



European Environment Agency Single Programming Document 2021-2023

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List of Abbreviations and Acronyms

Acronym	Name	Reference
BISE	Biodiversity Information System for Europe	
BWD	Bathing Water Directive	
CA	Contract Agent	
CAMS	Copernicus Atmosphere Monitoring Service	
CAP	EU Common Agricultural Policy	
CBD	Convention on Biological Diversity	
CISC	Copernicus In Situ Component	
Climate-ADAPT	European Climate Adaptation platform	
CLMS	Copernicus Land Monitoring Service	
CLRTAP	Convention on Long-range Transboundary Air Pollution	
CMEMS	Copernicus Marine Environment Monitoring ServiceF	
Copernicus	European Programme for the Establishment of a European Capacity for Earth Observation	
COVID-19	SARS-CoV-2 coronavirus causing COVID-19 disease/ crisis	
DG	European Commission Directorate-General	
DG AGRI	DG for Agriculture and Rural Development	
DG CLIMA	DG for Climate Action	
DG DEFIS	DG for Defence Industry and Space	
DG ENER	DG for Energy	
DG ENV	DG for Environment	
(DG) JRC	European Commission Joint Research Centre	
DG NEAR	DG for Neighbourhood and Enlargement Negotiations	
EAP	Environment Action Programme	
EC	European Commission	
ECHA	European Chemicals Agency	
EEA	European Environment Agency	
EFSA	European Food Safety Authority	
EGD	European Green Deal	
Eionet	European Environment Information and Observation Network	
EKC	Environmental Knowledge Community	
EMAS	Eco management and audit scheme	

ENI	European Neighbourhood Instrument	
EP	European Parliament	
E-PRTR	European Pollutants Release and Transfer Register	
ETC	European Topic Centre	
ETC AP	ETC Action Plan	
ETC/ATNI	ETC on Air pollution, Transport, Noise and Industry	
ETC/BD	ETC on Biological Diversity	
ETC/CCA	ETC on Climate Change Impacts, Vulnerability and Adaptation	
ETC/CME	ETC on Climate change Mitigation and Energy	
ETC/ICM	ETC on Inland, Coastal and Marine Waters	
ETC/ULS	ETC on Urban, Land and Soil Systems	
ETC/WMG E	ETC on Waste and Materials in a Green Economy	
ETS	Emissions Trading System	
EU	European Union	
EUNIS	European Nature Information System	
FISE	Forest Information System for Europe	
FLIS	Forward-Looking Information and Services	
F2F	EU Farm to Fork Strategy	
GEO	Group on Earth Observations	
GEOSS	Global Earth Observation System of Systems	
GHG	Greenhouse Gas	
HBM4EU	Human Biomonitoring for Europe	
Horizon Europe:	Framework Programme for Research and Innovation (2021-2027)	
Horizon 2020	Framework Programme for Research and Innovation (2014-2020)	
Horizon 2020	International initiative to tackle pollution in the Mediterranean by 2020	
Inspire	Infrastructure for Spatial Information in the European Community	
IPA	Instrument for Pre-accession Assistance	
IS	Information System	
KPIs	Key Performance Indicators	
LCP	Large Combustion Plants	
LIFE	L'Instrument Financier pour l'Environnement – LIFE programme (Programme for the Environment and Climate Action)	
LRTAP	Long-Range Transboundary Air Pollution (UNECE Convention)	
LULUCF	Land Use, Land-Use Change and Forestry	

MS	Member States	
MSFD	Marine Strategy Framework Directive	
MSP	Maritime Spatial Planning	
Natura 2000	Nature Conservation Programme	
NEC	National Emission Ceilings	
NFP	National Focal Point	
NGO	Non-Governmental Organisation	
NRC	National Reference Centre	
OECD	Organisation for Economic Cooperation and Development	
RMIS	Raw Material Information System	
SDG	Sustainable Development Goal	
SEIS	Shared Environmental Information System for Europe	
SMEs	Small and Medium Enterprises	
SoE	State of Environment	
SOER	State and Outlook of the Environment Report	
SPD	Single Programming Document	
TA	Temporary Agent	
UN	United Nations	
UNEA	United Nations Environment Assembly	
UNECE	United Nations Economic Commission for Europe	
UNEP	United Nations Environment Programme	
UNFCCC	United Nations Framework Convention on Climate Change	
UWWTD	Urban Wastewater Treatment Directive	
WFD	Water Framework Directive	
WHO	World Health Organization	
WISE	Water Information System for Europe	

1. Mission statement

1.1 EEA Mission Statement

The mission of the European Environment Agency (EEA) is defined as:

The EEA aims to support sustainable development and to help achieve significant and measurable improvement in Europe's environment through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

1.2 EEA's Legal Mandate

The European Environment Agency (EEA) is a decentralised agency of the European Union. The EEA/Eionet Regulation established the EEA as an independent EU body with its own legal personality and for an indefinite period. The Agency's founding regulation also established the European Environment Information and Observation Network (Eionet); and includes the provision that the Agency is open to countries which are not members of the European Union.

The Agency's main task is to provide sound, independent information on the environment. The Agency is a major information source for those involved in developing, adopting, implementing and evaluating environmental policy, and also for the general public.

EEA's overall mandate established in the EEA/Eionet Regulation is:

- to help the European Community and the EEA member countries make informed decisions about improving the environment, integrating environmental considerations into economic policies and moving towards sustainability; and
- to coordinate the European Environment Information and Observation Network (Eionet).

1.3 EEA's objective

The overall objective of the EEA is defined in Article 1(2) of the Agency's Founding Regulation:

'To achieve the aims of environmental protection and improvement laid down by the Treaty and by successive Community action programmes on the environment, as well as of sustainable development, the objective of the Agency and of the European Environment Information and Observation Network shall be to provide the Community and the Member States with:

- (a) objective, reliable and comparable information at European level enabling them to take the requisite measures to protect the environment, to assess the results of such measures and to ensure that the public is properly informed about the state of the environment, and to that end;
- (b) the necessary technical and scientific support.'

1.4 EEA tasks

The tasks of the Agency are defined in Article 2 of the Agency's Founding Regulation:

'For the purposes of achieving the objective set out in Article 1, the tasks of the Agency shall be:

- (a) to establish, in cooperation with the Member States, and coordinate the Network referred to in Article 4; in this context, the Agency shall be responsible for the collection, processing and analysis of data, in particular in the fields referred to in Article 3;
- (b) to provide the Community and the Member States with the objective information necessary for framing and implementing sound and effective environmental policies; to that end, in particular to provide the Commission with the information that it needs to be able to carry out successfully its tasks of identifying, preparing and evaluating measures and legislation in the field of the environment;
- (c) to assist the monitoring of environmental measures through appropriate support for reporting requirements (including through involvement in the development of questionnaires, the processing of reports from Member States and the distribution of results), in accordance with its multiannual work programme and with the aim of coordinating reporting;
- (d) to advise individual Member States, upon their request and where this is consistent with the Agency's annual work programme, on the development, establishment and expansion of their systems for the monitoring of environmental measures, provided such activities do not endanger the fulfilment of the other tasks established by this Article; such advice may also include peer reviews by experts at the specific request of Member States;
- (e) to record, collate and assess data on the state of the environment, to draw up expert reports on the quality, sensitivity and pressures on the environment within the territory of the Community, to provide uniform assessment criteria for environmental data to be applied in all Member States, to develop further and maintain a reference centre of information on the environment; the Commission shall use this information in its task of ensuring the implementation of Community legislation on the environment;
- (f) to help ensure that environmental data at European level are comparable and, if necessary, to encourage by appropriate means improved harmonisation of methods of measurement;
- (g) to promote the incorporation of European environmental information into international environment monitoring programmes such as those established by the United Nations and its specialised agencies;
- (h) to publish a report on the state of, trends in and prospects for the environment every five years, supplemented by indicator reports focusing upon specific issues;
- (i) to stimulate the development and application of environmental forecasting techniques so that adequate preventive measures can be taken in good time;
- (j) to stimulate the development of methods of assessing the cost of damage to the environment and the costs of environmental preventive, protection and restoration policies;
- (k) to stimulate the exchange of information on the best technologies available for preventing or reducing damage to the environment;
- (l) to cooperate with the bodies and programmes referred to in Article 15;
- (m) to ensure the broad dissemination of reliable and comparable environmental information, in particular on the state of the environment, to the general public and, to this end, to promote the use of new telematics technology for this purpose;

- (n) to support the Commission in the process of exchange of information on the development of environmental assessment methodologies and best practice;
- (o) to assist the Commission in the diffusion of information on the results of relevant environmental research and in a form which can best assist policy development.

1.5 EEA Corporate Values

The EEA values are Respect, Professionalism, Openness, Positivity and Trust. They were developed with staff in 2016. Attached to each value are associated behaviours in line with the EEA core competencies.

Table 1: EEA’s corporate values and associated behaviours in line with the EEA core competencies

Values	Behaviours	Core competencies
Respect	Appreciating diversity Listening to each other Recognising each other’s contribution	Working collaboratively Communicating effectively
Professionalism	Being reliable, credible & competent Embracing change Delivering on the competencies	Delivering quality results Making things happen Making effective decisions
Openness	Sharing Communicating honestly Transparency	Embracing change Solving problems
Positivity	Commitment to a better future Passionate about our environment Working towards a common good	Developing self and others Working collaboratively Solving problems
Trust	Showing respect Being professional Demonstrating openness Acting positive Being trustworthy	Working collaboratively Communicating effectively

2. General Context

2.1 Policy developments

The European Green Deal, (EGD) proposed by the new European Commission (EC) in December 2019, sets out a new growth strategy that aims to transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy where there are no net emissions of greenhouse gases in 2050 and where economic growth is decoupled from resource use. It also aims to protect, conserve and enhance the EU's natural capital, and protect the health and well-being of citizens from environment-related risks and impacts. At the same time, this transition must be just and inclusive¹.

The corona virus (COVID-19²) crisis and its aftermath add a sense of urgency that the recovery plan should strengthen Europe's resilience and sustainability. Greater understanding is required of the environmental and socio-economic impacts that the crisis will present in coming years.

In December 2019, shortly before the corona virus crisis struck Europe, the EEA presented its report on the State and outlook of the European Environment 2020, which detailed already then, the unprecedented scale and urgency of Europe's current environmental, climate and sustainability challenges.

Many persistent challenges rooted back in the past are coupled and amplified by emerging and systemic issues, associated with uncertainty, ambiguity and conflicts of interests. Issues range from planetary environmental tipping points, through global drivers of change, the functioning of complex systems of production and consumption and establishing fair, societal-wide transformation outcomes.

The EGD is a European response to these systemic challenges. It provides a framework for ambitious actions and measures to position Europe firmly onto a path towards sustainability and as a world leader in the implementation of the UN Agenda 2030 and its Sustainable Development Goals (SDGs), demonstrating that sustainability and prosperity can be achieved together. The success of the EGD will depend on the extent to which it stimulates significant changes in the European economy towards circularity and carbon neutrality, technological innovation, environmental, social circumstances and lifestyles.

The EGD proposal acknowledged the work of the EEA in highlighting the extent and urgency of the challenges and sets out a roadmap of around 50 key policies and measures needed to address the challenges. It sets out several long-term strategic objectives transforming the EU's economy for a sustainable future:

- Increasing the EU's Climate ambition for 2030 and 2050;
- Supplying clean, affordable and secure energy;
- Mobilizing industry for a clean and circular economy;
- Building and renovating in an energy and resource efficient way;
- A zero-pollution ambition for a toxic-free environment;

¹ The European Green Deal COM(2019) 640 final

² COVID-19: abbreviation for SARS-CoV-2 coronavirus causing COVID-19 disease

- Preserving and restoring ecosystems and biodiversity;
- From Farm to Fork: a fair, healthy and environmentally friendly food system;
- Accelerating the shift to sustainable and smart mobility.

2020 has seen rapid introduction of new measures in support of the EGD. Amongst the measures proposed, was the 8th Environment Action Programme (8th EAP) to help ensure implementation, enforcement and effective delivery of environmental and climate policies and legislation. The EC plans to introduce a new monitoring framework for the 8th EAP for which it aims to present a headline indicator set before the end of 2021 drawing on support of EEA.

In the coming years, EEA and Eionet will play a key role in supporting environment and climate actions under European policies, the EGD and in the implementation of the 8th EAP, as well as Europe's global commitments. The European Commission and the European Parliament have acknowledged that EEA and Eionet will need to be adequately resourced to respond to these new policy developments.

2.2 Financial developments

The renewed importance attached to environment and climate policies in 2020 resulted in an increase in EEA resources. In order to commence new tasks in 2020 for Sustainable Finance, fighting climate change and biodiversity loss, the budgetary authorities added EUR 1.6 million to the EEA's core subvention and 6 temporary agents and 4 contract agents to its establishment table.

The Commission has requested the EEA to add several new tasks to its work programme for 2021 under the proposed 8th Environment Action Programme (EAP). In order to ensure the EEA has the necessary resources to perform the new tasks, the Commission has proposed that the EEA's core subvention be increased by EUR 3.2 million in 2021 and that its establishment table be increased. Details are provided in the financial and human resources outlook section below.

For 2022, the Commission proposal on a European Climate Law, which aims to write into law the EU's climate neutrality objective set out in the European Green Deal, foresees additional support from EEA to support the monitoring, evaluation and reporting on progress towards climate neutrality and adaptation goals under the regulation. For EEA to deliver on these new tasks, the proposal also includes a reinforcement of EEA staff by a further 2 contract agent posts, from 2022 onward.

The EEA work programme also includes activities, which are presently not financed through the Agency's core funds but through earmarked funds (assigned revenue). In recent years, the share of these activities (including Copernicus) has become substantial relative to the share of activities funded under core funds. For 2020, the assigned revenues more than doubles the Agency's budget for operational activities. Although assigned revenues are often initiated as short-term tasks for the Agency, the budget increasingly covers long-term EEA activities, including maintenance of information platforms with implications for - and external expectations related to - EEA commitments (for example regarding the activities in the Western Balkan and European Neighbourhood countries).

2.3 Stakeholder and Institutional changes

The priorities of the EU institutions for the coming years are becoming clearer for the planning period 2021-2023. The new European Commission has outlined ambitious plans for the EGD and the European Parliament has welcomed this commitment. The Commission has presented a proposal for an 8th EAP for the period 2021-2030 building on the findings of the evaluation report of the 7th EAP, as well as the latest available science and knowledge, including the European environment – State and outlook 2020 report (SOER 2020). EEA and the Eionet network will continue to be key partners in supporting the implementation of these priorities.

From late 2019 through to 2020, the EEA developed a strategy for EEA and Eionet for the period 2021-2030. During 2020, the strategy underwent extensive stakeholder consultation. This consultation expressed broad support for the vision, strategic objectives and proposed areas of work for EEA and Eionet. It also resulted in a considerable volume of constructive feedback which EEA has incorporated – feedback from an extensive consultation of Eionet countries, the European Commission services, the EEA Scientific Committee and an online public consultation. SPD 2021-2023 reflects many elements of that feedback.

A key feature of the feedback was the need to pursue integration of knowledge in support of EU policies and to better develop knowledge more directly applicable for countries to strengthen their responses to environmental challenges. The strategy underlines the role of data and understanding for the pivotal decade to come. It also sets out how EEA and Eionet will work together with other knowledge providers at European level and within Eionet countries in support of Europe’s environment and climate ambitions. In this context, EEA plans to strengthening its cooperation with Eionet partners, including by modernising the functioning of the network. The EEA Eionet strategy 2021-2030 was adopted by the Management Board in December 2020.

2.4 Adjusting to the changing context

2020 brought a number of unexpected challenges in the face of which EEA and Eionet had to show considerable resilience and adapt as the year progressed. As stated in section 2.1 above, the corona virus (COVID-19) crisis is adding a sense of urgency to the recovery plan that should strengthen Europe’s resilience and sustainability. Improvements in climate emissions and air quality caused by the responses to COVID-19 serve to highlight the extent of changes needed to address climate change and the consequences on broader society; social justice has been thrown into sharp relief. At the same time, at an organisational level the ongoing crisis is affecting working practices, staff well-being and adding a layer of uncertainty and complexity to EEA-Eionet work. Governance and network meetings shifted online for the greater part of 2020.

It is against this backdrop that the EEA/Eionet strategy has been successfully finalised. The strategy vision for 2030 is to “...together constitute the leading network for policy-relevant environment and climate knowledge at European Union and country levels...” The Strategy document “Delivering data and knowledge to achieve Europe's environment and climate ambitions” clarifies how the network intends to achieve this vision and sets out the strategic directions for the next decade. The preparation of the EEA/Eionet strategy had already identified some of the societal and technological trends underway, for some, such as digitalization, the pace and direction of which has been amplified by COVID-19.

3. Multi-annual Programming 2021 - 2023

3.1 Multi-annual objectives

3.1.1 Strategic objectives to 2030

The EEA and Eionet established a joint long term strategy for the period 2021–2030, ‘Delivering data and knowledge to achieve Europe’s environment and climate ambitions’. The EEA–Eionet Strategy 2030 defines the following the long-term 10–year strategic objectives (SOs) to 2030:

- **SO1: Supporting policy implementation and sustainability transitions**
Produce evidence-based knowledge to support policy implementation and development of new initiatives to accelerate and scale up the transition to sustainability.
- **SO2: Providing timely input to solutions for sustainability challenges**
Deliver targeted inputs to inform policy and public discussions, by organising and communicating knowledge on responses, including innovative solutions to societal challenges.
- **SO3: Building stronger networks and partnerships**
Strengthen our network through more active engagement at the country level and work with other leading organisations in order to facilitate the sharing of knowledge and expertise.
- **SO4: Making full use of the potential of data, technology and digitalisation**
Embrace digitalisation, including new technologies, big data, artificial intelligence and earth observation that will complement and potentially replace established information sources to better support decision making.
- **SO5: Resourcing our shared ambitions**
Develop structures, expertise and capacity across our network to meet evolving knowledge needs, securing and diversifying the resources needed to achieve our joint vision.

3.1.2 Multiannual strategic objectives to 2023

The Agency’s work planning in this document spans the period 2021–2023, with a particular focus on 2021. The implementation of the EEA–Eionet Strategy 2021–2030 forms the main driver for the 3–year strategic objectives to 2023, presented in Table 2. Given the multi-disciplinary nature of the multiannual objectives, monitoring up to 2023 will to a large extent be qualitative.

