2022-2023 Work Programme of the

EU Agencies Network

Coordinated by Fusion for Energy

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1.   What is the role of this Document?

The EU Agencies Network (EUAN) has adopted a Multiannual Strategy for 2021 – 2027, marked by a distinct set of EU political priorities.

In the coming years, the European Union (EU) will face the challenge of delivering on the expectations of its citizens to transition into a green and sustainable economy, and a digital world, whilst ensuring unity and resilience to help Europe recover from the economic and social impacts of the coronavirus pandemic.

EU Agencies, Joint Undertakings (JUs) and other EU bodies are part of the European policymaking, covering many thematic areas and pooling a great variety of expertise. We are often at the front line dealing with current issues, like the COVID-19 pandemic, climate change, energy transition, internal security of the European Union, data protection, food safety etc. Agencies work on different topics, but with a common purpose and a common narrative: Agencies aim to fulfil the expectations of EU Institutions, serve European citizens and improve their lives.

According to the Terms of Reference of the EUAN the Coordinating Agency submits for the endorsement of the Heads of Agencies a Network Work Programme that makes this Multiannual strategy a reality.

The Network Work Programme shall include the Sub-networks work programmes, defining the planned tasks and deliverables, their added value, and the corresponding timelines.

In line with this, the Fusion for Energy Joint Undertaking (F4E), herewith highlights some of actions and deliverables to maintain the momentum and the added value that the Network brings to EU citizens through EU Agencies and JUs.

The Work Programme reflects the Network discussions and the initiatives flagged by its Sub-networks.

F4E brings to the table a unique access to multiple industrial actors and it is willing to foster knowledge sharing on tools and methodologies gathered through its action.

We will use our expertise to assess those contributions and shape learning for the benefit of us all.

2.   Four Principles at the basis of the 2022/2023 Work Programme

This Work Programme has been established based on Four Principles:

a. *What matters is to make our strategy a reality*: we will focus on advancing the Strategy for the EU Agencies Network 2021-2027[1] instead of adding new angles to the Network action.

b. *We operate in continuity*: F4E's Presidency is in continuity with the previous chairpersonships – we believe in the work carried out up until now and want to build on it.

c. *We are nurtured by the work of the Sub-networks*: we give them the platform to realize their efforts – and many references to their work is brought forward in this document.

d. *Further and stabilize access to knowledge and experiences is central to our mandate*.

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[1] 2021-2027 Strategy for the EU Agencies Network, Brussels, 9 November 2020

3.   The priorities of F4E Coordination

P1: We are role models for administrative and operational excellence

The Network of Agencies has set the objective to become a model of administrative and operational excellence in the European Union (EU). The Network is contributing - and will continue to contribute - to facing the challenge of delivering on the expectations of its citizens for bringing a green and sustainable economy and a digital world, whilst ensuring unity and resilience to help Europe recover from the economic and social impacts of the coronavirus pandemic.

In this context, in its role as coordinating agency, F4E will highlight the following priorities:

1. **Sustainability is central**
2. **Championing Diversity & Inclusion (D&I) Practices**
3. **Lead the Future of Work discussions**
4. **Strengthen the discussions on staffing needs**

P1.1 Sustainability is central.

We ensure that Knowledge Sharing and Capability Building on Sustainability is activated, and all Sub-networks are ready to include the Sustainability angle in their actions.

Outcome	Deliverable
Sustainability priorities are progressively shared among more stakeholders and actors	D1 Sub-networks have included sustainability actions, when appropriate in their Work Programme D2 Training on Sustainable and Gender-Responsive Public Procurement is designed and delivered via the Inter-Agency Legal Network (IALN) - as a pilot
EMAS certification documentation easily accessible for whomever wants to start it	D3 EMAS knowledge and experience available in a repository with the advice. The ambition would be to create shared EMAS services/capabilities for the network.
Leading Sub-network – Greening network	

P1.2 Championing Diversity & Inclusion (D&I) Practices

Diversity & Inclusion (D&I) is gradually taking a central and vital place in the Agenda of all major Institutions and organizations.

