborateurs puis transmis à l'Office pour les personnes handicapées. Dans le cadre des propositions de formation pour responsables d'associations, une première rencontre a déjà eu lieu au cours de laquelle les participants ont entre autres mis en exergue les secteurs où les droits des handicapés ne sont pas encore suffisamment respectés. Ces conclusions aidant, des formations spécifiques destinées aux responsables des associations sont depuis lors en projet.

Une manifestation regroupant les responsables et les représentants d'associations s'occupant de personnes handicapées a eu lieu en avril 2010. Elle avait pour thèmes essentiels les nouveaux défis de la société et l'élaboration d'un modèle homogène d'association. En novembre 2010 s'est tenu un séminaire sur la « Convention des Nations Unies relative aux droits des personnes handicapées » à l'occasion duquel un groupe de travail, interlocuteur des personnes handicapées, a vu le jour.

Un programme pluriannuel est prévu. Il sera revu au début de chaque année pour être adapté aux besoins. La sensibilisation de la société à ses rapports avec les personnes handicapées reste un thème important. De plus en plus d'actions du genre coaching et formations devraient être assurées par des personnes elles-mêmes handicapées. Les formations continues se dérouleront toujours selon le même schéma : une évaluation aura lieu à la fin de chaque journée pour éventuellement adapter le contenu ou le déroulement de la prochaine session. En outre, les participants intéressés recevront une attestation de présence.

Sous-projet 4: GARANTIR LES VOIES D'INSERTION SOCIOPROFESSIONNELLE, DÉVELOPPER ET AMÉLIORER LES POSSIBILITÉS D'EMPLOI DANS L'ÉCONOMIE PLURIELLE

Ce quatrième sous-projet de « Diversité souhaitée » a pour objet d'adapter et de garantir les voies d'insertion socioprofessionnelle en élaborant une base légale et structurelle. La nécessité d'offres et d'emplois supplémentaires dans l'économie plurielle doit être déterminée au niveau de la DG. Afin d'atteindre ces objectifs, il s'agira de clarifier puis de définir précisément, avec les partenaires et sur la base d'analyses déjà disponibles, les besoins des personnes confrontées à des difficultés particulières quant à leur insertion socioprofessionnelle. Une fois les besoins identifiés, l'on décrira en conséquence les manques et lacunes des actuelles voies d'insertion socioprofessionnelle.

À partir des besoins identifiés, des mesures adéquates à prendre pour ce groupe cible et des expériences de « bonnes pratiques », il faudra définir avec les partenaires et les représentants des bénéficiaires le contenu d'un décret. Les aspects suivants peuvent par exemple en constituer l'objet : la définition de l'économie plurielle dans la DG ou une charte y relative, les voies d'insertion socioprofessionnelle - avec les paliers que sont les mesures de préparation, d'intégration et autres -, la définition de la « clientèle » concernée, la possibilité de créer un troisième marché du travail, mise en place - à partir de mesures remarquables expérimentées dans le pays et à l'étranger - d'accompagnateurs (job coachers) ou d'assistants au placement, d'une commission consultative, d'une commission d'agrément ou d'une plateforme d'accompagnement. L'adoption de cet instrument juridique par le Parlement permettra surtout de définir le cadre et le financement, ce qui constituera une sécurité pour les projets des organisations concernées.