Table 2. EEA Multi-annual strategic objectives to 2023

SO	Multiannual strategic objective to 2023	Expected results by 2023
SO1	To support policy implementation and enhance monitoring progress towards sustainability.	Improved EEA–Eionet knowledge-base (in particular, data, indicators and assessments) to support policy implementation and monitor progress towards sustainability,

SO	Multiannual strategic objective to 2023	Expected results by 2023
		<ul style="list-style-type: none"> • Aligned with strategic investments under the trajectory to SOER 2025 and EU policy priorities and processes relevant to sustainability (especially 8th EAP, European Green Deal and SDGs); and • Optimising the use of high quality data, in particular from Copernicus sources.
SO2	To further enhance EEA’s communication and outreach approach, with a strategic focus on timeliness of inputs, audience targeting and innovation in solutions to societal challenges.	Targeted and gradual implementation of the new communication and outreach framework ‘for impact’; established on the basis of e.g. stakeholder and EEA web presence analysis as well as product type review.
SO3	To enable building of stronger networks and partnerships across EEA and Eionet.	<p>More active engagement and impact at country level through activities involving a diverse set of authorities, organisations and the public; enabled by processes to deliver a more flexible and innovative knowledge network, including:</p> <ul style="list-style-type: none"> • Modernised EEA-Eionet framework, including adjusted Core Data Flows and revised Eionet components (ETCs, NRCs and NFPS) and practises; and • Revised international engagement framework.
SO4	To enable timely, relevant, and up-to-date data to support our knowledge, data and information delivery through the digitalisation of EEA and Eionet and expanded use of new/innovative data sources (e.g. big data and artificial intelligence).	<p>Improved digitalisation of EEA-Eionet, resulting in increased use of new/potential data sources, technology and digitisation, with a focus on:</p> <ul style="list-style-type: none"> • Enhanced data services for EEA-Eionet stakeholders, including Reportnet; and • Increased cloudification of EEA-Eionet ICT infrastructure.
SO5	To develop a shared vision, structures, expertise and capacity (internal and across our network) to enable the transition towards a stronger learning network organisation.	<ul style="list-style-type: none"> • EEA learning and development framework adjusted to align with EEA-Eionet Strategy objectives; • Improved EEA-Eionet capacity-building through EEAcademy in line with EEA-Eionet Strategy objectives; and • Physical space further adjusted to facilitate collaborative working and learning.
	To further enhance the synergies with the EU Framework Programme for Research and Innovation and to seek partnerships with relevant research organisations; to ensure a systematic uptake,	Increased assimilation of research outputs (e.g data and methodologies) into EEA assessments, including SOER 2025.

SO	Multiannual strategic objective to 2023	Expected results by 2023
	dissemination and use of research outputs by the EEA.	

3.1.3 Annual performance objectives for 2021

The Agency's performance framework is closely related to the Key Performance Indicators (KPIs) for the Executive Director; aiming at a quantitative monitoring of the Agency's performance in relation to its operational work planning, and its financial and human resources management. presents the Agency's performance framework is structured around five performance objectives (Table 2).

Table 3. Annual performance objectives

Performance objective	Type
1. Sustainable financial and human resources use, and adequate and efficient internal control systems.	Input
2. Timely and qualitative delivery of key products planned in the EEA work programme.	Operational output
3. Development and distribution of EEA products aligned with user needs.	Uptake
4. Sustainable interaction between EEA and its network.	Eionet
5. Sustainable human resource management.	Staff well being

Error! Reference source not found. presents the EEA's multiannual Key Performance Indicators (KPIs) to monitor these objectives.

Table 3: EEA Multi-annual Key performance indicators³.

Performance Objective	No.	Key Performance Indicator (KPI)	KPI measurement	Baseline (2019)	Target
Input	1*	Staff occupancy rate	Realised staff resources in annual establishment plan	96.7%	Min. 95%
	2*	Budget execution – Outturn	Rate of annual outturn and carry forwards of EEA core budget	100%	Min. 98%
	3*	Budget execution – Cancellations	Cancellation rate of payment appropriations in year N	0.5%	Max. 2% of core budget

³ A review of Eionet core dataflows is underway as part of modernisation of Eionet. At the same time, EEA is working to improve the analytical and communication value of its indicators. The outcomes of both processes will be discussed at the special Management Board meeting scheduled to take place in September 2021. Those discussions may lead to a revision in the calculation methodology for KPIs 6 (dataflows) and 7 (indicators) from 2022 onwards

	4*	Budget execution – Execution	Payments executed within legal/contractual deadline (%)	99.5%	100%
	17*	Audit compliance	Rate (%) of recommendations from Court of Auditors implemented (with deadline in year N)	75%	-
Eionet	7*	Eionet – Data submission	Annual performance for EIONET core data flows	92%	90%
	12	Eionet – Meeting delivery	Delivery rate of planned EIONET meetings	95%	90%
	13	Eionet – Satisfaction	Average participant satisfaction rating	95%	80%
Output	5*	AWP delivery – Assessments	Delivery rate of key reports/assessments (%) as planned for year N	93.1%	Min. 90%
	6*	AWP delivery – Indicators	Share of Core Set indicators updated (%) as planned for year N	96%	Min. 90%
Uptake	8	Media visibility – EEA references	Articles with reference to EEA (No.)	14 152	Stable/ Increase
	9	Media visibility – Social media	Followers on social media (No.) of Twitter, Facebook and LinkedIn combined	114 046	Stable/ Increase
	10	Web traffic	Registered sessions on EEA website (No.)	6.3 M	Stable/ Increase
	11	Downloads	Registered use of map services (No.) (Measured as 'Machine to Machine' traffic)	375 M	Stable/ Increase
Staff well being	14*	Staff satisfaction	Average favourable rate for common items for Agencies (%)	61%	-
	15*	Learning	Average registered time for learning and development (days)	4.11	7
	16*	Absence	Annual average short-term sick leave (days)	9.7	Stable/ decrease

Note: *: Mandatory KPIs of the Executive Director

The monitoring of the 'Output' and 'Eionet' KPIs will be based on the operational performance across the five EEA activities. Activity-level KPI targets are therefore included in the annual work programme section of this programming document. This with the exception of the 'Eionet satisfaction' KPI, which will be evaluated on the basis of meeting satisfaction surveys.

Environmental management

Under the EGD, Europe's ambition to become the first climate neutral continent will require engagement and action from all sectors of the economy, as well as EU bodies and institutions. The Commission has already announced its intention to become climate neutral as an institution by 2030. It has called on all the other institutions, bodies and agencies of the EU to work with it and come forward with similar ambitious measures. Within the EMAS framework, EEA has already taken many climate actions, such as procuring renewable energy and offsetting of emissions from travel of staff and visitors. The EEA environmental policy has until now stopped short of aiming for climate neutrality. In 2021 EEA plans to raise this ambition

level and outline steps to work within the EMAS framework to take EEA towards climate neutrality in the coming years.

3.2 Multi-annual programme

3.2.1 Multi-annual activities

The EEA SPD is structured around 5 activities which correspond to the work areas set out in the EEA/Eionet strategy. The five work areas are:

1. Biodiversity and ecosystems;
2. Climate Change mitigation and adaptation;
3. Human health and the environment;
4. Circular economy and resource use; and
5. Sustainability trends, prospects and responses.

Europe's production sectors (including agriculture, forestry, fisheries, and industry) as well as consumption and production systems (energy, mobility, food, and buildings) are addressed through interlinkages in the SPD activities. The SPD further defines actions in focus as areas foreseen to be highlighted in the implementation of activities within the timeframe of an SPD. Alongside the activities, horizontal tasks, such as communication, support to reporting obligations, management of platforms etc. are also described.

This section outlines the five activities followed by key elements of the horizontal work undertaken by EEA. Horizontal sections provide information on aspects such as reporting obligations and platforms managed by EEA as well as on communication, network and partnerships, digitalisation, and international cooperation.

Activity 1: Biodiversity and ecosystems

The EU Biodiversity Strategy to 2030 calls for better information and knowledge contributing to measuring ecosystem health and the halting the loss of biodiversity across terrestrial, freshwater and marine ecosystems. Quality improvements of water and terrestrial ecosystems depend on the thorough implementation of the zero pollution action plan. Integration with the agricultural, forest and maritime sectors is needed, e.g. the Common Agricultural Policy (CAP) and Farm-to-Fork Strategy (F2F), as well recognition of the interdependence with climate change mitigation and adaptation. Monitoring will be achieved by collecting, checking, disseminating and assessing data and information from Eionet member and cooperating countries, Copernicus services and research projects.

Priority areas of work relate to the direct support of the biodiversity strategy to 2030 in view of defining targets, measures and a monitoring framework as well as knowledge, guidance for the coherent designation and management of protected areas and the EU restoration plan. Focus will be given to the mainstreaming of biodiversity across economic sectors, assessing ecosystem-based management practices, evaluating sustainability in the finance sector and developing monitoring and analysis tools.

This will include, in close cooperation with European Commission services, support to the development, implementation and evaluation of relevant policies (both the environmental acquis and sector policies like the CAP/F2F) and accompanying measures in the context of Europe’s broader sustainability objectives. EEA will therefore work to further assess natural capital (status of biodiversity and ecosystems), identify pressures and causes of their degradation and depreciation, considering cross cutting issues like land and soil. Links to climate change policies, such as the sink capacity of ecosystems will be analysed. To support policy effectiveness, specific focus will be given to mainstreaming nature-based solutions, and green infrastructure and ecosystem-based management.

EEA’s partnership in the knowledge centre for biodiversity (KCB) allows for direct linkages and access to information systems, such as BISE, WISE, FISE, etc. EEA will work to enhance cooperation with appropriate knowledge providers in countries and international organisations to bring support for the EU 2030 Biodiversity Strategy. Input to the SDG process at EU level and to ocean governance will continue to be provided.

2021	Actions in focus in activity 1
Action1	Enhanced monitoring and reporting, and provision of regular indicators for EU biodiversity, marine and freshwater policy.
Action 2	Developing knowledge to support terrestrial, marine and freshwater resources and ecosystem-based management.

Activity 2: Climate change mitigation and adaptation

The Paris Agreement adopted by all UNFCCC Parties in December 2015 is the first-ever universal, legally binding global agreement on climate change. At the European level, climate action is at the heart of the European Green Deal, with the ambition for Europe to become climate neutral by 2050. The Commission’s proposal for the first European Climate Law aims to write this goal into law, together with the objective of a climate resilient Europe. These climate objectives are to be achieved by substantially reducing greenhouse gas emissions and increasing sink capacity in all sectors (energy, transport, industry and product use, agriculture, land use, forestry, buildings, waste) and at same time enhancing Europe’s adaptive capacity and strengthening climate resilience by promoting local actions (at city level) and nature-based solutions with benefits for biodiversity, ecosystems, water and soils.

In addition to sectoral policies and measures, this transformation will also be supported by other actions and initiatives, such as those targeting sustainable finance, circular economy and digitalisation.

By collecting, checking, disseminating and assessing data and information from Eionet member and cooperating countries, Copernicus services and research projects, we will monitor Europe’s transition towards climate neutrality and climate resilience. We also support the development, implementation and evaluation of relevant policies and accompanying measures to reduce greenhouse gas emissions and adapt to a changing climate, in the context of Europe’s broader sustainability objectives.

EEA will continue to partner with other members of the environmental knowledge community (EKC) at a European level to develop knowledge. EEA will enhance cooperation with appropriate knowledge providers in countries and international organisations to bring support for climate change and mitigation policies.

2021	Actions in focus in activity 2
Action1	Supporting the new 2021-2030 EU policy framework on climate change mitigation and clean energy
Action 2	Monitoring and assessing climate change impacts and adaptation
Action 3	Monitoring and assessing climate change mitigation and adaptation in land management

Activity 3: Human health and the environment

EEA will assess the impacts on human health caused by environmental pollution, biodiversity loss and Europe's changing climate. This incorporates actions assessing upstream pressures in terms of releases of pollutants to the environment, as well as estimating impacts on human health and well-being

A substantial number of EU instruments are designed to protect citizens from environmental risks to health, including legislation addressing air pollution, environmental noise, chemicals, contaminated soil, water quality, and the impacts of climate change. In parallel, measures to protect ecosystems and promote green infrastructure implicitly recognise the benefits to wellbeing that come from access to high quality environments, in particular in urban areas. Recent policy initiatives include working towards a strategy for a zero-pollution ambition, as well as the chemicals strategy for sustainability, both of which will significantly shape work in this activity area over coming years. EEA will support the implementation of future actions associated with these initiatives, including the zero pollution monitoring and outlook framework. In parallel, measures to protect ecosystems and promote green infrastructure implicitly recognise the benefits to wellbeing that come from access to high quality environments, in particular in urban areas.

By collecting, checking, disseminating and assessing data and information from Eionet member and cooperating countries, Copernicus services and research projects, the EEA will evaluate progress towards policy objectives for the mitigation of emissions and the presence of pollutants in air, water and soil. The impacts of these environmental and climate stressors on health will be assessed. In addition, the EEA explores the benefits on well-being that high quality environments deliver. The role that socio-economic, demographic and behavioural factors play in influencing exposure, sensitivity and vulnerability to environmental risks is also a focus of activities as is understanding the benefits occurring from measures introduced to address pollution.

EEA will continue to partner with other members of the environmental knowledge community (EKC) at a European level to develop knowledge EEA will enhance cooperation with appropriate knowledge providers in countries and international organisations to bring support for human health and environment policies.

2021	Actions in focus in activity 3
Action 1	<i>Health-related environmental pressures</i>
Action 2	Environmental impacts on health and well-being

Activity 4: Circular economy and resource use

We will improve our understanding of the environment and climate impacts caused by Europe's production and consumption of raw materials, products and services. This includes supporting the implementation and monitoring of circular economy actions across Europe, addressing resource efficiency and waste dimensions, as well as facilitating the sharing of best practices.

Resource supply, and Europe's production and consumption systems are among the key drivers causing the environment and climate pressures that our society faces. A range of current and future EU initiatives will address these drivers to help ensure resources are supplied, used and recirculated in Europe's economy more sustainably, as is highlighted in the 2020 Circular Economy Action Plan.

The EEA supports these efforts by providing progress assessments toward achieving a circular economy (monitoring and targets), understanding the environmental and climate impacts of key-product value chains, implementation of EU law on waste, and progress in transforming Europe's industry to a low carbon, low emission and increasingly circular model.

Collecting and assessing data and information from Eionet member and cooperating countries, and research projects as well as cooperation with other knowledge providers at European level through the Environment Knowledge Community (EKC) ⁽⁴⁾ supports these assessments. Additionally, EEA assesses material supply dimensions, through partnership with other key stakeholders including the International Resource Panel, the OECD and the JRC.

2021	Actions in focus in activity 4
Action 1	Circular Economy and industrial transformation
Action 2	Supporting implementation of EU waste legislation
Action 3	Material flows and sustainable resource use

Activity 5: Sustainability trends, prospects and responses

In order to enhance the knowledge base in support to SOER 2025, we will assess developments towards sustainability across EU policy priorities (i.e. EGD, 8EAP, Agenda 2030) through systemic lenses, through enablers for transitions towards sustainability and with a particular focus on knowledge which will enable actions through engagement with EEA and other stakeholders, in particular Eionet NFPs, NRCs Foresight and SoE, EEA Scientific Committee, , NGOs. Through the Environment Knowledge Community, EEA works with other knowledge providers at European level.

Areas to be assessed include links across key systems of production-consumption, resource nexus, European-global dependencies and drivers of change, and systems dynamics, synergies and trade-offs. Enablers include macro-economic factors such as production and consumption, market prices, sustainable finance, technological and social innovations as well as governance approaches. Foresight techniques will be used to inform stakeholder discussions on potential future transitions pathways and the innovative responses that can help to realise them.

⁽⁴⁾ The Environment Knowledge Community is an informal platform of five Commission Directorates-General (for Environment, Climate Action and Research and Innovation, the Joint Research Centre, Eurostat) and the EEA that was set up in 2015 with the objective of improving the generation and sharing of environmental knowledge for EU policies.

2021	Actions in focus in activity 5
Action1	Monitor and assess sustainability in Europe through systemic lenses
Action 2	Analyse sustainability transitions enablers: economics, finance and innovation
Action 3	Develop co-created knowledge for action with stakeholders

3.2.2 Legal frameworks supported by multi-annual activities

Table 2: legal Frameworks supported by EEA activities.

Legal frameworks	Connected activities
2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs),	5
Air Quality Implementing Decision (2011/850/EU),	3
Ambient Air Quality Directive (2008/50/EC)	3
Bathing Water Directive (2006/7/EC)	1, 3
Birds Directive (2009/147/EC)	1
Circular Economy Action Plan, COM (2020) 98 final	4,
Clean Air Policy Package (2013)	3
Climate Monitoring Mechanism (MMR) Regulation (EU) 525/2013 and Implementing/Delegated Acts	2
Common Agricultural Policy COM (2018) 393	1
Common Fisheries Policy (CFP) Regulation (1380/2013/EU)	1
Copernicus Programme Regulation (377/2014/EU)	1,2,3
Drinking Water Directive (98/83/EC)	1, 3
Effort Sharing Decision (406/2009/EC)	2
Effort Sharing Regulation (EU) 2018/842	2
Emission Trading System Directive (2003/87/EC)	2, 3
Energy Efficiency Directive (2012/27/EU)	2
Energy performance of buildings Directive (2018/844/EU)	2
Environmental Noise Directive (2002/49/EC)	3
Environmental Quality Standards Directive (2013/39/EU)	1
EU Adaptation strategy COM (2013) 216	2, 5
EU Industrial Strategy, COM (2020) 102 final	4, 5
European Climate Law proposal COM) (2020) 80	2
European Pollutant Release and Transfer Register (E-PRTR) Regulation (166/2006/EC)	3
European Strategy for Low-Emission Mobility COM (2016) 501	2, 3, 5
European Strategy for Plastics in a Circular Economy COM (2018) 28	4
F-gas Regulation (EU) 517/2014	2

Floods Directive (2007/60/EC)	1, 2
Forest strategy COM (2013) 659 ⁵	1, 2
Fourth Air Quality Daughter Directive (2004/107/EC)	3
Fuel Quality Directive (98/70/EC)	2
Green Infrastructure Strategy COM) (2013) 0249	1, 2
Groundwater Directive (2006/118/EC)	1
Habitats Directive (92/43/EEC)	1
Industrial Emissions Directive (IED) (2010/75/EU) and its implementing decisions	3, 4
Inspire Directive (2007/2/EC)	1, 2, 3
Integrated Maritime Policy (Regulation (EU) No 1255/2011)	1
Invasive alien species (Regulation (EU) No 1143/2014)	1
Landfill of Waste Directive (1999/31/EC as amended), and supporting legislation addressing specific waste streams Directive.	4
Long-term strategy 'A Clean Planet for all - A European strategic long-term vision for a prosperous, modern, competitive and climate neutral economy' COM (2018) 773	2
Marine Strategy Framework Directive (2008/56/EC)	1, 2
Maritime Spatial Planning Directive (MSP) (2014/89/EU)	1
Medium Combustion Plants (MCP) Directive (2015/2193/EU)	3
National Emission Ceilings Directive (2016/2284/EU)	3
Nitrates Directive (91/676/EEC)	1
Ozone Regulation (EU) 1005/2009	2
Packaging and Packaging Waste Directive (PPWD) (94/62/EC as amended)	4
Pollinators initiative COM (2018) 395 final	1
Regulation (EU) 2017/852 on mercury	3
Regulation (EU) 2018/1999 on the Governance of the Energy Union and Climate Action and implementing and delegated acts	2
Regulation (EU) 2018/841 on the inclusion of greenhouse gas emissions and removals from land use, land use change and forestry in the 2030 climate and energy framework	2
Regulation (EU) 2019/1242 setting CO2 emission performance standards for new heavy-duty vehicles and Regulation (EU) 2018/956 on the monitoring and reporting of CO2 emissions from and fuel consumption of new heavy-duty vehicles	2
Regulation (EU) 2019/631 setting CO2 emission performance standards for new passenger cars and for new light commercial vehicles and Commission Delegated Regulation (EU) 2020/22 as regards the monitoring of CO2 emissions from new light commercial vehicles type-approved in a multi-stage process	2
Renewable Energy Directive (2009/28/EC) and recast (EU) 2018/2001	2
Roadmap to a Resource Efficient Europe COM (2011) 571	4, 5
Sustainable Finance initiative	2, 4, 5
Thematic Strategy for Soil Protection COM (2006) 231 and its revision (scheduled for 2021)	1, 2, 3

⁵) New forest strategy, under development

Updated 2018 Bio-economy strategy COM (2018) 673/2 and SWD (2018)431/2	5
Urban agenda for the EU (Pact of Amsterdam 2016)	2, 4, 5
Urban Waste Water Treatment Directive (91/271/EEC)	1, 3, 4
Water Framework Directive (2000/60/EC)	1, 2, 3

3.2.3 EU legislation reporting obligations managed by EEA

A key task for EEA in providing comprehensive information on the state and trends in Europe's Environment is to process relevant data flows arising from legislative reporting obligations. As such EEA is involved in managing reporting obligations on behalf of the European Commission for many legal instruments. The reporting obligation cycle and content varies between legal instruments, with a significant number collecting administrative information which cannot be directly used by EEA. Table 3 provides a multiannual overview of the reporting cycle for reporting obligations managed by EEA and dataflows.