We commit to support the endeavor of the Network and ensure that awareness raising campaigns are available for all to adopt and adapt.

Outcome	Deliverable
The Agencies and JUs in the network will be able to champion D&I best practices	Organisation of EUAN D&I Awards in 2022, with the aim to possible extend EUAN Awards to other pillars of activities in 2023
The network has access to the best available material produced on the D&I	D5 All good practices are available in a common area and ready for delivery
Leading: Working Group on Diversity & Inclusion under the remit of Heads of Resources.	

P1.3 Lead the Future of Work discussions

The pandemic has strongly affected the way we work, with the extensive use of teleworking and the deployment of many IT solutions leading to a mini digital revolution. The future of work and the new norms are already here, and we would need to ensure that they provide agility, flexibility while keeping the same level of efficiency.

Outcome	Deliverable
The applicable regulatory framework - or the so called 'Model Decision' on 'Teleworking' is shaped to the best of our needs	D6 Agencies and Joint Undertakings contribute to preparation by the Commission services of a "model decision" on working time and hybrid working.
'Facility Management', 'IT' and 'Leadership and communication' are well connected to define the Future of Work including the "model decision" on teleworking (see D6)	D7 All Agencies have access to material and experience in a dedicated repository D8 Information & Communication Technology Advisory Committee (ICTAC) keeps focus on the topic in all its meetings and activities
Leading: Head of F4E People & Culture and volunteers under the remit of Heads of Resources	

P1.4 Strengthen the discussions on staffing needs

As modern public administrations the agencies/JUs continuously strive for efficiency and synergy at the individual agency and network level. At the same time it is important to maintain an overall balance and adequacy of resources, to allow them to deliver on their mandates.

In the last years, we have witnessed an ever-increasing number of tasks assigned to Agencies/JUs, while their resources have remained constant and in line with the MFF 2021-2027. F4E would strive to keep open the conversation on resources with the institutional stakeholders and provide some instruments to help agencies in their planning and discussions.

Outcome	Deliverable
The conversation on staffing needs is heard with increased trust and attention by all key stakeholders	D9 Joint advocacy effort towards the Commission on staffing needs of EU Agencies and JUs D10 A strategic workforce planning methodology is available for use to all Agencies, including templates and lessons learnt (based on F4E and other experiences) D11 Bi-annual meeting between the Coordinating Agency, the DG HR and, when appropriate, DG BUDG.
Leading: Head of People and Culture (F4E) and volunteers under the remit of Heads of Resources and the PDN subnetwork	

Directly linked to the Key Objective 1.3 of the EUAN Strategy

P2: We are appreciated as a valued institutional partner

P2.1 Governance and cooperation with EUIB 2.0

The demand from the EU Institutions towards EU Agencies and JUs to contribute with their expertise and knowledge across policy fields is rapidly growing (e.g. EUAN contribution to the Strategic Foresight activities). The Network will therefore intensify the inter-institution cooperation and explore the possibilities in which the demand for cross-sectorial work should be manifested also in the interaction between the Network members and the EU Institutions. Rather than a purely hierarchically vertical approach, a transversal approach could be considered to better serve the current policy making needs.

Outcome	Deliverable
New paradigm for working relations with EU Institutions	D12 Joint advocacy effort to obtain concrete agreements on areas for EUAN to have greater influence D13 EUAN and/or its members are timely consulted and involved with its expertise in legislative proposals depending on the scope of the consultation D14 EUAN engages in active dialogues across policy clusters with European Parliament, Council and European Commission
Leading: Troika with support from the EUAN Shared Support Office (SSO)	

P2.2 Accelerate the EUAN Communication framework (visibility, reputation)

In June 2021, the Heads of Agencies set up a workshop to develop a communication framework to underpin and support the ambitions of the EUAN. In their Copenhagen meeting on 28 October 2021, a *Communication and Stakeholder Engagement Framework* was endorsed, providing at the same time a mandate to the Heads of Communication and Information Network (HCIN), to prioritise and implement, with the support of the EUAN Shared Support Office (SSO), concrete actions for its implementation as of 2022.