Table 3: EU legislation reporting obligations managed by EEA (arising from EU legislation in the field of environment and climate)

EU Legislation	Reporting obligations database entry	Number of obligations ⁶	2021	2022	2023
Air Quality Directive IPR	http://rod.eionet.europa.eu/instruments/650	14	14	14	14
Birds Directive 2009/147/EC	http://rod.eionet.europa.eu/instruments/658	3	1	1	1
CO2 emissions from new light commercial vehicles	http://rod.eionet.europa.eu/instruments/648	1	1	1	1
CO2 emissions from passenger cars	http://rod.eionet.europa.eu/instruments/644	1	1	1	1
E-PRTR regulation	http://rod.eionet.europa.eu/instruments/615	1	1	1	1
EEA AWP	http://rod.eionet.europa.eu/instruments/499	11	7	6	7
Emissions Trading Directive	http://rod.eionet.europa.eu/instruments/593	1	1	1	1
Environmental Quality Standards Directive	http://rod.eionet.europa.eu/instruments/634	2	1	1	1
Environmental noise directive	http://rod.eionet.europa.eu/instruments/585	7	0	1	0
F-Gas Regulation 2014	http://rod.eionet.europa.eu/instruments/657	3	3	3	3
Floods Directive	http://rod.eionet.europa.eu/instruments/630	4	0	1	0
Fuel Quality Directive	http://rod.eionet.europa.eu/instruments/537	2	2	2	2
Greenhouse gas Monitoring Mechanism Regulation (MMR) ⁷	http://rod.eionet.europa.eu/instruments/652	4	4	4	0
HDV Monitoring and Reporting Regulation	http://rod.eionet.europa.eu/instruments/676	2	2	2	2
Habitats Directive 92/43/EEC	http://rod.eionet.europa.eu/instruments/560	3	1	1	1
Industrial Emissions Directive	http://rod.eionet.europa.eu/instruments/654	1	1	1	1
Invasive alien species directive	https://rod.eionet.europa.eu/obligations/727	1	1	1	1

⁶ The years indicate the year in which the national reporting obligation deadline is due. As many reporting obligations have a due date at the end of the year, EEA processing and creation of outputs happens the following year.

⁷ Overlap in timelines foreseen with reporting under the (Energy Union and Climate Action) Governance Regulation.

Marine Strategy Framework Directive	http://rod.eionet.europa.eu/instruments/631	7	0	1	0
Medium Combustion Plants Directive	https://rod.eionet.europa.eu/instruments/659	1	1	0	0
Mercury Regulation ⁸	http://rod.eionet.europa.eu/instruments/677	4	4	4	4
New Bathing Water Directive (consolidated)	http://rod.eionet.europa.eu/instruments/609	2	2	2	2
New Drinking Water Directive (consolidated)	http://rod.eionet.europa.eu/instruments/545	1	1	0	0
Nitrates Directive (consolidated)	http://rod.eionet.europa.eu/instruments/257	1	0	0	0
Regulation on the Governance of the Energy Union and Climate Action	https://rod.eionet.europa.eu/instruments/690	7	7	7	11
Regulation on Ozone Depleting Substances (Ozone Regulation)	http://rod.eionet.europa.eu/instruments/554	1	1	1	1
Regulation on invasive alien species	http://rod.eionet.europa.eu/instruments/660	1	0	0	0
NEC Directive	http://rod.eionet.europa.eu/instruments/675	10	8	4	7
Urban Waste Water Treatment Directive (consolidated)	http://rod.eionet.europa.eu/instruments/543	3	0	3	0
VOC Paints Directive	http://rod.eionet.europa.eu/instruments/647	1	1	0	0
Water Framework Directive (consolidated) ⁹	http://rod.eionet.europa.eu/instruments/516	3	1	2	1
Bern Convention (International)	http://rod.eionet.europa.eu/instruments/564	2	1	1	1
CLRTAP (International)	http://rod.eionet.europa.eu/instruments/578	6	5	3	4
UNFCCC (International)	http://rod.eionet.europa.eu/instruments/411	1	1	1	1

⁸ Periodicity under discussion.

⁹ Full number of obligations under development

3.2.4 EU submissions to international bodies managed by EEA

Table 4: EU submissions to international bodies managed by EEA (arising from EU commitments in the field of environment and climate in the international arena)

EC policy DG	International legislation	Link to EU legislation	EEA Activity
ENV	UNECE Convention on Long-range Transboundary Air Pollution (LRTAP Convention)	NEC Directive	3
ENV	UNECE Pollutant Release and Transfer Register Protocol (PRTR Protocol) under the Aarhus Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters	E-PRTR Regulation ¹⁰	3
ENV	UN Minamata Convention on mercury	Mercury Regulation	3
CLIMA	UN Framework Convention on Climate Change (UNFCCC)	Regulation on the Governance of the Energy Union and Climate Action	2
CLIMA	UN Montreal Protocol on Substances that Deplete the Ozone Layer (Montreal Protocol), under the Vienna Convention for the Protection of the Ozone Layer	Ozone Regulation and F-gas Regulation	2

¹⁰ For the E-PRTR, the role of the Agency is to create a European dataset that, in turn, is used by the Protocol bodies.

3.2.5 EU-wide policy information and knowledge platforms managed by EEA

Table 5 : information platforms and portals in support of EU policy measures and instruments

Information System Name	Short name / Acronym	EC policy DG	Legislative framework/reference ¹¹	ROD ¹¹
Air Quality e-Reporting and portal	AQ portal ^[12]	ENV	2011/850/EU: Commission Implementing Decision of 12 December 2011 laying down rules for Directives 2004/107/EC and 2008/50/EC of the European Parliament and of the Council as regards the reciprocal exchange of information and reporting on ambient air quality	Y
Biodiversity Information System for Europe	BISE ^[5]	ENV	Communication from the Commission to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions Our life insurance, our natural capital: an EU biodiversity strategy to 2020 - COM/2011/0244 final	-
Copernicus in situ component (assigned revenue)	CISC ^[17]	DEFIS	Regulation (EU) No 377/2014 of the European Parliament and of the Council of 3 April 2014 establishing the Copernicus Programme and repealing Regulation (EU) No 911/2010 Text with EEA relevance	-
Copernicus land monitoring service (assigned revenue)	CLMS ^[16]	DEFIS	Regulation (EU) No 377/2014 of the European Parliament and of the Council of 3 April 2014 establishing the Copernicus Programme and repealing Regulation (EU) No 911/2010 Text with EEA relevance	-
EEA website on climate and energy data and information (tentative name)	EEA website on climate and energy data and information (tentative name)	CLIMA	EU Energy Union and Climate Action Governance Regulation (2018/1999) - Greenhouse gas Monitoring Mechanism Regulation (MMR) (525/2013)	Y
Emerald Viewer ^[9]	EMERALD NETWORK ^[10]	Council of Europe and ENV	Convention on the Conservation of European Wildlife and Natural Habitats	Y
European Climate Adaptation Platform	Climate-ADAPT ^[2]	CLIMA	Regulation (EU) 2018/1999 of the European Parliament and of the Council of 11 December 2018 on the Governance of the Energy Union and Climate Action Regulation on the Governance of the Energy Union and Climate Action	y
European Nature Information System	EUNIS ^[7]	ENV	Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora Directive 2009/147/EC of the European Parliament and of the Council of 30 November 2009 on the conservation of wild birds	Y

¹¹ The platforms are only sometimes directly required by the legislative framework

Information System Name	Short name / Acronym	EC policy DG	Legislative framework/reference ¹¹	ROD ¹²
Forest Information System for Europe	FISE ^[6]	ENV	COMMUNICATION FROM THE COMMISSION A new EU Forest Strategy: for forests and the forest-based sector - COM/2013/0659 final	-
Implementation of the Shared Environmental Information System (SEIS) principles and practices in the European neighbourhood regions (February 2016 - July 2020) (assigned revenue)	ENI SEIS II ^[18]	NEAR	Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions - Towards a Shared Environmental Information System (SEIS) - COM/2008/0046 final	-
Industrial Emission Portal European Pollutant Release and Transfer Register	E-PRTR ^[11]	ENV	Regulation (EC) No 166/2006 of the European Parliament and of the Council of 18 January 2006 concerning the establishment of a European Pollutant Release and Transfer Register and amending Council Directives 91/689/EEC and 96/61/EC (Text with EEA relevance)	Y
Invasive Alien Species data	IAS ^{[14][15]}	ENV	Regulation (EU) No 1143/2014 of the European Parliament and of the Council of 22 October 2014 on the prevention and management of the introduction and spread of invasive alien species	Y
Natura 2000 Network Viewer	NATURA 2000 ^[8]	ENV	Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora Directive 2009/147/EC of the European Parliament and of the Council of 30 November 2009 on the conservation of wild birds	y
The NOISE Observation & Information Service	N.O.I.S.E ^[13]	ENV	Directive 2002/49/EC of the European Parliament and of the Council of 25 June 2002 relating to the assessment and management of environmental noise	y
Water Information System for Europe – Freshwater	WISE-Freshwater ^[4]	ENV	Directive 2000/60/EC of the European Parliament and of the Council of 23 October 2000 establishing a framework for Community action in the field of water policy as amended by Decision 2455/2001/EC and Directives 2008/32/EC, 2008/105/EC and 2009/31/EC.	Y
Water Information System for Europe – Marine	WISE-Marine ^[3]	ENV	Directive 2008/56/EC of the European Parliament and of the Council of 17 June 2008 establishing a framework for community action in the field of marine environmental policy	y

^[1] If the column reports "Y"(Yes) this means that the platform/portal is the main (but in some cases not the unique) mean to report data, products and results related to ROD.

^[2]<https://climate-adapt.eea.europa.eu/>

^[3] <https://water.europa.eu/>: section on Marine water:: <http://water.europa.eu/marine>

^[4] The European Commission, in close cooperation with the EEA, is initiating actions to revise and upgrade WISE Freshwater platform: <https://water.europa.eu/freshwater> with the aim of bringing it to the level of WISE Marine (<https://water.europa.eu/marine>).

^[5] <https://biodiversity.europa.eu/>

^[6] <https://forest.eea.europa.eu/>

^[7] <https://eunis.eea.europa.eu>

^[8] <http://natura2000.eea.europa.eu/>

^[9] The Emerald Network is an ecological network made up of areas of special conservation interest (ASCIs) located in 16* Contracting Parties and Observer States to the Bern Convention in the neighbouring areas of the European Union (EU). The Emerald viewer is a twin of the Natura 2000 viewer, built under a Memorandum of Cooperation with Council of Europe.

^[10] <http://emerald.eea.europa.eu/>

^[11] <http://prtr.ec.europa.eu>

^[12] <https://aqportal.discomap.eea.europa.eu/>

^[13] <http://noise.eea.europa.eu/>

^[14] <https://ias.eea.europa.eu/>

^[15] <https://ias.eea.europa.eu/>

^[16] <https://land.copernicus.eu/>

^[17] <https://insitu.copernicus.eu/>

^[18] <https://eni-seis.eionet.europa.eu/>

3.2.6 Communicating for impact

Reaching and engaging key communities with EEA-Eionet environment and climate knowledge will be crucial for achieving impact in coming years. EEA will continue to deliver relevant knowledge at moments crucial to decision processes and in formats that match our stakeholders' needs through appropriate outreach channels and tools that ensure high impact. This will entail refining our content, improving its accessibility, availability and use by a wider set of environmental knowledge users, ranging from European and national policy makers and research communities.

In the timeframe covered by this Single Programming Document, emphasis will be given to conceptualising a stronger partnership and engagement approach with Eionet including the ETCs and beyond. A second focus will be on delivering innovative and targeted products with shorter production times that help our stakeholders' make informed decisions, while further strengthening visual and audio-visual aspects and unlocking the communication potential of our data. A third focus will be on sharpening our messaging and participate in emerging debates to help deliver the vision to be the leading network for policy-relevant environment and climate knowledge at European Union and country levels.

3.2.7 Eionet – The European Environment Information and Observation Network

The European Environment Information and Observation Network (Eionet) connects hundreds of environmental institutions, including public authorities and research institutions, from 32 member and 6 cooperating countries. Eionet forms a unique knowledge network, connecting robust data and information, analytical and scientific expertise to European, and in some cases to global policy processes. Since 1994 it has been providing data and information on Europe's environment to citizens and policy makers. The National Focal Points (NFPs) ensure the smooth coordination of network activities at national level, maintain regular dialogue with EEA and other partners, as well as contribute to the efficient implementation of the endorsed priorities by the EEA Management Board.

The process of modernizing Eionet is a cornerstone to implementing strategic objective three of the EEA/Eionet strategy, on strengthening networks and partnerships, which itself is a response to the 2018 evaluation of EEA and Eionet. The modernisation will support the developments needed to achieve the ambitious objectives of the EEA/Eionet strategy 2021-2030 and support the implementation of the European Green Deal. The Eionet Modernisation process includes a number of key tasks, including a review of the structure and functioning of the network, addressing the Eionet/extranet relationship, addressing future roles, functions and responsibilities of future Eionet component elements, an NRC review, assessments of future capacity building needs across the network, and the development of a timeline for the full implementation of the EEA/Eionet strategy. A large part of the Eionet Modernisation process will happen before 2023. In view of the increased level of ambition with the implementation of the European Green Deal and the changed working conditions in the post-COVID-19 period, additional support to the network and country-level activities will be required in the coming years.

In line with the EEA commitment to maintain active engagement with the six cooperating countries from the Western Balkan region, the implementation of activities under the Instrument for Pre-Accession Assistance (IPA) will continue throughout 2021.

In order to ensure a smooth transition process and to allow new structures to be developed together with the EEA Management Board and Eionet, the existing set of National Reference Centres (NRCs) will be retained for 2021. EEA and Eionet will review the NRC structure in 2021 for decision by the EEA Management Board and implementation as of 2022. A review of the Eionet core dataflows will be carried out in the same timeframe. Stability will also be ensured for Eionet core data flows in 2021.

3.2.8 Improving information delivery through the digitalisation framework

EEA has started to develop a digitalisation framework in support of the new EEA-Eionet strategy with a set of activities and digital solutions that will be implemented across the work areas during the coming years.

A number of key features of the digitalisation landscape have already been identified:

- The EEA data infrastructure including the underlying general ICT infrastructure will be upgraded to enhance data processing and dissemination needed for other aspects of the digitalisation process.
- Reportnet will be modernised through the new version 3.0, migrating in a stepwise manner existing reporting dataflows as well as including new reporting and new partners (such as the e-platform on the Governance of the Energy Union and Climate Action). The governance of Reportnet will be strengthened as part of the Eionet modernisation.
- Effective and user-friendly data management and visualisation tools (targeted dashboards) will be launched from the EEA Common Workspace. The revised data infrastructure will offer new analytical capabilities including advanced modelling and AI approaches as well as supporting the increased volume and granularity of data.
- The EEA dissemination and communication infrastructure will be modernised in parallel, linking more strongly to the data infrastructure, further automating translations and providing web analytics and online assessments. General communication will be designed to better link data, content and communication.

- Data content is growing in volume and variety (big data) across the five thematic work areas, in particular from Copernicus and the new topics covered by the European Green Deal. EEA will improve its capability to respond to this evolution.
- Eionet core data flows will be reviewed to reflect both the changing data and information landscape and the evolution of policy demands. In addressing new content and policy measures, challenges and tasks to support the sustainability role of digitalisation will be identified and solutions further developed.
- In addition to technical and content related measures, digitalisation opportunities will be grasped to improve stakeholder integration, interaction and communication across the Eionet and beyond. Stakeholder needs will be assessed, and interactive participation encouraged.

All the above requires investment into human resources and interaction amongst people by increasing digital literacy and better linking users and technology. Identifying opportunities for digitalisation, targeted training and coaching, enhanced collaboration and active knowledge co-creation are measures needed to underpin this.

3.2.9 Working with European Neighbouring regions

Since the early 2000s EEA has been actively involved in supporting the development of environmental information beyond Eionet member countries. Much of this effort has been undertaken through assigned revenues to achieve specific improvements. The broad rationale for cooperation with neighbouring countries is outlined in the EEA regulation within which four specific reasons underpin EEA efforts:

1. Many of the countries are in a process of approximation with EU standards, or even membership. Working with institutions in these countries allows for approaches and working methods to be aligned, capacities improved and infrastructures to be put in place in line with EEA and Eionet working modalities.
2. Some regional environmental cooperation frameworks extend beyond EEA membership, such as UNECE countries for CLRTAP or focused around geographic features, such as regional seas. Cooperation with neighbouring countries involved in these frameworks enables common approaches as well as improved exchange of data and reporting in support of EU policies.
3. EEA member countries are members of many global initiatives, and UN conventions, some of which the EU is directly a party to. EEA is often at the forefront to ensure that targets, standards and reporting are aligned with EU policy frameworks. Agreement and uptake of convention protocols as well as improved reporting can be facilitated by discussions on SDGs or the Aarhus convention in neighbouring countries.
4. Wider dissemination of EEA's work and Eionet experience in policy processes beyond the EU, creates additional value through alignment of assessments and policies as well as the potential for leap-frogging in cooperating countries.

In this context, for the past 5 years, EEA cooperation with the partners in the Southern Mediterranean and the Eastern Partnership region has been supported by assigned revenues from the European Neighbourhood Instrument (ENI). Activities under the Shared Environmental Information System (SEIS) framework have contributed to building stronger expert networks and working towards harmonisation of data and methodologies as well as making use of data from neighbouring countries to create stronger knowledge-based policy making in line with EEA and Eionet methods.

In 2021, EEA will explore the potential for further cooperation with European Neighbourhood partners through a new framework, in order to sustain the arrangements and investments made for the Eastern Partnership, depending on EEA priorities and resources, as well as the external dimension of the EGD.

In 2021 cooperation in the Mediterranean and Black Sea regions will focus on sustaining established partnerships and mainstreaming the regional activities enabling them to contribute with data and information to relevant EEA work areas (climate change, biodiversity, circular economy, sustainable consumption and production freshwater, marine) in support of EEA integrated environmental assessments. Enhanced cooperation with UNEP/MAP in the framework of the EEA-UNEP/MAP Joint Work Plan and collaboration to Plan Bleu on MED 2050 foresight exercise will be taken forward.

A key task is also to ensure the use of 2020 SEIS deliverables in relevant regional fora and the upcoming UNECE pan-European assessment process.

3.2.10 EEA international engagement

In 2021 will continue to support the EU engagement in the international context, in close dialogue and cooperation with international organisations, UN bodies, as well as, when relevant, with global and regional conventions. The environmental ambition of green transformation requires Europe to work closely with neighbours and other European partners on key priorities. As such the EEA anticipates in 2021, to initiate an update of its international engagement framework in order to align it to the adopted EEA-Eionet Strategy 2021-2030 and the priorities of the European Green Deal.

The impact of the COVID-19-crisis is resulting in delays to some of the planned international events or re-shaping of international processes. EEA will continue to provide its expertise in support of EEA member and cooperating countries in fulfilling their international commitments; in ensuring linkages between regional to global assessments and processes; and in technically assisting the EU position in international fora.

Of key importance is the EEA support to the EU in implementing the 2030 Agenda for Sustainable Development (2030 Agenda) and support the EU input to Sustainable Development Goals (SDGs).

The EEA will provide input as necessary to prioritised international events.

3.2.11 Support to Earth observation systems (Copernicus and GEO)

Since 2014 EEA has acted as the Entrusted Entity under a delegation agreement with the European Commission and implements the Copernicus land monitoring service (pan-European and local component) as well as In situ component. EEA expects to continue in this role after adoption of the new EU Space programme regulation from 2021 onwards, governed by a new contribution agreement for the period 2021-2027.

Over the years EEA has cooperated with the Group of Earth Observations (GEO) and its set of systems (GEOSS - Global Earth Observation System of Systems). For the period 2021-2023 EEA expects to receive assigned revenues from the European Commission to provide specific support actions on mainstreaming GEOSS data sharing and management principles in support of Europe's environment.

3.3 Human and financial resource outlook for the years 2021 - 2023

3.3.1 Overview of the past and current situation (2019-2020)

Financial Resources

The development in core expenditure from 2019 to 2020 is provided in Table 6 below.

Table 6: EEA core expenditure budget by title

Core Expenditure (EUR)	2019	2020	Variance 2020/2019
Title 1	25,844,760	27,925,531	8%
Title 2	4,559,214	4,652,500	2%
Title 3	14,809,254	15,023,100	1%
Total Expenditure	45,213,228	47,601,131	5%

The main drivers of the increase in the core budget from 2019 to 2020 were:

- An 1.5% inflation-linked increase (EUR 669,000) to allow continued delivery of the existing work programme.
- Allocation of EUR 291,000 by the Commission for a new task on Sustainable Finance.
- An amendment in the 2020 budgetary process to increase the EEA's core subvention by EUR 1.3 million to deliver new tasks to support the Green Deal, with a combatting on fighting climate change.

Human Resources

The development in the EEA's establishment table from 2019 to 2020 is provided in Table 7 below.

Table 7: EEA establishment table

Human Resources	2019	2020	Variance 2020/2019
Administrators (AD)	61	69	13%
Assistants (AST)	63	61	-3%
ESTABLISHMENT PLAN POSTS	124	130	5%
Contract Agents (CA)	72	74	3%
Seconded National Experts (SNE)	20	20	0%
TOTAL STAFF	216	224	4%

The increase in posts from 2019 to 2020 arise from:

- One temporary agent (TA) and one contract agent (CA) for the new task on Sustainable Finance.

- An additional CA to support the new task of Energy Union Governance.
- An amendment in the 2020 budgetary process to increase the EEA's establishment table by 5 TAs and 2 CAs to deliver new tasks to supporting the Green Deal and combatting climate change.
- The increases in CAs for new tasks was offset by a reduction of 2 CA posts for existing tasks.

Two AST posts were converted to AD posts in 2020. This reflects efficiency gains in dealing with administrative transactions and an increased demand for analytical capacities with the increased complexity in contractual arrangements.

3.3.2 Resource programming for the years 2021 - 2023

Apart from a continuation of its existing tasks, the EEA has been requested by the Commission to take on several new tasks in 2021 under the proposal for the 8th Environment Action Programme (EAP). This proposes increasing the EEA's subvention and human resources; details are provided below. The EEA commenced a new task supporting Sustainable Finance in 2020, which will be expanded with additional resources in 2021.

The EEA has kept its resource programming for 2022 and 2023 at the same level as 2021 as no new tasks in this period have been approved yet.

Activities arising from grants and delegation agreements have been programmed only for those agreements in force, being the existing Copernicus Delegation Agreement and under the Instruments for Pre-Accession Assistance. The EEA is in discussions with the Commission on a new agreement to continue Copernicus activities and an agreement to support tasks under Euro GEO, but these have not yet been programmed. The EEA would also like to discuss early in 2021 with DG NEAR the support to be provided to implementation of the Green Deal in the Neighbourhood from late 2021 onwards.

3.3.3 Financial Resources

The envisaged revenue budgets for 2021 to 2023 are provided in Table 8 below.

Table 8: EEA revenue budget

Revenue (EUR)	2020	2021	Variance 2021/2020	2022	2023
EU Subvention	41,972,000	45,411,000	8%	46,319,220	47,245,604
Third Countries Contribution	4,130,131	4,212,323	2%	4,234,029	4,256,170
Other Contributions (Switzerland)	1,499,000	1,626,370	8%	1,715,527	1,749,837
Core Revenue	47,601,131	51,249,693	8%	52,268,776	53,251,612

Grants & Delegation Agreements	13,639,000	631,000	-95%	0	0
Total Revenue	61,240,131	51,880,693	-15%	52,268,776	53,251,612

The EU subvention in 2021 for the EEA's existing tasks remains at the same level as 2020, without any inflationary adjustment. The increase is therefore driven by the resources provided for the new tasks as follows:

- EUR 3.2 million for the new tasks proposed under the 8th EAP. The details of the new tasks and additional staffing for them is provided in the next section.
- EUR 239,000 for expanded tasks to support Sustainable Finance.

The EFTA and Swiss contributions to the EEA increase in proportion to the increase in the EU subvention.

The increases in the core revenue in 2022 and 2023 are driven by an inflationary increase of 2% per year.

Regarding the EEA's revenue from grants and delegation agreements:

- The EEA has a delegation agreement with DG DEFIS to deliver Copernicus Land Monitoring Services and receives pre-financing accordingly. The operational phase of the current delegation agreement concludes in December 2021; substantial contracting is being undertaken in 2020, with few new contracts in 2021 with the focus on completing the work.
- The EEA entered into a new two-year grant agreement (referred to as IPA 2020) with DG NEAR under the Instruments for Pre-Accession Assistance to support the Western Balkan countries in delivering environmental reporting. The agreement commenced in January 2020, building on a previous series of agreements, and the pre-financing provided in 2020 covers the activities for the full period of the agreement.

In alignment with the core revenue budget, the requested core expenditure budget is summarised in Table 9 below.

Table 9: EEA core expenditure budget

Core Expenditure (EUR)	2020	2021	Variance 2021/2020	2022	2023
Title 1	27,925,531	30,453,744	9%	31,056,907	31,615,505
Title 2	4,652,500	4,992,500	7%	5,092,350	5,194,197
Title 3	15,023,100	15,803,450	5%	16,119,519	16,441,909
Total Expenditure	47,601,131	51,249,694	8%	52,268,776	53,251,612

A more detailed breakdown of the expenditure budget by chapter is provided in Table 2A in Annex III.

Explanations supporting the expenditure developments by chapter in **2021** are as follows:

Title 1: Staff expenditure

The known and projected expected salary adjustments related to 2020 and 2021 are included in the forecast.

In addition to the above, the increase in salaries and allowances is driven by the increase to the establishment table of 10 TAs and an additional 6 CAs to deliver the new tasks for the 8th EAP and Sustainable Finance.

The increase in recruitment expenditure reflects this increase in the establishment table.

The COVID-19 crisis resulted in most of the original 2020 budget for missions being transferred to other needs. The reduction in the 2021 budget reflects the expectation that mission travel will continue to be limited for most of the year.

The increases in training and socio-medical infrastructure are a result of the increase in the establishment table and a further investment in training.

Title 2: Infrastructure and administrative expenditure

Expenditures in Title 2 reflects what is considered being the minimum expenses needed to run essential office facilities and governance structures.

The EEA has initiated a project to have more open office spaces to realise savings in a medium to long-term perspective, but further investment is foreseen in 2021. The increases in moveable property reflect this and needs for the additional staff.

The increases in current administrative expenditure are driven by higher charges for services provided by the Commission and the implementation of an online recruitment system.

The reduction in governance expenditure reflects the Management Board and Scientific Committee meetings changing from physical to virtual because of the COVID-19 crisis.

Title 3: Operational expenditure

The Title 3 budget to deliver the EEA's existing work programme has been increased by the forecasted inflation rate of 2%. Significant investments are also required to deliver the new tasks the EEA has been requested by the Commission to deliver under the proposed 8th Environment Action Programme. The increase in the Resources budget includes investments in IT infrastructure and development to deliver the additional data flows, monitoring and reporting. Finally, the Strategic Actions budgets has been increased to fund contracts in delivering analytical studies as part of the new tasks.

The largest item in the Title 3 budget is the funding for the European Topic Centres, which has been increased from EUR 7.6 million in 2020 to EUR 8.0 million in 2021 to support new tasks proposed under the 8th EAP.

This has been offset by reductions in expert meeting expenditure, given that most meetings are expected to take place virtually in 2021.

IT and Communication expenditure are flat from 2020 to 2021.

The significant increase in the direct expenditure in the EEA's Strategic Areas of Work is to undertake new tasks proposed under the 8th EAP.

The envisaged expenditure for **2022** and **2023** includes a 2% inflationary increase per year across all titles.

3.3.4 Human Resources

The envisaged development in the EEA’s human resources is summarised in Table 10 below.

Table 10: EEA staff policy plan 2021-2023

Human Resources	2020	2021	Variance 2021/2020	2022	2023
Administrators (AD)	69	79	14%	80	80
Assistants (AST)	61	61	0%	60	60
ESTABLISHMENT PLAN POSTS	130	140	8%	140	140
Contract Agents (CA)	74	80	8%	80	80
Seconded National Experts (SNE)	20	20	0%	20	20
TOTAL STAFF	224	240	7%	240	240

The Commission has proposed 9 additional TAs and 6 additional CAs in 2021, as well as 1 additional TA in 2022, to support new tasks under the 8th EAP proposal. The Commission has also proposed an additional TA for the expanded tasks to support Sustainable Finance.

In addition, the Commission’s proposal for a European Climate Law envisages two additional CAs in 2022.

4. Annual Work Programme 2021

4.1 Activities

4.1.1 Biodiversity ecosystems activity

The actions in focus for 2021 are:

- Action 1: Enhanced monitoring and reporting, and provision of regular indicators for EU biodiversity, marine and freshwater policy
- Action 2: Developing knowledge to support terrestrial, marine and freshwater resources and ecosystem-based management

Activity 1. Biodiversity and ecosystems	
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions SO2: Providing timely input to solutions for sustainability challenges SO3: Building stronger networks and partnerships SO4: Making full use of the potential of data
Specific objective	To ensure the delivery of data, information and knowledge contributing to measuring ecosystem health, its improvement, and the halt of biodiversity loss across terrestrial, freshwater and marine ecosystems including measures that lead to it.
Activity description	<ul style="list-style-type: none"> • Enhancing knowledge-support to effective implementation of related strategies (e.g. protection, restoration) and mainstreaming of biodiversity and natural resources in economic sectors and policies. Including the following streams of activities: • Reinforcing and focusing the support to monitoring/reporting and implementation of key legislation on biodiversity, nature, marine and freshwater towards more innovative monitoring and shared observation systems that enable changes in environmental status, condition, ecosystems extent, and functioning, as well as related pressures and measures to be tracked and pressures reduced • Making advances in ecological analytics, modelling and economics for tailoring our indicator-based assessments and outlooks towards supporting ecosystem-based management practices (e.g. in relation to agriculture, maritime sectors, forests, cities management or sustainable energy and transport policies). • Assess combined pressures and impacts on ecosystems to inform the implementation of integrated solutions and ecosystem-based management.
Changing strategic context	<ul style="list-style-type: none"> • New EU 2030 Biodiversity Strategy, as adopted as part of EU Green Deal, including linkages with other initiatives such as

	<p>Farm to Fork, Climate Law, Zero Pollution Action Plan, Circular economy and 8th EAP.</p> <ul style="list-style-type: none"> Continue to support biodiversity, marine and freshwater legislations (environmental acquis) within the context of the European Green Deal and their recent/upcoming evaluation and reviews in order to streamline reporting and assessment of state of ecosystems.
Expected results	<ul style="list-style-type: none"> Contributions and responsibilities in implementing adapted monitoring frameworks and their corresponding data management activities and indicator-based analysis, as a basis for regular assessment of progress towards targets and objectives. As part of the knowledge centre for biodiversity, develop knowledge to support the sustainable use and management of natural resources and ecosystem-based management, including the assessment of combined pressures and impacts on terrestrial, marine and freshwater ecosystems. Drawing conclusions for sustainable measures and new effective management of land and sea.

Activity 1: Key Performance Indicators		
KPIs	Target 2021	Means of verification
Key assessments produced	90%	Annual KPIs
Core set indicators updated	90%	Annual KPIs
Reporting obligations processed to core dataflows	90%	Annual KPIs
Network meeting satisfaction	80%	Annual KPIs

Action	Enhanced monitoring and reporting, and provision of regular indicators for EU biodiversity, marine and freshwater policy
Description	<p>Conserving and using natural resources sustainably is the responsibility of all sectors of society. To document successful cases where biodiversity values have been integrated into these different sectors' policies, plans and practices, EEA can contribute to articulate a regular monitoring towards effective mainstreaming, in connection with monitoring frameworks established for the various Green Deal strategies.</p> <p>Move to supporting regular and coherent monitoring of ecosystem status and pressures ('ecological monitoring'). This will require:</p> <p>Work with EC and countries on streamlining reporting obligations (environmental, ecological, chemical, quantitative, conservation status) covering WFD, Nature Directives, MFSD, MSP/IMP and NECD.</p>

	<p>This should lead to harmonised and aligned reporting specifications, facilitating common monitoring and reporting schemes</p> <ul style="list-style-type: none"> • a common typology of pressures and a harmonised approach to measures further developing the current reporting of Programme of Measures, as e.g. embedded in the reported Management Plans (for river basin districts, marine regions, protected areas) <p>Complement and gradually strengthen where appropriate in situ and expert monitoring with EO/ Copernicus and integrated sampling. This will further develop:</p> <ul style="list-style-type: none"> • the use and deployment of digitalisation-based techniques • the geo-spatialisation and integration of reported data / information • Support the justification for investments in monitoring infrastructure and tools (economies of scale) • full utilisation of in-situ biodiversity and ecosystem data for interpretation of satellite data • quantification of cumulative impacts on ecosystems components • rapid and context-specific monitoring of ecosystem restoration processes.
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Action	Developing knowledge to support terrestrial, marine and freshwater resources and ecosystem-based management
Description	<p>Developing knowledge for supporting natural resources and ecosystem-based management requires to assess the combined pressures and impacts on terrestrial, marine and freshwater ecosystems as a basis for implementing integrated solutions.</p> <p>The current and future environmental challenges facing ocean, coastal, and terrestrial ecosystems benefit from ecosystem-based management by utilizing a broad management approach that considers cumulative impacts on environment; an approach that works across sectors to manage species and habitats, economic activities, conflicting uses, and the sustainability of resources.</p> <p>These activities relate to developing information and knowledge on ecosystem condition and restoration, in connection with:</p> <ul style="list-style-type: none"> • Terrestrial, marine and freshwater ecosystems • Land, soil and forests management • Climate change mitigation, impacts and adaptation. • Sectoral policies, specifically agriculture and forestry as well as energy and transport all regarding their sustainability, and impacts on ecosystems and environment • Maritime sectors and the sustainable use of European seas

	<ul style="list-style-type: none"> The economics and financing aspects of restoration measures activating investments and developing sustainability criteria for the financing sector to support restoration
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Activity 1 Biodiversity and ecosystems outputs	
2021 output types	Summary description of outputs
Expanding the knowledge base	<p>Outputs will address specifically the following topics/issues:</p> <ul style="list-style-type: none"> Environmental aspects of maritime transport Water resources, water scarcity and droughts in Europe Bathing and groundwater water quality Land-sea interactions with regard to marine litter Make use of Copernicus services products (CMEMS, CLMS, C3S) as part of analyses and monitoring product and services Protected areas (incl. new definitions, e.g. OECMs), their effective management and role in Green Infrastructure across ecosystem types Ecosystem-based management in freshwater and marine ecosystems and sustainable use of natural resources. Start analysing the potential effect of offshore wind on the marine environment. Develop examples of sustainable and ecosystem-based management and land management practices in forestry and agriculture. Support assessments of management practices that preserve soil biology in connection with soil and land degradation. Support the EU restoration plan, and its legal instrument with the formulation of targets and monitoring framework for terrestrial, freshwater and marine ecosystems Develop knowledge to support the management of terrestrial, freshwater and marine ecosystems under climate change, both from a mitigation and adaptation perspective, e.g. assess sustainability of land management practices to increase the carbon sink function in the context of CC and energy policies Support the development of green infrastructure and nature based solutions, also in cities. Undertake a conceptual analysis of comparability and alignment of the “good status” objective under Env. Directives (WFD, MSFD, HBD) In-depth analysis of status, and pressures and measures of/on nature across ecosystems incl. the role of protected areas (SoN II) Report on Soil condition in Europe (with JRC)
Monitoring	Outputs will focus on:

	<ul style="list-style-type: none"> • Support data reporting cycle and improve information on Nature, marine, maritime, freshwater and IAS related legislation (MSFD, WFD, HBD, IASD, BWD, UWWTD), and on Protected areas/Marine Protected Areas. • Help developing a comprehensive monitoring framework on Information on ecosystem status, condition and biodiversity related measures, pressures and management practices across ecosystem types and relevant sectors under the 2030 Biodiversity Strategy reporting framework and its action plan • Contribute to the on-going review of the BWD, impact assessment of the UWWTD, impact assessment for the follow-up to the water legislation fitness check and the evaluation of the MSFD. • Help develop the monitoring of measures, incl. Sustainable land, and soil management in agriculture and forestry • Contribute to defining a possible review framework under the 2030 Biodiversity Strategy and the global biodiversity policy (CBD) • Deliver policy-relevant indicators in biodiversity, marine and freshwater domains at European and global levels, including the use of Copernicus services products (CMEMS, CLMS, C3S) and a contribution on pesticides in water. • Deliver WaterBase updated with the 2020 WISE-SoE data and launch the 2021 WISE-SoE data call. • Support the development of innovative monitoring including genetic analysis and remote sensing information on land-related indicators based on EO/Copernicus data and increased use of citizen science information • Support the pollinators initiative with relevant monitoring developments and feasible indicators. • Support the monitoring framework of the Zero Pollution Action Plan with regard to water and terrestrial (soil) pollution, chemicals and human health. • Support the technical alignment and comparison of reporting under environmental directives (HBD, WFD, MSFD)
<p>Enhancing Network capability</p>	<p>Outputs will deliver on:</p> <ul style="list-style-type: none"> • Maintain and develop the NRC networks for Biodiversity, freshwater, marine, forest and agriculture, with respective meetings, webinars and exchange of information (incl. Reporting activities where relevant) • Support to Commission working groups under the Nature, marine and freshwater directives incl. emissions to water and chemicals. • Facilitate the use of Copernicus services products (CMEMS, CLMS, C3S) by EEA’s stakeholders

	<ul style="list-style-type: none"> • Support to the development of the Natura 2000 network across all ecosystem types, analysis of its sufficiency and effectiveness of Member states management practices. • Network at regional seas level, particularly with regard to the Mediterranean and the Black Sea, and ocean governance. • Develop access to and use of IACS/LPIS information for multiple use at EEA
Information systems	<p>Outputs will provide input into the digital part of the knowledge center for biodiversity and deliver on:</p> <ul style="list-style-type: none"> • Keep WISE-Marine up to date as the European entry point to marine information • Develop the WISE-Freshwater data and map visualization tools • Update and upgrade the Biodiversity Information Systems – BISE, supporting the knowledge centre for biodiversity • Upgrading EUNIS integrated into BISE for integrated ecosystem analysis using species habitat and site information EUNIS and • Develop and maintain FISE as entry point for information on forest ecosystems. • Develop Land Information System based on Copernicus land monitoring service portal. • Apply data integration, analysis and intelligence to enable digitalisation and provide improved information services.