The framework identifies four main areas for developing and implementing joint action: stakeholders and audiences; common narratives; communication tools and channels; and governance.

Under F4E Chairmanship, an ambitious work programme has been developed for the Heads of Communication and Information Network (HCIN). It is designed to support the vision and mission of the EUAN multi-annual strategy for 2021-2027, through the further development and implementation of specific initiatives stemming directly from the recently adopted *Communication and Stakeholder Engagement Framework*.

Outcome	Deliverable
Raise awareness of the EU Agencies and Joint Undertaking among EU	D15 Development and use of common narratives – "Message House"

citizens, Member States and stakeholders"	D16 Development of EU Agencies joint campaigns
	D17 Development of Promotional materials
	D18 Review EUAN Website
Leading Subnetwork – HCIN with support from SSO	

Directly linked to the Key Objective 2.2. of the EUAN Strategy

Annex I: EU Agencies Network (2022-2023)

EUAN Coordination Team (F4E)

Title	Name	Email
Director	Johannes Schwemmer	F4E-Director@f4e.europa.eu
Head of Administration	Alessia Vecchio	alessia.vecchio@f4e.europa.eu
Head of People and Culture Unit	Harold Akingbade-Taylor	harold.akingbade-taylor@f4e.europa.eu
Assistant to the Director	Ray Monk	raymond.monk@f4e.europa.eu
Project Coordinator	Jana Ilves	jana.ilves@f4e.europa.eu

Sub-network Chairs

Sub-network	Chair person	Chairing Agency	Email
Inter-Agency Accountant Network (IAAN)	Roberto Abad	F4E	roberto.abad@f4e.europa.eu
Information & Communication Technology Advisory Committee (ICTAC)	Iacopo Ianniello	F4E	iacopo.ianniello@f4e.europa.eu
Inter-Agency Legal Network (IALN)	Radoslav Hanak	F4E	radoslav.hanak@f4e.europa.eu
Inter-Agency Appeals Proceedings Network (IAAPN)	Gergo Poszler	F4E	gergo.poszler@f4e.europa.eu
Performance Development Network (PDN)	Vincenzo Esposito	F4E	vincenzo.esposito@f4e.europa.eu
Network of Agencies Procurement Officers (NAPO)	Kristel Tans	F4E	kristel.tans@f4e.europa.eu
Heads of Communication and Information Network (HCIN)	Stavros Chatzipanagiotou	F4E	stavros.chatzipanagiotou@f4e.europa.eu
Greening Network (GN)	Marlene Flageollet	F4E	marlene.flageollet@f4e.europa.eu
EU Agencies Network on Scientific Advice (EU-ANSA)	Maria Jepsen / Ronan Uhel	Eurofound / EEA	maria.jepsen@eurofound.europa.eu / ronan.uhel@eea.europa.eu
European Fee Receiving Agencies Network (EFRAN)	Not defined	In case a meeting is requested, the requester would take on the chairing of it	

Annex II: Indicative timeline of Network meetings

Heads of Agencies

Barcelona, 7 October 2022

Heads of Administration

Barcelona, 6 October 2022

Heads of HR

Barcelona, 5 October 2022

Inter-Agency Accountant Network (IAAN)
Barcelona, 29-30 September 2022

Information & Communication Technology Advisory Committee (ICTAC)
Barcelona, 18-19 October 2022

Inter-Agency Legal Network (IALN)
Barcelona, 17-18 November 2022

Performance Development Network (PDN)
Barcelona, 16-17 June 2022

Network for Agencies Procurement Officers (NAPO)
Barcelona, 22-23 September 2022

Heads of Communication and Information Network (HCIN)
Barcelona, 20-21 October 2022

Greening Network (GN)
Barcelona, 18 November 2022

EU Agencies Network on Scientific Advice (EU-ANSA)
Dublin, 19-20 May 2022