4.1.2 Climate change mitigation and adaptation activity

The actions in focus for 2021 are:

- Action 1: Supporting the new 2021-2030 EU policy framework on climate change mitigation and clean energy
- Action 2: Monitoring and assessing climate change impacts and adaptation
- Action 3: 'Monitoring and assessing climate change mitigation and adaptation in land management

Activity 2	Climate change mitigation and adaptation
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions SO2: Providing timely input to solutions for sustainability challenges
Specific objective	Deliver data, information and knowledge contributing to mitigation of and adaptation to climate change
Activity description	<p>This activity covers the following work areas:</p> <ul style="list-style-type: none"> • Collecting, quality-checking, compiling and reporting relevant data and information on climate change mitigation, as well as climate change impacts, vulnerability and adaptation in Europe • Analysing and assessing these data against European and national mitigation and adaptation objectives and commitments • Monitoring the implementation and effects of national climate-related policies and accompanying measures, including in

	<p>specific sectors such as energy, transport, industry, waste, agriculture, forestry and other land use</p> <ul style="list-style-type: none"> • Promoting exchanges, between European countries, regarding successful experiences in achieving climate-related objectives at the national or sub-national levels, considering multiple perspectives (environmental, social, economic) • Identifying synergies and trade-offs of climate mitigation and adaptation policies with other environmental issues, such as biodiversity, land degradation, air quality, freshwater and marine environment.
<p>Changing strategic context</p>	<ul style="list-style-type: none"> • Europe is affected by climate change and the current pace of greenhouse gas emission reductions remains insufficient to help limiting global temperature increases to below 1.5 C. Support by EEA to Eionet and Commission will take place in the context of existing and new objectives, policies and legislation related to climate change mitigation and adaptation, energy and transport. • 2021 will be the first year formally covered by legislation adopted or revised over the past few years, under the 2030 climate and energy policy framework. • In addition, the following ongoing initiatives under the European Green Deal will significantly shape EEA support on climate change policies: • European Climate Law proposal, including a legally binding target of net zero greenhouse gas emissions by 2050 and an objective to enhance Europe’s adaptive capacity, strengthen resilience and reduce vulnerability • Plan to increase the EU 2030 climate target and proposals for revisions of relevant existing legislative measures to deliver on the increased climate ambition, • A new more ambitious EU adaptation strategy • Other Green Deal initiatives relevant to EEA activity on climate change include a Renewed Sustainable Finance Strategy, a European Industrial strategy, a Circular Economy Action Plan, as well as a ‘Farm to Fork’ Strategy / Greening the Common Agricultural Policy. • Sectoral policies and regulations will support the introduction of mitigation measures in different energy consuming and productive sectors (residential, commercial and tertiary, transport, industry, primary, etc.), such as those corresponding to industrial emissions, energy efficiency, etc.
<p>Expected results</p>	<ul style="list-style-type: none"> • Modernised reporting by Member States under the Regulation on the Governance of the Energy Union and Climate Action through the new e-platform and Reportnet 3.0, from 15 March 2021 onward • Updated data and information on greenhouse gas emissions, clean energy and transport, climate change impacts on economic sectors, ecosystems and human health, and progress towards objectives and commitments

	<ul style="list-style-type: none"> • Enhanced knowledge on the effectiveness of climate-related mitigation and adaptation policies and accompanying measures, including in sectors (energy, transport, agriculture, forestry and other land use) • Better exchange and enhanced uptake of successful policies and actions in achieving climate-related objectives, in partnership and co-operation with the Eionet, other organisations and the scientific community • Better understanding of synergies and trade-offs of climate change-related policies with other environmental issues, such as biodiversity, air quality, freshwater and marine environment • Enhanced knowledge on benefits for climate change mitigation, adaptation and LULUCF by implementing nature-based solutions with benefits for biodiversity, ecosystems, freshwater and soils.
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Activity 2: Key Performance Indicators		
KPIs	Target 2021	Means of verification
Key assessments produced	90%	Annual KPIs
Core set indicators updated	90%	Annual KPIs
Reporting obligations processed to core dataflows	90%	Annual KPIs
Network meeting satisfaction	80%	Annual KPIs

Action 1 Supporting the new 2021-2030 EU policy framework on climate change mitigation and clean energy	
Description	EEA will work with Member States, the Commission and the ETC/CME to implement, for the first time, new requirements on progress reporting under the Regulation on the Governance of the Energy Union and Climate Action. This will be done in the context of a new e-reporting platform developed jointly with DG Climate Action and DG Energy, building on EEA reporting infrastructure Reportnet 3.0. The platform will facilitate communication between the Commission and Member States, promote cooperation among Member States, and facilitate public access to information. The 2021 reporting, with a first deadline set to 15 March, concerns greenhouse gas projections, climate change mitigation policies and measures, national system for policies and measures and projections, national adaptation actions, preliminary estimates of greenhouse gas emissions, use of EU ETS auctioning revenues, as well as financial and technology support provided to developing countries. To support the dissemination of data and information reported under the

	<p>Governance Regulation in 2021, the EEA will launch a new website on climate and energy data and information. EEA will also continue working with the Commission to support the preparation of the 2021 State of the Energy Union report and associated assessment, as well as towards preparing the first integrated national energy and climate progress reporting by Member States by 15 March 2023 under the Governance Regulation.</p> <p>EEA will carry on with its regular reporting activities concerning greenhouse gas emission inventories (and their review under the Effort Sharing Decision), EU ETS implementation, ozone-depleting substances and fluorinated greenhouse gases, fuel quality and fuel greenhouse gas intensity, average CO₂ emissions from new cars and vans. EEA will also publish the first data on the CO₂ performance of manufacturers of heavy-duty vehicles, reported for the first time in 2020, and prepare to accommodate for the reporting of real-world CO₂ emissions and fuel consumption data of cars and vans expected to start in 2022.</p> <p>The EEA will continue developing knowledge on the transition of the energy and mobility systems towards climate neutrality and sustainability, focusing on the following:</p> <ul style="list-style-type: none"> • Opportunities for digitalisation as an enabler for decarbonisation • Quantified benefits of circular economy actions on decarbonization in key sectors • Best practice to promote the role of prosumers (producers-consumers of renewable energy) in the transition towards a more sustainable energy system • Life-cycle perspective on benefits of renewable energy sources for heating and cooling
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Action 2	Monitoring and assessing climate change impacts and adaptation
Description	<p>EEA will work with Eionet countries, the Copernicus climate change service, research projects and other data providers to collect and analyse data on climate change and impacts and prepare new indicators and assessments, notably:</p> <ul style="list-style-type: none"> • EEA will compile European assessments and prepared overviews national assessments on climate change adaptation. • New indicators will be developed, depending on data availability, on social vulnerability to climate change. • Topic of nature-based solutions for climate change adaptation and disaster risk reduction presenting benefits for the biodiversity, ecosystems and soil will be developed further. • In 2021 for the first time information on climate change impacts, vulnerability and adaptation will be reported by MS under the

	<p>Regulation on the Governance of the Energy Union and Climate Action and EEA will work with Member States and the EC to implement these reporting requirements (in conjunction with action 1) and will include the reported information on country pages in Climate-ADAPT.</p> <ul style="list-style-type: none"> • Adaptation policies will be evaluated from various perspectives, sectoral (e.g. energy, agriculture), cross-cutting (e.g. disaster risk reduction, ecosystem-based adaptation) and governance level (with key focus on national, but also urban and transnational) • The Climate ADAPT platform content and functionalities will be enhanced based on information reported by countries, collection of good practice examples at e.g. local level, and information from other sources, including new research outcomes from Horizon Europe, when available (e.g. the Mission on Adaptation). • In 2021 European virtual observatory on climate change and health will be launched and further developed.
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Action 3 Monitoring and assessing climate change mitigation and adaptation in land management	
Description	<p>EEA will work with Eionet countries and the Copernicus land monitoring service (CLMS) to support monitoring of greenhouse gas emissions and removals from land use, land use change and forestry as required under the LULUCF regulation. This includes the extraction, compilation and use of data from CLMS for improving the quality of national LULUCF GHG inventories. Also, other data will be used including e.g. soil carbon to assess carbon sequestration in soils.</p> <p>EEA will develop assessments on co-benefits and trade-offs of land management in sectors as agriculture and forestry, considering climate change mitigation, adaptation and biodiversity objectives including assessments of biomass availability, use for bioenergy and broader sustainability aspects.</p>

Activity 2 Climate change mitigation and adaptation outputs	
2021 output types	Summary description of outputs
Expanding the knowledge base	<ul style="list-style-type: none"> • EEA publications (briefings and reports) and ETC/Eionet reports on climate change mitigation, energy, transport, adaptation and land management (mitigation, adaptation). Topics covered will include: • Ecosystem-based adaptation • Land management and climate change • Sustainable transition of the EU mobility system (EEA ‘transport and environment report’)

	<ul style="list-style-type: none"> • Best practice to promote the role of prosumers (producers-consumers of renewable energy) in the transition towards a more sustainable energy system • Life-cycle perspective on benefits of renewable energy sources for heating
Monitoring	<ul style="list-style-type: none"> • Updated data and information on climate mitigation, energy and transport, and adaptation, based on Member States reporting under the Governance Regulation and other legislation • Updated data and information on climate change and impacts on economic sectors, ecosystems and human health (including use of data from the Copernicus climate change service and Copernicus Land Monitoring service) • Data sets from the Copernicus Land Monitoring service to support the LULUCF regulation • New or updated indicators, based on Member States reporting under the Governance Regulation and other legislation • Updated assessment of progress towards climate and energy targets in Europe • Updated assessment of the progress in adaptation policies and actions • Updated assessment of the progress made in reducing environmental pressures from the transport sector in Europe • Updated assessment on the development of renewable energy in Europe
Enhancing Network capability	<ul style="list-style-type: none"> • Meetings and webinars with Eionet NRCs on mitigation, energy, transport, adaptation and land use and spatial planning • Where feasible, knowledge co-creation initiatives with the Eionet on specific issues
Information systems	<ul style="list-style-type: none"> • Contribution, through Reportnet 3.0, to the e-platform under the Regulation on the Governance of the Energy Union and Climate Action • EEA communication website on energy and climate data and information • Climate-ADAPT focus in 2021 is on including reported information on national adaptation policies; providing further access to climate data from the Copernicus climate change service and expanding the virtual observatory on climate change and health hosted on Climate-ADAPT • Apply data integration, analysis and intelligence to enable digitalisation and provide improved information services

4.1.3 Human health and the environment activity

The actions in focus for 2021 are:

- Action 1: *Health-related environmental pressures*
- Action 2: Environmental impacts on human health and wellbeing

Activity 3. Human health and the environment	
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions SO2: Providing timely input to solutions for sustainability challenges SO3: Building stronger networks and partnerships SO4: Making full use of the potential of data SO5: Resourcing our shared ambitions
Specific objective	Deliver data and information to improve knowledge of the health impacts caused by air, water, and soil pollution, noise, chemicals and the changing climate in Europe.
Activity description	<p>The following work areas are covered:</p> <ul style="list-style-type: none"> • Supporting countries and the European Commission with reporting of data flows and information relevant to human health pressures including on air pollutant emission inventories, industrial emissions to air, water, soil and waste, soil contamination, and assessing progress towards relevant policy objectives; • Managing reported data and information on air quality, assessing human exposure to air pollutants against EU standards and WHO guidelines and estimating associated health impacts; • Managing reported data and information on human exposure to environment noise and estimating associated health impacts; • Supporting the development of monitoring frameworks to track the implementation of 8EAP and zero pollution strategy objectives relevant to human health; • Exploring the role of socio-economic status and demographic status as determinants in environmental health and wellbeing; • Integrating monitoring data for multiple environmental stressors, as well as social factors, in order to assess and map combined exposure to multiple environmental stressors and social vulnerability; • Documenting evidence of the health and wellbeing benefits delivered by the mitigation of environmental stressors, as well as those arising from citizens' access to green infrastructure in urban areas; • Assessing the systemic use of chemicals in Europe's socio-technological systems, resulting exposure pathways for the environment and humans and impacts on ecosystems and health;

	<ul style="list-style-type: none"> Delivering the EEA contribution to the Horizon 2020 human biomonitoring initiative, HBM4EU, and using results to inform assessments concerning human exposure to key chemical pollutants.
<p>Changing strategic context</p>	<p>Support to Eionet countries and European Commission will be shaped by the outcomes of recent fitness check evaluations and the on-going implementation of the Ambient Air Quality Directives, the NEC Directive, Industrial Emissions Directive (presently under evaluation), E-PRTR, the LCP Directive, the Noise Directive, the Water Framework Directive and the Floods Directive, Marine Strategy Framework Directive, the Urban Wastewater Treatment Directive, and relevant chemicals legislation including the Mercury Regulation.</p> <p>The future implementation of key elements of the European Green Deal will also significantly shape EEA work on human health and the environment including in particular:</p> <ul style="list-style-type: none"> The Zero Pollution ambition, Action Plans for Air, Water and Soil, as well as the foreseen Zero Pollution Monitoring and Outlook Framework; The Chemicals Strategy for Sustainability; The Farm to Fork Strategy; A new EU Industrial Strategy, as well as the likely revision of measures to address pollution from large industrial installations (foreseen for 2021) and the European Pollutant Release and Transfer Register (E-PRTR); Biodiversity Strategy and The Circular Economy Action Plan. <p>EEA will also support developments in the WHO European Environmental Health Process and EU monitoring of the Sustainable Development Goals linked to health and environment.</p>
<p>Expected results</p>	<ul style="list-style-type: none"> Updated and more timely knowledge of the environmental pressures relevant to human health Updated information on progress toward relevant policy objectives. Enhanced knowledge on the influence of socio-economic, demographics and behaviour on the environment, health and wellbeing nexus. Improved understanding of the impacts arising from combined exposure to different environmental stressors and the role of green infrastructure in delivering health and environmental benefits.

Activity 3: Key Performance Indicators		
KPIs	Target 2021	Means of verification
Key assessments produced	90%	Annual KPIs
Core set indicators updated	90%	Annual KPIs
Reporting obligations processed to core dataflows	90%	Annual KPIs
Network meeting satisfaction	80%	Annual KPIs

Action	Health-related environmental pressures
Description	<p>EEA will work with Eionet countries to support reporting of coherent and high-quality data on the environmental pressures relevant to human health arising from Europe’s production, consumption, energy, transport and agricultural systems. This includes supporting countries and the European Commission with reporting of data flows and information relevant to human health pressures including on air pollutant emission inventories, environmental noise, industrial emissions to air, water, soil and waste, and soil contamination. Supporting improved knowledge of the systemic use of chemicals in Europe’s production, manufacturing and agricultural systems and resulting releases of chemicals to the environment is a priority. Progress towards policy objectives for the mitigation of emissions of pollutants will be evaluated.</p>

Action	Environmental impacts on health and wellbeing
Description	<p>EEA will assess human exposure to environmental pollutants and their impacts on health. This includes impacts arising from exposure to air water and soil pollution, noise and chemicals, the changing climate, as well as the broader risks to health from biodiversity loss. Regarding chemicals, EEA will draw further on human biomonitoring data to better understand human exposure via the environment (air, water and soil, including contaminated sites), consumer products, food and drinking water. The impacts of climate change on human health in terms of direct risks to health from extreme temperatures and floods, as well as changing patterns of disease, will also be assessed. Such assessments will support policies designed to mitigate the impacts of environmental stressors on health.</p> <p>EEA will also work with Eionet and other partners to investigate new methods to assess exposure to multiple environmental stressors, and methods of mapping these. The important role of socio-economic factors as determinants in environmental health and wellbeing across Europe will be further explored. The benefits of access to, biodiverse</p>

	environments will be assessed, with a focus on the utility of green solutions to improve health and well-being in urban areas.
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Activity 3: outputs	
2021 output types	Summary description of outputs
Expanding the knowledge base	<p>Specific outputs will be prepared in the form of EEA assessment products (e.g. briefings and reports) and/or Eionet ETC assessments, information services etc. Assessment products addressing air pollution, noise, water, climate and chemical pressures and impacts on health will be prepared, including provision of related information services such as the European Air Quality Index, and development in 2021 of a new air quality city ranking.</p> <p>Work on joint activities with partner EU agencies (in particular ECHA and EFSA), other EU institutions, and the Copernicus Atmospheric Monitoring Service (CAMS) service will continue.</p>
Monitoring	<p>Updated data and information on air pollution, noise, and industrial pollution based on Member States' reporting (including use of data from CAMS).</p> <p>Indicators relevant to the thematic environmental pressures and impacts on health will be updated in 2021.</p>
Enhancing network capability	<p>A series of co-creation initiatives with Eionet countries are expected for 2021, continuing activities including the Eionet ad-hoc expert group on chemicals.</p> <p>Meetings of the National Reference Centres, physical or online, relating to this activity will also take place.</p> <p>On-going support to the implementation of the Human Biomonitoring for EU (HBM4EU) project.</p>
Information systems	Updating and maintenance of the EU Air Quality portal, N.O.I.S.E, and Industrial Emission Portal/ European Pollutant Release and Transfer Register

4.1.4 Circular economy and Resource Use activity

The actions in focus for 2021 are:

- Action 1: Circular Economy and industrial transformation
- Action 2: Supporting implementation of EU waste legislation
- Action 3: Material flows and sustainable resource use

Activity 4. Circular Economy and Resource Use	
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions SO2: Providing timely input to solutions for sustainability challenges SO3: Building stronger networks and partnerships SO4: Making full use of the potential of data
Specific objective	Deliver data and information to assess progress of Europe’s transition towards a circular economy, and improve knowledge of the environment and climate pressures caused by Europe’s production and consumption of raw materials including water, products, services and waste.
Activity description	This activity covers: <ul style="list-style-type: none"> • Strengthening of monitoring of progress towards a circular economy and assessment of the uptake of these policies in Europe’s economy • Analysing the environmental and climate impacts of key-product value chains, with a focus on textiles and plastics and progressively investing in additional sectors • The transformation of European Industry • Supporting the implementation of EU waste law, with a focus on waste prevention programmes and the attainment of targets established by the acquis (the so-called early warning mechanism) • Analysing material flows, resource efficiency, critical raw materials and the environmental and climate aspects of these
Changing strategic context	The European Green Deal has transformed the orientation of policies around resource use and circular economy. Building upon the existing EU Resource Efficiency Roadmap, two new policy packages have recently been approved, namely the Circular Economy Action Plan 2.0 and a new EU Industrial Strategy. These policy packages include a wide range of commitments to strengthen the environmental acquis in the years to come. Additionally, resource efficiency and circular economy policies are increasingly interlinked with the climate and biodiversity agendas and improving understanding of the interactions across these nexus areas will increasingly be needed.

	Against this context, cooperation with external partners, including other EU institutions such as JRC and ESTAT, Eionet and other stakeholders will be essential to improve knowledge across this activity area over coming years.
Expected results	<ul style="list-style-type: none"> • Enhanced knowledge base and stronger monitoring mechanisms in the area of resource supply, circular economy and waste; • New knowledge on resource efficiency by partnering with key stakeholders including the International Resource Panel and JRC; • Support to implementation of EU law on waste and capacity built across the EU on waste prevention and management; • Improved knowledge of environmental and climate aspects of Europe's industrial transformation.

Activity 4: Key Performance Indicators		
KPIs	Target 2021	Means of verification
Key assessments produced	90%	Annual KPIs
Core set indicators updated	90%	Annual KPIs
Reporting obligations processed to core dataflows	90%	Annual KPIs
Network meeting satisfaction	80%	Annual KPIs

Action	Circular Economy and industrial transformation
Description	<p>The EEA will support monitoring of the Circular Economy, the study of key-product value chains (textiles, construction, electronics, plastics, batteries, vehicles, furniture...), assessing sustainable consumption and production practices including the use of Environmental Footprint methods developed by the JRC, input-output analysis and life-cycle assessment metrics to undertake environmental assessments. This includes identifying best practices in strategies to transform relevant supply chains in their entirety (design for circularity, repair, reuse, remanufacture, transition from products to service, etc.)</p> <p>Europe's ambition to transform its industrial model, as a key sector in terms of its resource and energy use, and the emissions it releases, is also subject of this action, with work designed to identify best practice, eco-innovations and factors facilitating this sector's transition to a circular and low emission model.</p>

Action	Supporting implementation of EU waste legislation
Description	<p>The EEA will support implementation of EU legislation on waste. This includes the assessment of progress towards waste prevention, identification of best practice for this policy and sectoral studies (in 2021, textiles will be the selected topic). In addition, support will be provided to the European Commission and EU Member States in the so-called "early warning mechanism", which identifies how countries are progressing towards the targets established in the EU law on waste for</p>

specific waste streams. These two lines of work are key to support the implementation of EU law on waste.

Additionally, the EEA plans work to increase the understanding around the upcoming priorities on waste as also outlined in the recent Circular Economy Action Plan. For 2021, identifying best practice in the establishment of well-functioning secondary raw material markets, the issue of waste to energy and the movements of waste across borders, and selected waste types will be in focus.

Action	Material flows and sustainable resource use
Description	<p>The EEA will further develop knowledge on material flows and the embedded environmental pressures of Europe’s resource supply. These policies have an international dimension, and, in that connection, EEA supports the activities of the International Resource Panel. From 2021 EEA will coordinate the upcoming IRP Global Resource Outlook Report, work that will culminate in 2023.</p> <p>In 2021, the EEA will produce a publication around sustainable sourcing of materials with a focus on embedded greenhouse gas emissions. This reflects the increasing interlinkages of resource supply with key environmental and climate agendas.</p> <p>The EEA will also consolidate a partnership with the JRC around the environmental aspects of raw materials, consolidating knowledge produced through the Raw Material Information System (RMIS) and adding the EEA expertise to that process. It is expected for this work to finish in 2023, involving a range of activities to build consensus and capacities across countries and a final joint publication.</p>

Activity 4.	Resource use and circular economy outputs
2021 output types	Summary description of outputs
Expanding the knowledge base	<p>Specific outputs will be prepared in the form of EEA assessment products (e.g. briefings and reports) and Eionet ETC assessments. Specific outputs on sustainable sourcing, selected key-product value chains, waste prevention and/or management of specific waste streams will be prepared.</p> <p>Substantial work towards joint reports will also take place in 2021, in particular the Global Resource Outlook and the partnership with the JRC.</p>
Monitoring	<p>The indicator set on waste and sustainable production and consumption in a circular economy will be updated in 2021.</p> <p>In partnership with key stakeholders, support to measuring the uptake of Circular Economy in Europe will be a priority.</p>

Enhancing network capability	A series of co-creation projects with Eionet countries are expected for 2021, in continuation of the practice followed in 2020. Meetings of the National Reference Centres, physical or online, relating to this activity will also take place.
Information systems	At this point EEA does not manage data flows for this area but intensively uses third-party data and voluntary exchanges with Eionet to produce assessments. In that context, we will explore new possibilities for data integration, analysis and intelligence, tap into unofficial data streams and analyse the potential of digitalisation, as an enabler of the circular economy and to provide improved information services.

4.1.5 Sustainability trends, prospects and responses activity

For activity area 5, the actions in focus for 2021 are:

- Action 1 – Monitor and assess sustainability in Europe through systemic lenses
- Action 2 – Analyse sustainability transitions enablers: economics, finance and innovation
- Action 3 – Develop co-created knowledge for action with stakeholders

The three actions derive from the outcomes of the SOER 2020 integrated assessment report and related stakeholder interaction events. The actions have been subsequently aligned with EU policy priorities that have emerged since publication of SOER 2020, especially the European Green Deal. They also relate to the four environmental principles of the EU Treaty – polluter pays, prevention, precaution and restoration – as well as the Treaty articles on sustainable development and sectoral policy integration.

Within this scope and orientation, design of SOER 2025 will begin that will draw on contributions from all five activity areas of this SPD. The three actions for activity area 5 will dovetail fully with those for activity areas 1-4 and bring added value in three specific ways: through knowledge on policy-relevant systemic lenses such as across key systems of production and consumption (esp. food, mobility, energy, built environment) and European-global interdependencies; through knowledge on socio-economic enablers that can drive sustainability transitions such as finance and innovation; and, through knowledge for action developed with stakeholders including solutions-oriented knowledge and foresight.

The ongoing COVID-19 crisis adds a sense of urgency to sustainability challenges and responses, including that the EU recovery plan should strengthen Europe’s resilience and accelerate progress to sustainability. Hence, greater understanding is required of the environmental and socio-economic impacts that the crisis will present in coming years, including the long-term consequences and opportunities for the EU’s policy ambitions.

Activity 5.	Sustainability trends, prospects and responses activity
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions SO2: Providing timely input to solutions for sustainability challenges

	SO3: Building stronger networks and partnerships
Specific objective	Deliver assessments and indicators in support of EU sustainability ambitions and underlying policy processes
Activity description	<p>This activity covers:</p> <ul style="list-style-type: none"> • Knowledge development for monitoring of sustainability and sustainability transitions including solution-oriented knowledge • Support to 8EAP, EGD and EU Semester monitoring ambitions through integrated frameworks, indicators and assessments • Systemic integrated assessment of drivers of change and resource nexus, including implications across EGD priorities • Foresight based analysis for sustainable Europe 2030/2050/2080 in line with EU sustainability and strategic foresight objectives • Environmental policy integration from a systems perspective aligned with EU Treaty ambitions • Socio-economic context for sustainable transitions including correct prices, finance, consumption and overseas trade • Other enablers for sustainable transitions such as technological and social innovation, governance, sustainable cities • Co-created knowledge through stakeholder processes in support to long-term thinking and policy actions • Knowledge and expertise capacity building in the context of EEAcademy.
Changing strategic context	<p>The conclusions of SOER 2020 confirm that Europe faces persistent environmental challenges of unprecedented scale and urgency. Where there has been progress on reducing emissions and impacts on human health, the improvements are insufficient to meet the long-term objectives to 2050. Such persistent challenges are resistant to traditional policy responses and could be more fully resolved if they were addressed as broader sustainability issues that cross environmental, social, economic and governance dimensions and at European and global levels. Addressing them will require policies, investments and knowledge to be brought together to transform the systems driving unsustainability while maximising the environmental, social and economic co-benefits.</p>
Expected results	<ul style="list-style-type: none"> • Actionable knowledge base for policy and other stakeholders to support delivery of EGD and development of SOER 2025 • Stronger monitoring and assessment mechanisms in support to 8EAP, EGD, EU Semester and SDGs • Stronger forward-looking, systemic, knowledge base for monitoring and enabling sustainability transitions • Strengthened cooperation and knowledge co-development with countries including through Eionet NFPs and NRCs • Strengthened engagement with EU and international policy stakeholders: European Commission, OECD and UN

Activity 5: Key Performance Indicators		
KPIs	Target 2021	Means of verification
Key assessments produced	90%	Annual KPIs
Network meeting satisfaction	80%	Annual KPIs

Action 1		Monitor and assess sustainability in Europe through systemic lenses
Description	<p>Monitor and assess, with countries, progress across EU environment, climate and sustainability policy priorities namely EGD, 8th EAP, EU Semester and Agenda 2030/SDGs. Do so through developing the framework and approach to assess progress which is indicator-based, forward-looking, provides cross-country and systemic perspectives and supports the State of the Environment and Outlook 2025 report (SOER 2025). Develop more in depth assessments of drivers of change, emerging trends and key interdependencies between social, economic, environment, and governance aspects and the implications for achieving policies sustainability goals. Also develop analysis of policy synergies and trade-offs, spill-over effects and uncertainties related to production-consumption systems, planetary boundaries and European-global dependencies.</p>	

Action 2		Analyse sustainability transitions enablers: economics, finance and innovation
Description	<p>Develop a methodological framework and illustrative analysis for how to assess socio-economic options for supporting transitions, especially sustainable financing of EGD priorities from private and public sources including Green Public Procurement. Support sustainable finance platform including taxonomy developments and new metrics. Explore macro-economic aspects such as growth, production and consumption drivers, sufficiency, and price mechanisms such as taxes that can enable socially fair transitions by simultaneously supporting welfare systems and driving carbon-neutral, circular economy transition without degrading natural capital. This action will also include broader analysis of enablers of transitions at different scales, especially cities and urban design. Knowledge will be gathered from research and on the fostering, emergence and spread of new forms of social and technological innovation that can support community-based sustainability transitions and contribute to cohesive, resilient societies across Europe.</p>	

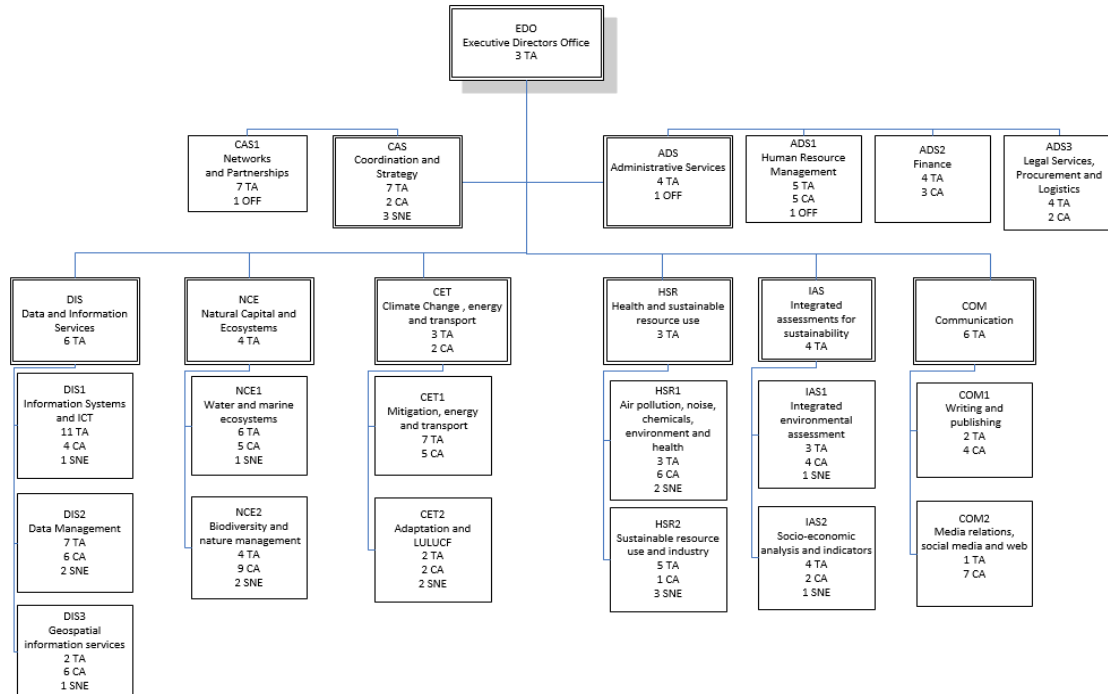
Action 3		Develop co-created knowledge for action with stakeholders
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Description	Engage with key partners in EU-relevant <i>stakeholder and strategic foresight processes</i> to gather insights and <i>actionable knowledge</i> on sustainability challenges and responses over the longer-term and at multiple scales, including at the urban level. Develop concise knowledge-for-action products that demonstrate how the European environment knowledge base can support policy developments, decision making and actions by a range of stakeholders to achieve EGD, 8 th EAP, EU Semester and Agenda 2030 policy priorities <i>in-toto</i> . In doing so, embed stakeholder interaction events into the design and implementation of the SOER 2025 report.
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Activity 5: Outputs	
2021 output types	Summary description of outputs
Expanding the knowledge base	<p>The 3 areas of action are expected to produce 3 groups of outputs:</p> <ul style="list-style-type: none"> • Analysis of drivers of change, emerging trends, systemic assessment of societal and policy interlinkages and their implications for European natural resources and EU policy priorities (EGD, SDG), enablers for sustainability transitions (innovation, governance, cities and actionable knowledge) • New frameworks for assessing sustainability, focused on socio-economic and policy interlinkages, better and more transparent addressing of uncertainties, new indicators and other tools for the measurement and assessment of sustainability • Outputs on future-oriented actionable knowledge related to emerging trends, changing context conditions and alternative pathways and solutions for sustainable Europe 2030/2040/2050. <p>The main products for 2021 will be: a revamped set of EEA indicators; a knowledge for action publication based on SOER 2020 report outcomes in the context of new policy priorities and stakeholders views; a publication on macro-economics for European sustainable growth; a publication on drivers of urban sustainability; first contributions to the sustainable finance platform; and a series of EEA briefings, Eionet-NRC products, ETC reports and web articles related to systemic and forward-looking analysis of sustainability trends, prospects and responses, including best practices.</p>
Monitoring	
Enhancing network capability	The enhanced knowledge base will be partly developed by implementing a series of co-creation projects with countries (NRC Forward Looking Information and Services (FLIS) and NRC State of the Environment (SoE), NFP, EEA-Scientific Committee). Also engagement with the European Commission through the Environment Knowledge Community with the aim to support and align activities and outputs relevant for the SOER 2025.

	<p>Furthermore cooperation will be prioritized with OECD and UNDP and selected research communities, engaged in developing sustainability knowledge, with a view to support EU policy ambitions and SOER 2025.</p> <p>Cooperation with Eionet will focus on delivering four foresight projects with NRC FLIS and the priority activities of the NRC SoE community of practice. Cooperation between both networks will be strengthened towards mutually beneficial objectives, including SOER 2025.</p>
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Annex 1 Organisation chart year 2021



Annex 2 Resource allocation per Activity 2021-2023

Activity	2021		2022		2023	
	FTE	Budget allocated (EUR million)	FTE	Budget allocated (EUR million)	FTE	Budget allocated (EUR million)
1 Biodiversity and Ecosystems	77	17.6	77	17.9	77	18.3
2 Climate Change Mitigation and Adaption	54	12.1	54	12.3	54	12.5
3 Human Health and the Environment	56	12.0	56	12.3	56	12.5
4 Resource Use and the Circular Economy	20	4.7	20	4.8	20	4.9
5 Sustainability, Trends, Prospects and Responses	25	4.8	25	4.9	25	5.0
Total	232	51.2	232	52.3	232	53.3

Notes:

The EEA has defined five new activities under its strategy for 2021-2030.

The resource allocation per activity for 2021 has been forecast using a simplified model, mapping actual resource use in recent years to the new activities.

Given that no new tasks have yet been agreed beyond 2021, the forecasted resource allocation for 2022 and 2023 is based on 2021.

The FTEs and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

Annex 3 Financial Resources 2021-2023

Table 1A : Revenue

GENERAL REVENUE (EUR)	Executed Budget 2019	Original Budget 2020	Draft Budget 2021		VAR 2021 / 2020	Anticipated 2022	Anticipated 2023
			Agency request	Budget Forecast			
1 REVENUE FROM FEES AND CHARGES							
2 EU CONTRIBUTION	39,733,971	41,972,000	45,411,000	45,411,000	8%	46,319,220	47,245,604
- Of which assigned revenues deriving from previous years' surpluses	473,607	253,218	218,261	218,261	-14%	0	0
3 THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)	4,077,102	4,130,131	4,212,323	4,212,323	2%	4,234,029	4,256,170
- Of which EFTA	950,102	1,003,131	1,085,323	1,085,323	8%	1,107,029	1,129,170
- Of which candidate countries	3,127,000	3,127,000	3,127,000	3,127,000	0%	3,127,000	3,127,000
4 OTHER CONTRIBUTIONS	1,402,156	1,499,000	1,626,370	1,626,370	8%	1,715,527	1,749,837
5 ADMINISTRATIVE OPERATIONS							
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)							
6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT							
7 CORRECTION OF BUDGETARY IMBALANCES							
TOTAL GENERAL REVENUE	45,213,228	47,601,131	51,249,693	51,249,693	8%	52,268,776	53,251,612

ADDITIONAL REVENUE (EUR)	Executed Budget 2019	Original Budget 2020	Draft Budget 2021		VAR 2021 / 2020	Anticipated 2022	Anticipated 2023
			Agency request	Budget Forecast			
Additional EU funding stemming from ad hoc grants (FFR Art. 7)	0	1,275,000	0	0	-100%	0	0
Additional EU funding stemming from delegation agreements (FFR Art. 8)	6,846,000	12,364,000	631,000	631,000	-95%	0	0
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	0	0	0	0		0	0
TOTAL ADDITIONAL REVENUE	6,846,000	13,639,000	631,000	631,000	-95%	0	0

TOTAL REVENUE (EUR)	52,059,228	61,240,131	51,880,693	51,880,693	-15%	52,268,776	53,251,612
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Note:

The revenue reported under "4 OTHER CONTRIBUTIONS" is the contribution from Switzerland as a member country of the agency, separate to its contribution under EFTA.

Table 2A : Core expenditure by chapter

CORE EXPENDITURE (EUR)	Budget Appropriations for Commitments and Payments						
	Executed Budget 2019	Original Budget 2020	Draft Budget 2021		VAR 2021 / 2020	Anticipated 2022	Anticipated 2023
			Agency Request	Budget Forecast			
Title 1 Staff Expenditure	25,844,760	27,925,531	30,453,744	30,453,744	9%	31,056,907	31,615,505
11 Salaries & allowances	24,355,437	26,206,531	28,674,744	28,674,744	9%	29,242,327	29,764,634
- of which establishment plan posts	17,559,525	18,701,531	20,469,744	20,469,744	9%	20,873,227	21,228,152
- of which external personnel	6,795,912	7,505,000	8,205,000	8,205,000	9%	8,369,100	8,536,482
12 Expenditure relating to Staff recruitment	228,280	330,000	540,000	540,000	64%	550,800	561,816
13 Mission expenses	535,500	600,000	300,000	300,000	-50%	306,000	312,120
14 Socio-medical infrastructure	361,380	335,000	385,000	385,000	15%	392,700	400,554
15 Training	350,162	440,000	540,000	540,000	23%	550,800	561,816
16 Social services	14,000	14,000	14,000	14,000	0%	14,280	14,566
Title 2: Infrastructure and administrative expenditure	4,559,214	4,652,500	4,992,500	4,992,500	7%	5,092,350	5,194,197
21 Rental of buildings and associated costs	3,396,985	3,501,500	3,671,500	3,671,500	5%	3,744,930	3,819,829
22 Movable property and associated costs	332,047	250,000	405,000	405,000	62%	413,100	421,362
23 Current administrative expenditure	589,577	642,000	767,000	767,000	19%	782,340	797,987
24 Postage / Telecommunications	3,050	12,000	9,000	9,000	-25%	9,180	9,364
25 EEA Governance	231,094	237,000	110,000	110,000	-54%	112,200	114,444
26 Environmental management of the EEA	6,461	10,000	30,000	30,000	200%	30,600	31,212
Title 3 Operational expenditure	14,809,254	15,023,100	15,803,450	15,803,450	5%	16,119,519	16,441,909
33 Resources	13,761,887	13,866,100	13,833,450	13,833,450	0%	14,110,119	14,392,321
34/35 Areas of Work	1,047,367	1,157,000	1,970,000	1,970,000	70%	2,009,400	2,049,588
TOTAL EXPENDITURE	45,213,228	47,601,131	51,249,694	51,249,694	8%	52,268,776	53,251,612

Note: The EEA has non-differentiated appropriations, so the budget appropriations for commitments and payments are identical and provided in a single table.

Table 3A : Budget outturn and cancellation of appropriations 2016-2018

Budget Outturn	2018	2017	2016
Reserve from the previous years' surplus (+)			
Revenue actually received (+)	66,085,813	68,000,073	56,797,441
Payments made (-)	-57,008,158	-52,054,488	-45,805,099
Carryover of appropriations (-)	-40,372,493	-35,823,836	-23,198,313
Cancellation of appropriations carried over (+)	242,025	443,566	344,911
Adjustment for carryover of assigned revenue appropriation from previous year (+)	31,313,807	19,910,772	12,269,056
Exchange rate differences (+/-)	-7,776	-2,480	5,236
Total	253,218	473,607	413,232

Notes:

The amounts reported in the table above include the revenue and expenditure for the EEA's core work programme (C1 and C8) and the externally assigned revenue (R0) received from the Commission for grant and delegation agreements, the largest being the Copernicus Delegation Agreement.

The cancellation in 2018 of C8 payment appropriations carried over from 2017, totalling EUR 242,025, consist of small amounts on a number of budget lines in Title 1 (EUR 78,022), Title 2 (EUR 72,800) and Title 3 (EUR 91,203).

The C1 appropriations that were not committed and cancelled in 2018 total EUR 6,559 and again are small amounts across several budget lines.

The total budget outturn reported at the bottom of the table represents the unused budgetary funds, which are returned to the Commission.

Annex 4 Human resources quantitative

Table 4A : Staff population and its evolution; overview of all categories of staff 2019-2023

Human Resources	2019			2020	2021	2022	2023
	Authorised Budget	Actually filled 31/12/2019	Occupancy rate (%)	Authorised Budget	Envisaged	Envisaged	Envisaged
Administrators (AD)	61	60	98.4%	69	79	80	80
Assistants (AST)	63	60	95.2%	61	61	60	60
Assistants/Secretaries (AST/SC)	0	0		0	0	0	0
ESTABLISHMENT PLAN POSTS	124	120	96.8%	130	140	140	140
Contract Agents (CA)	72	61	84.7%	74	80	80	80
Seconded National Experts (SNE)	20	19	95.0%	20	20	20	20
TOTAL STAFF	216	200	92.6%	224	240	240	240

Table 5A : Multi -annual staff policy plan 2019-2023

Function group and grade	2019				2020		2021		2022		2023	
	Authorised Budget		Actually filled as of 31/12/2019		Amended Budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16												
AD 15		1		1		1		1		1		1
AD 14		3				2		2		2		2
AD 13	1	6		2	1	6	1	6	1	6	1	6
AD 12		16	1	8		16		16		16		16
AD 11		10		8		10		10		10		10
AD 10		10		11		11		11		11		11
AD 9		9		10		9		9		9		9
AD 8		4		8		5		5		5		5
AD 7		1		6		4		7		7		7
AD 6				5		4		11		12		12
AD 5												
AD TOTAL	1	60	1	59	1	68	1	78	1	79	1	79
AST 11		3				2		2		2		2
AST 10		5		2		5	1	5	1	5	1	5
AST 9	3	12	1	6	3	11	2	11	2	11	2	11
AST 8		12	1	5		11		11		11		11
AST 7		12		8		11		11		11		11
AST 6		11		9		10		10		10		10
AST 5		5		9		7		8		7		7
AST 4				11		1						
AST 3				7								
AST 2				1								
AST 1												
AST TOTAL	3	60	2	58	3	58	3	58	3	57	3	57
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2												
AST/SC 1												
AST/SC TOTAL												
TOTAL	4	120	3	117	4	126	4	136	4	136	4	136
GRAND TOTAL	124		120		130		140		140		140	

Contract agents	2019 Authorised	Recruited as of 31/12/19	2020 Authorised	2021 Envisaged	2022 Envisaged	2023 Envisaged
Function Group IV	51	44	53	59	59	59
Function Group III	11	10	11	11	11	11
Function Group II	10	7	10	10	10	10
Function Group I						
TOTAL	72	61	74	80	80	80

Seconded National Experts	2019 Authorised	Recruited as of 31/12/2019	2020 Authorised	2021 Envisaged	2022 Envisaged	2023 Envisaged
TOTAL	20	19	20	20	20	20



Annex 5 Human Resources qualitative

A. Recruitment policy

The EEA recruitment policies for temporary and contract agents are laid down in the respective implementing rules adopted by the EEA. Officials are recruited via open competition and transfer within the institution and/or transfer from other institutions. The policy for recruitment of temporary agents employed under Art. 2 (f) (TA2f) has been adopted according to the new agency model implementing rules on the engagement and use of temporary agents 2f as agreed between the European Commission and the EU agencies and as adopted by the Commission. Furthermore, the policy for recruitment of contract agents employed under Art. 3 (a) has been adopted following the new agency model implementing rules on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed under the terms of Article 3a thereof, also as agreed between the European Commission and the EU agencies and as adopted by the Commission.

The selection procedure for temporary agents TA2f is laid down in the Management Board Decision on the engagement and use of temporary agents (written procedure 007/EEA/MB-WP-HR/2015 signed on 25 August 2015) further to the new agency model implementing rules adopted by the Commission(C(2015)1509) following Art. 110(2) of the Staff Regulations. The selection procedure for contract agents is laid down in the Management Board Decision on the engagement and use of contract staff (written procedure MB/WP/2020/01 signed on 31 January 2020 further to the new agency model implementing rules adopted by the Commission(C(2019)3016) following Art. 110(2) of the Staff Regulations.

Both documents include the following main steps:

- Publication of the vacancy notice on the EEA website, EU Agency Network's job-portal and on the EPSO website listing formal requirements, eligibility and selection criteria, and indicating type and duration of contract and recruitment grade.
- Setting up of a Selection Committee representing the recruiting programme, the administration and the Staff Committee. An external member may be invited if required by the nature of the post.
- Pre-selection of candidates on the basis of CVs and motivation letter, permitting the evaluation of formal requirements, eligibility and selection criteria.
- Written tests of selected candidates covering the specific competences in the area of expertise, general aptitudes and language abilities. Exceptions to this practice are duly motivated.
- Interviews of selected candidates by the Selection Committee on the basis of pre-defined questions.
- List of successful candidates submitted by the Selection Committee to the Appointing Authority.
- Recruitment interviews by the Appointing Authority and the Head of the recruiting programme.
- Reserve list of suitable candidates established by the Appointing Authority.
- Appointment decision taken by the Appointing Authority.

Long-term temporary agents, who take up posts with a long-term perspective, are recruited with the above mentioned implementing rules and in general at the levels indicated below in order to permit a long-term career development:

- AST 1 to AST 4 for function group AST;
- AD 5 to AD 8 for function group AD.

With regard to the function group AST/SC, it has not been possible so far to set aside posts for this new category of staff, owing to the fact that the establishment plan restrictions have made it necessary to either cut any posts becoming vacant or to deploy them to other functions. AST/SC types of tasks have consequently been undertaken by contract agents instead.

Recruitment at grades AD 9-11, and in exceptional cases at grade 12 for management posts, shall remain within the limits of 20 % of recruitments per year (averaged over five years) for long-term employment within EEA.

The European Environment Agency (EEA) offers stimulating and challenging job opportunities in a diverse and multicultural working environment. The EEA aims to be a modern, future-oriented Agency, with a highly competent workforce. As an employer, the EEA is committed to the European Union's regulatory framework and does not discriminate on any grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

EEA Staff are given an equal opportunity to demonstrate their abilities throughout their careers, including contract renewals.

Contract renewals are an important milestone for both the EEA and its employees to revisit their mutual relationship and are based on the following guiding principles:

- The needs of the service and budgetary availabilities. The EEA is committed to contributing to a better society for the European citizens, and places the needs of the service at the centre of employment decisions;
- Performance. EEA's most valuable asset is its Staff, and EEA employees are expected to perform to a high standard. Employees are encouraged and supported to evolve and develop so their skills are adapted to the changing needs of the service we provide to the European citizens.

Talent and commitment – it is valued and the EEA aims to retain it. The EEA welcomes the opportunity granted by the EU regulations to extend contracts for indefinite period

Officials/temporary agents on long-term employment

The EEA requires technically qualified staff with specialist knowledge and experience for most of its activities. This is also valid for staff working in administration, accounting, audit and informatics etc. since in many cases, there will be only one member of staff to cover each specific activity.

While the EEA had selected a staffing model focused on temporary agents on potentially long-term employment in order to lead, manage and deliver core activities, it, however, became increasingly challenging to have all core activities covered by temporary agents, given the imposed staff reductions. The EEA has a small number of permanent posts in order to provide a scope for mobility of technical experts between the EEA and other Community institutions.

The criteria of the EEA in the identification of the post as being of long-term duration continue to be the following:

- for posts covering tasks of a permanent nature as identified in the strategy based on the EEA Founding Regulation;
- to safeguard continuous expertise in specific areas.

Long-term temporary agents are offered a contract under Article 2 (f) of the Conditions of employment of other servants (CEOS), for a period of four years, renewable for another time-limited period not exceeding four years. Second prolongations are of an indefinite duration. All renewals of contract are subject to a thorough examination as described above (needs of the service, budgetary availabilities and performance of the staff member).

Temporary agents on short term employment

The Executive Director is appointed by the Management Board for a period of five years, renewable, under Article 2 (a) of CEOS.

Following the new rules on unpaid leave for TA2f introduced with the 2014 reform of the CEOS, contracts for TA2f might be offered for short-term and limited employment in order to replace a TA2f on unpaid leave (Art. 52(3) CEOS).

Contract agents on long-term employment

Contract agents became an increasing important part of the EEA staff and complement the officials and temporary agents being technically qualified staff with specialist knowledge and experience for most of EEA's activities, also in light of the challenges imposed by the staff reductions. This is also valid for staff working in administration, accounting, audit and informatics etc. since in many cases, there will be only one member of staff to cover each specific activity.

Like for TA2f, the criteria of the EEA in the identification of the contract agents post as being of long-term duration continue to be the following:

- for posts covering tasks of a permanent nature as identified in the strategy based on the EEA Founding Regulation;
- to safeguard continuous expertise in specific areas.

Long-term contract agents are offered a contract under Article 3 (a) of the Conditions of employment of other servants (CEOS), for a period of four years, renewable for another time-limited period not exceeding four years. Second prolongations are of an indefinite duration. All renewals of contract are subject to a thorough examination as described above (needs of the service, budgetary availabilities and performance of the staff member).

Contract agents on short-term employment

In accordance with the implementing rules on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed under the terms of Article 3a thereof, contract agents may be offered a contract under Article 3 (a) of CEOS of a different duration, in the interest of the service, or contracts with a limited perspective in time. Such contracts are justified in particular for project of limited duration, for cases where the Agency needs to avail itself of up-to-date knowledge in specific area (and accordingly, to renew staff) or for replacement of absences.

The criteria used to identify contract agents for short-term employment are the following:

- heavy workload foreseen in a certain area for a substantial, but not indefinite, time period;
- to work with specific, time-limited projects;
- new expertise in an exploratory capacity (where the long-term aspect of the post is unclear and needs further assessment);
- to fill gaps during long-term absences.

All possible renewals of contracts are subject to a thorough assessment as described above (needs of the service, budgetary availabilities and performance)

Seconded national experts

Seconded national experts are assisting the EEA in carrying out the duties assigned to them under the work programme or description of duties drawn up when they apply for the secondment. They continue to be an invaluable part of the staffing structure and their support is pivotal for the cooperation with the European wide network Eionet as defined and established in the Founding Regulation of the EEA, as a means to enable further knowledge sharing and building between EEA and its member countries.

The secondments of national experts to the EEA are governed by the Commission Decision of 12.11.2008 laying down rules on the secondment to the Commission of national experts and national experts in professional training, applied by analogy at EEA. Secondments are concluded for an initial period of two years and can be renewed up to a total of four years. While an exceptional further extension could be possible, under duly justified circumstances, with up to a total maximum of six years, the Agency plans to no longer offer this possibility as of 2021 to avoid that SNE's ate for too long separated from their employment in their home countries.

Structural service providers

The EEA makes use of structural service providers to a certain extent, typically in the areas of IT support and general support (e.g. *interimaires*). Service providers are under contract with private companies which have been selected via a tender procedure (usually an open call for tender). The framework contracts are normally of four years of duration.

Bluebook trainees

In 2017, the EEA entered into a Service Level Agreement (SLA) with the Traineeship Office (TO) of the European Commission in order to make use of the possibility to participate in the bluebook traineeship scheme of the European Commission. The current SLA foresees up to eight bluebook trainees per term (starting in March and October of a given year) to be placed in the EEA in Copenhagen for the duration of the traineeship being a period of five months. The TO involves the EEA in the selection procedure for eligible candidates and the establishment of the short-listed candidates in the bluebook. Based on the established bluebook the EEA has the opportunity to make up to eight placement offers through the TO for short-listed candidates. Bluebook trainees are a great opportunity to bring into the EEA environment young and motivated professionals supporting EEA experts with their newly acquired knowledge and they have the possibility to gain an insight into the EU system and, in particular, the EEA's work and mission (not included in table 1)

B. Appraisal of performance and reclassification/promotions

Appraisal of performance

The EEA has an annual Career Development Cycle (CDC) scheme in place for staff since 2004. An individual development plan is drawn up in December for the following year laying down the objectives and performance indicators of the staff member in relation to the work programme. The CDC includes also the formalisation of the identification of individual learning and development needs. An appraisal is done in January on the performance in the previous year on the basis of the performance indicators set in the yearly development plan. New implementing rules on appraisals were adopted by Management Board decision of 30 October 2015 according to the agency model rules agreed between the European Commission and the EU agencies, in accordance with the established procedure under Art. 110 of the Staff Regulations.

Table 1 - Reclassification of temporary staff/promotion of officials

New implementing rules on the promotion of officials and reclassification of temporary agents have been adopted in April 2016 according to the agency model implementing rules agreed between the European Commission and the EU agencies, in accordance with the established procedure under Art. 110 of the Staff Regulations. These rules substitute the former promotion/reclassification rules in place at the Agency. An annual promotion/reclassification exercise for officials and TAs has therefore been carried out since 2016 following the new rules.

Average seniority in the grade among reclassified staff							
Grades	Year N-4	Year N-3	Year N-2	Year N-1	Year N	Actual average over 5 years	Average over 5 years (according to decision C(2015)9560)
	2016	2017	2018	2019	2020		
AD05	0	0	0	0	0	0	2.8
AD06	3	0	0	2	1	3.5	2.8
AD07	2	1	3	1	2	3	2.8
AD08	2	3	2	1	2	4.1	3
AD09	2	2	0	2	3	5	4
AD10	0	0	0	0	1	5	4
AD11	1	0	0	1	0	7.5	4
AD12	0	0	0	1	1	10.5	6.7
AD13	0	0	0	0	0	0	6.7
AST1	1	0	0	0	0	5	3
AST2	2	1	1	0	0	2.75	3
AST3	2	2	0	3	2	3.3	3
AST4	1	2	1	1	3	3.63	3
AST5	1	2	1	2	3	4.67	4
AST6	1	0	0	2	2	7.6	4
AST7	1	1	1	0	1	6.25	4
AST8	0	0	2	1	0	6.5	4
AST9	0	0	0	0	2	8	N/A
AST10 (senior assistant)	0	0	0	0	0	0	5
AST/SC1	0	0	0	0	0	0	4
AST/SC2	0	0	0	0	0	0	5
AST/SC3	0	0	0	0	0	0	5.9
AST/SC4	0	0	0	0	0	0	6.7

AST/SC5	0	0	0	0	0	0	8.3
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Table 2 - Reclassification of contract staff

New implementing rules on the reclassification of contract agents were adopted in April 2016 according to the agency model implementing rules agreed between the European Commission and the EU agencies. An annual reclassification exercise for CAs has therefore been carried out since 2016 following the new rules.

Reclassification of contract staff					
Function Group	Grade	Staff in activity at 01.01.Year N-2 (2018)	Staff reclassified in Year N-1 (2019)	Avg no of years in grade of reclassified staff members	Avg no of yrs in grade according to Decision C(2015)9561
CA IV	17	3	1	3	Between 6 and 10 yrs
	16	10	3	4	Between 5 and 7 yrs
	15	12	2	3	Between 4 and 6 yrs
	14	21	3	3.33	Between 3 and 5 yrs
	13	2	0	0	Between 3 and 5 yrs
CA III	11	1	0	0	Between 6 and 10 yrs
	10	4	0	0	Between 5 and 7 yrs
	9	6	1	0	Between 4 and 6 yrs
	8	1	0	3	Between 3 and 5 yrs
CA II	6	3	0	0	Between 6 and 10 yrs
	5	6	2	0	Between 5 and 7 yrs
	4	1	0	3.5	Between 3 and 5 yrs
CA I	2	0	0	0	Between 6 and 10 yrs
	1	0	0	0	Between 3 and 5 yrs

C. Implementing rules foreseen for adoption Year N+1

The following implementing rules are foreseen for adoption in 2021:

- Model decision on administrative inquires and disciplinary proceedings
- Decision on absences as a result of sickness or accident
- Decision on employment of temporary agents TA2(a) (b) (d)
- Decision on fight against sexual and psychological harassment

D. Gender balance

Table 1 - Data on 31/12/Year N-1

D. Gender balance

Table 1 - Data on 31/12/Year N-1

		Official		Temporary		Contract		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
Female	Administrator Level	1	50	19	16.24	30	42.86	50	26.46
	Assistant Level (AST and AST/SC)	1	50	36	30.77	16	22.86	53	28.04
	Total	2	100	55	47.01	46	65.71	103	54.50
Male	Administrator Level	0	0	40	34.19	22	31.43	62	32.80
	Assistant Level (AST and AST/SC)	0	0	22	18.80	2	2.86	24	12.70
	Total	0	0	62	52.99	24	34.29	86	45.50
Grand Total		2	100	117	100.00	70	100.00	189	100.00

Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management

	N-5 (2015)		N-1 (2019)	
	Number	%	Number	%
Female Managers	1	12.5	2	22.22
Male Managers	7	87.5	7	77.78

E. Geographical balance

Table 1 - Data on 31/12/Year N-1

E. Geographical balance

Table 1 - Data on 31/12/Year N-1 (2019)

Nationality	AD + CA FG IV		AST, AST/SC+CA FG I+II+III		Total	
	Number	% Total of this category	Number	% Total of this category	Number	% of total staff
Austria	2	1.77	0	0.00	2	1.06
Belgium	7	6.19	5	6.58	12	6.35
Bulgaria	0	0.00	1	1.32	1	0.53
Denmark	15	13.27	26	34.21	41	21.69

Estonia	1	0.88	0	0.00	1	0.53
Finland	1	0.88	2	2.63	3	1.59
France	11	9.73	4	5.26	15	7.94
Germany	18	15.93	3	3.95	21	11.11
Greece	2	1.77	1	1.32	3	1.59
Hungary	1	0.88	3	3.95	4	2.12
Iceland	1	0.88	0	0.00	1	0.53
Ireland	4	3.54	2	2.63	6	3.17
Italy	3	2.65	7	9.21	10	5.29
Latvia	0	0.00	1	1.32	1	0.53
Lithuania	3	2.65	1	1.32	4	2.12
Luxembourg	1	0.88	0	0.00	1	0.53
Malta	0	0.00	2	2.63	2	1.06
Poland	3	2.65	1	1.32	4	2.12
Portugal	7	6.19	1	1.32	8	4.23
Romania	3	2.65	1	1.32	4	2.12
Slovakia	1	0.88	2	2.63	3	1.59
Slovenia	3	2.65	1	1.32	4	2.12
Spain	10	8.85	6	7.89	16	8.47
Sweden	5	4.42	3	3.95	8	4.23
Switzerland	0	0.00	1	1.32	1	0.53
The Netherlands	4	3.54	1	1.32	5	2.65
Turkey	1	0.88	0	0.00	1	0.53
United Kingdom	6	5.31	1	1.32	7	3.70

Table 2 - Evolution over 5 years of the most represented nationality in the Agency

Table 2 - Evolution over 5 years of the most represented nationality in the Agency

Most represented nationality	N-5		N-1	
	Number	%	Number	%
Denmark	43	23.76	41	21.69

F. Schooling

Agreement in place with the European School of :	ESCPH (Copenhagen)
Contribution agreement signed with the EC type I	No
Contribution agreement signed with the EC type II	YES from 2020
No. of service contracts in place with international schools	None
Description of any other solutions or actions in place:	none

The European School has now fully opened the lower school with the full compliment of classes from nursery, through Primary and lower secondary. With the opening of the third language section (French) and where the school is not able to attract sufficient students to fill all classes in this section, It has combined this with the Danish section to admit more students and fill all the classes. Due to a delay of one year in the approval of the Danish governments funding on the upper secondary, this did commence in Autumn 2020 with the first upper secondary class and the school now expects it's first students to graduate with the European Bacallaureate in 2023. The school has had its accreditation for the Nursery through to lower secondary audited and the accreditation was reconfirmed with a glowing report. The number of students of parents working for the Agency is growing as expected, with 24 students enrolled for the current academic year. In line with this growth, the Agency signed a contribution agreement with DG HR and they will now coordinate the necessary funding of the contributions for both the Agency and Commission staff attending the school. The Agency will receive the required debit note to cover our costs. In this transition year where we implement this agreement, there were excessive charges being the equivalent of a doubling of expenses as we switch from a retroactive payment to and advance payment methodology – this will revert to a singular payment in 2021.

Annex 6 Environment management

Context of the Agency and its environmental management strategy

Given the EEA's mission and legal mandate, the Agency recognises in its [environment policy](#) that it has a special responsibility to act as a role model when it comes to managing its own environmental performance.

The EEA's vision is to be a climate friendly and resource efficient organization.

To minimise its environmental impacts and continually improve its performance, the Agency has in place an environmental management system, which complies with the Eco-Management and Audit Scheme (EMAS).

Overview of the agency's environmental management system

The EEA uses an environmental management system, which was registered under the **European Eco-Management and Audit Scheme (EMAS)** in 2005. Since 2009, the EEA has published an [annual environmental statement on its website](#). EMAS is part of the EEA's Quality Management System (QMS).

Environmental management, procedures, responsibilities and annual activities are documented in the EEA environmental management handbook (EEA internal document).

Environmental aspects, indicators and targets

EEA activities have both direct and indirect impacts on the environment. Under EMAS, the EEA routinely monitors the following environmental aspects:

- use of electricity
- energy for heating
- water consumption
- paper consumption
- generation of waste
- CO2 emissions from business travel

The [EEA's environmental statement report 2019](#) outlines details on objectives, monitoring and progress. It includes a summary table outlining the sources of the impact, action plans, performance indicators, the performance in 2019 and the percentage change compared to data of the previous 5 years for all environmental aspects listed above.

Actions to improve and communicate environmental performance

Detailed action plans to improve and communicate the environmental performance are included in the [EEA's environmental statement report 2019](#) for the following environmental issues:

1. Electricity consumption
2. Paper consumption
3. Sustainable resource use
4. Waste production
5. Greenhouse gas emissions

6. Procurement
7. Green communication/awareness raising activities
8. Environmental economic and social impacts
9. Internal environment

Offsetting of emissions:

Emissions related to business travel have been reported since 2006 and a carbon-offsetting scheme was introduced. The carbon-offsetting scheme is managed by the EEA's travel agent, BCD Travel, and the offsets are used to support Gold Standard energy efficiency projects in Africa.

Annex 7 Buildings

Information to be provided per building	Name, location and type of building	Other Comment
Location	Kongens Nytorv 6 (KN6) Kongens Nytorv 8 (KN8)	Down-town (centrally located) late 19 th century buildings – earlier hosting banks and headquarters of Danish companies. EEA is the only tenant in KN6 while only renting a part of KN8.
Surface area (in square metres) <ul style="list-style-type: none"> Of which office space Of which non-office space 	KN6 7202m ² ; KN8 2740m ² KN6 5990m ² ; KN8 2460m ² KN6 1212m ² ; KN8 280m ²	
Annual rent (in EUR)	KN6: Approximately EUR 1 966 605.92 EUR KN8: Approximately EUR 674 936.80 EUR Total EUR 2.641.543	Including rent, operational costs and deposit.
Type and duration of rental contract	Commercial lease agreement valid until one of the parties renounces it through a twelve months written notice.	Although the ownership of the building KN6 changed at the beginning of 2017, it did not entail any modification to the existing lease agreement.
Host country grant or support	None	
Present value of the building	Not applicable	
Outlook		No significant change foreseen. Should staffing remain at current numbers, it is a possibility to reduce the rented space should EEA successfully transform to more open office solutions.

Annex 8 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities/ diplomatic status	Education/day care
The Agency has diplomatic status	Since 1 st April 2017 Agency staff have the option to be registered either with Danish Protocol or with a full CPR in the Danish system. Senior management have full diplomatic status	Agency statutory staff receive education allowances in line with the Staff regulations
The Agency has exemption from VAT. The Agency pays the VAT on Danish invoices then claims it back from the Danish Protocol.	Externally recruited Agency staff can buy one car free of VAT and registration tax within a period of one year as from the date of taking up duties	No specific privileges. Agency staff have access to day care facilities within Denmark but this can be problematic for those staff who wish to or need to register via the Protocol Dept. rather than via the normal immigration services (thus obtaining a full 'CPR' number) an option which is since 1st April 2017 possible to all statutory staff.

Annex 9 Evaluations

Between 2016 and 2018 the European Commission carried out an evaluation of the European Environment Agency and of its EIONET network including also the Founding Regulation. The evaluation covers the period mid-2012 until end-2016 and considers the previous evaluations of the agency (such as that from April 2013). The evaluation follows the Better Regulation Guidelines and thus includes analysis of five main themes: effectiveness, efficiency, relevance, coherence and European added value.

The overall conclusion of the evaluation is that the EEA and EIONET fulfil the main objectives set by the Founding Regulation. The evaluation assessed that the EEA and EIONET continue to be relevant and provide EU value added by implementing the multi-annual work programmes in a largely effective, efficient and coherent way.

The evaluation recognised the EIONET is a unique network of environment and climate expertise that provides essential expertise in many areas and contributes to the efficiency of the EEA's work. There was margin for improvement in the information on EIONET activities, the clarification of the role and better visibility of the value added of the various EIONET components and how these interact with the EEA and the Commission services, notably in the area of reporting.

EEA and EIONET were seen as essential data providers both for the Commission and also for member countries. While data collection is seen as working efficiently in all climate and many environmental fields, they did not always yet fully benefit from new technologies, such as Copernicus. The evaluation identified that these additional requests demonstrate recognition that EEA and its network provide unique value for money. While additional but temporary resources accompanied some of these specific requests, EEA had to adjust to a nominal freezing of the EU core subsidy and corresponding human resource reduction in line with the Commission policy for decentralised agencies.

The evaluation further concluded that EEA has proven to be reliable in providing the necessary information to support EU policy making and had adapted very well to new EU policy developments. The evaluation also noted that these accomplishments had been achieved against a backdrop of decreasing staff resources and increasing demand from the Commission to support new legislation on both environment and climate sides as well as support for Copernicus.

The conclusions of the evaluation, and the recommendations of the Management Board thereupon, are available on the EEA website at: https://www.eea.europa.eu/about-us/documents#c4=public+administrative+document&b_start=0 . Follow up on the recommendations is being addressed by the EEA in its ongoing planning and moreover in the implementation of the EEA/Eionet strategy to cover the period 2021-2030.

Annex 10 Strategy for the organisational management and internal control systems

The EEA is organised as per the organisational chart (Annex I) with nine programmes designed to deliver the activities detailed in section III of this SPD. The resources, both human and financial, are attributed to each programme according to the activities carried out.

The EEA governance bodies — the Management Board and Bureau — adopt all statutory documents, as set out in the applicable rules and regulations, including those related to the internal control system.

For an effective internal control, EEA Management Board and Bureau adopted in December 2017, at its 80th meeting the EEA Internal Control Framework. This framework derives from the Internal Control Framework laid down by the Commission for its own departments.

The five components of EEA Internal Control Framework are:

- **control environment**; under this umbrella, EEA management has defined how the organisation ensures a common approach regarding responsibility, accountability, integrity and competences of staff.

In particular, in every staff annual appraisal, potential conflicts of interest are evaluated and the confirmation of conflict of interest/no conflict of interest is documented. The EEA's degree of exposure to the risk of conflict of interest has been assessed and existing mitigating measures to respond to the risk are listed in the policy for the management and prevention of conflict of interest and reputational risk.

- **risk management**; EEA management identifies risks to the achievement of its objectives across the organisation after setting EEA mission, objectives per activities, financial objectives, reporting and monitoring. Risks identification and assessment are done every trimester at project level and annually at agency level.

The risk of fraud is considered for each of these assessments. However, it is formally assessed every three years when the anti-fraud strategy is reviewed or when relevant changes occur in EEA organisation within the three years. The EEA Management Board has adopted the first anti-fraud strategy and action plan in November 2014 and adopted the regular updates hereafter.

- **control activities**: several control procedures have been developed to mitigate the risks identified in the risk management exercises and to mitigate the risks inherent to EEA activities. Among these procedures, EEA management has defined the user rights so that segregation of duties is respected both in the approval processes and in IT systems. The EEA has an organised IT governance. A business continuity plan has been developed and regularly updated since 2011, which allowed a high responsiveness of EEA staff and management to the COVID-19 crisis in 2020.

- **information and communication**: this component of EEA internal control system relates to both internal and external measures put in place. Regular staff meetings are conducted by EEA Executive Director and cascade briefings of the Senior Management Team meetings are available to all staff. In case of concerns about fraud or serious wrongdoing, EEA staff can

access procedures to help them raise their concerns in an adequate way, to the appropriate functions. These functions keep their information on procedures updated, with their participation to targeted networks on internal control.

For external communication, specific communication strategies are elaborated to ensure that the messages are relevant to the audience being targeted, and cost-effective. Regular contacts take place between programme COM and the EC to align the messages about the environment or common projects.

- **monitoring activities:** EEA management continuously monitors the performance of the internal control system with resource hearings attended by competent staff. They assess the efficiency and effectiveness of controls, identify potential weaknesses and propose remedial actions.

Among the auditors looking at EEA, the Internal Audit Capability contributes to the functioning of an effective and efficient internal control system by the audits performed, the advice provided and the liaison with the European Court of Auditors and the Internal Audit Service of the EC.



Annex 11 Procurement plan Year 2021

Core budget - 2021										
Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
1.1	1.2.1	Assessment of hydromorphology in coastal waters	Development of a new approach to make use of Copernicus data in the assessment of hydromorphology in coastal waters, including elements that can be assessed with the latest remote sensing data obtained in 2020.	NP	Direct contract	Q2 2021	Q2 2021	6	15,000	

1.2	1.2.8	Consultancy services to provide ecological knowledge for a transition of society	To support the EEA and the EU in the implementation of the European Green Deal, the EU Biodiversity Strategy to 2030 and related strategies in terms of Protected Areas, restoration, governance and economic aspects. Work will be divided into four lots: Ecological knowledge for terrestrial ecosystems (lot 1) Ecological knowledge for freshwater and marine ecosystems (lot 2) Sectoral and socio-economic aspects of a path to resilient ecosystems (lot 3) Knowledge for biodiversity, information management and outreach (lot 4)	Inter-institutional OC	FWC	Q4 2021	Q2 2021	12 + 12 + 24	4,000,000	Based on consumption under current FWC (EEA/NSS/17/002) and expected uptake by freshwater/marine, agriculture and forests areas, as well as an assumption of an increase in funding to support links between biodiversity and climate change.
1.3	2.5.6	Provision of aviation greenhouse gas data	Provision of aviation greenhouse gas data from Eurocontrol according to Article 11.1 (b) of the FR	NP without prior publication of a contract notice	FWC	Q1 2021	Q1 2021	48	300,000	

1.4	5.1.1	Framework service contract to support the SOER 2025		OC	FWC	Q2 2021	Q1 2021	48	1,500,000	
1.5	5.2.4	Drivers of change-narratives of change, including aspects of urgency, risks, uncertainty, preparedness, precaution – EEA briefings and a scoping paper	Drivers of change-narratives of change, including aspects of urgency, risks, uncertainty, preparedness, precaution – EEA briefings and a scoping paper	NP	Direct contract	Q2 2021	Q1 2021		50,000	
1.6	5.3.3	EU policy mix supporting sustainability transitions	First phase of work elaborating on SOER 2020's analysis of how diverse EU policy domains contribute to enabling or constraining the emergence of more sustainable production-consumption systems and phase-out of unsustainable systems.	NP	Direct contract	Q2 2021	Q1 2021		35,000	
1.7	5.x.y	Resource nexus, challenges and opportunities in the context of EGD - EEA briefing	Resource nexus, challenges and opportunities in the context of EGD - EEA briefing	NP	Direct contract	Q2 2021	Q1 2021		50,000	
1.8	5.x.y	OECD cooperation - on environmental	OECD cooperation - on environmental emergencies and economy	NP	Direct contract	Q2 2021	Q1 2021		30,000	

		emergencies and economy								
1.9	6.0.3	Provision of travel arrangements services to the EEA	Provision of travel agency services to the following activities that require travel arrangements: missions, meetings, recruitments, learning and developments	OC	FWC	Q2 2022	Q4 2021	48	5,000,000	Expecting a lower level of travel than in previous years
1.10	6.1.2	Provision of relocation services to the staff of the EEA	Support and assistance to future EEA staff members in settling and relocating smoothly in their new place of employment	NP	FWC	Q1 2022	Q4 2021	12 + 12 + 24	50,000	Services not much used, up to date (14/10) only ~15k is committed
1.11	6.1.2	Provision of waste management and waste removal services to the EEA	Waste management and waste removal services, including management of general household waste, organic waste and paper/cardboard, disposal of glass, electronic, plastic, etc.	NP	FWC	Q2 2021	Q1 2021	48	60,000	
1.12	6.3.4	Consultancy services relating to map and chart production for digital and print products	Consultancy services relating to map and chart production for digital and print products	OC	FWC	Q2 2021	Q1 2021	48	800,000	

1.13	6.3.6	Provision of strategic communication services	Provision of strategic communication services	OC	FWC	Q1 2022	Q4 2021	48	600,000	
1.14	6.3	Library supplies and services to the EEA	- Subscription management services and e-resources access – individual subscriptions (Lot 1) - Subscription management services and e-resources access – package subscriptions (Lot 2) - Acquisition platform for books and e-books and related services (Lot 3)	OC	FWC	Q2 2021	Q1 2021	48	300,000	The estimated total value is calculated on the basis of 2020 pricing for accessing 13 print and/or digital subscriptions to major EU newspapers, environmental journals, specialized platforms, international magazines and scientific periodicals, adjusted according to the serials price projections of a yearly 5% increase as reported in the preliminary market study. This result is then topped up with the foreseen acquisition of 35 e-books or books over 4 years and of a resource discovery solution. The total price also accounts for unforeseen subscriptions' needs or resources to cover new areas of work and topics, in line with the new Eionet strategy and the EU Green Deal.
1.15	6.4.1	IT consultancy services	IT consultancy services in the area of Java software development, development of QA scripts and online web questionnaires, and second level support on requests from first level helpdesk	OC	FWC	Q1 2022	Q3 2021	48	2,000,000	
1.16	6.6.2	Provision of training and coaching on public speaking and writing to the staff of the EEA	Provision of training and coaching on public speaking and writing to the staff of the EEA	NP	FWC	Q3 2021	Q1 2021	48	100,000	

1.17	6.6.2	Ad hoc L&D services	Ad hoc Training and consulting services for organization matters, team building and training services	NP	Direct contract	Q1 2022	Q1 2022	up to 12	30,000	
1.18	6.4.1	IT consultancy services	Microsoft infrastructure first level support	OC	FWC	Q1 2022	Q3 2021	12 + 12 + 24	1,000,000	
1.19	6.1.5	Independent external validation of the Internal audit capability at the EEA	In compliance with standard 1312 of the International Standards for the professional practice of internal auditing (standards), external assessments must be conducted at least once every five years by a qualified, independent assessor or assessment team from outside the organisation. The latest certification was established in 2016. The purpose of this procedure is for the assessor/assessment team to undertake an independent external validation of the self-assessment of the EEA IAC with a view to certify the audit	NP following reopening of competition	Specific contract under Inter-institutional Call BUDG-19-PO-01	Q2 2021	Q2 2021	6	8,800	Estimated amount based on 8 days of work at 1,100 EUR per day. Hourly rate defined by reference to an average of hourly rates presented by audit firms in BUDG 119 prices (manager profile). Number of days defined after experience of previous assessment and time dedicated to audit EEA accounts/Copernicus.

			function from 2021 to 2026							
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Core budget - 2022										
Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
1.1	1.1.1	Provision of expert assistance to support activities on energy, mobility, air pollution, climate change mitigation and adaptation	Expert assistance to support activities on energy, mobility, air pollution, climate change mitigation and adaptation (2 lots)	OC	FWC	Q1 2023	Q3 2022	36 + 12	3,800,000	
1.2	1.1.5	Update of SEBI indicator	Update of SEBI indicator according to Article 11.1 (b) of the FR	NP without prior publication of a contract notice	Direct contract	Q2 2022	Q1 2022	7	50,000	
1.3	6.0.2	Consultancy services	Provision of consultancy services on mindfulness and focus leadership intervention	NP	FWC	Q3 2022	Q2 2022	12 + 12 + 24	60,000	
1.4	6.0.2	Interim services	Provision of interim services	OC	FWC	Q1 2023	Q4 2022	24+12+12	1,500,000	
1.5	6.1.2	Cleaning services	Provision of cleaning services in	OC	FWC	Q4 2022	Q2 2022	12 + 12 +12 +12	1,000,000	

Core budget - 2022										
Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
			the premises of the EEA							
1.6	6.3.4	Provision of publishing services	Writing services to the EEA (lot 1) Editing and proofreading services (lot 2) Printing services (lot 3)	OC	FWC	Q2 2022	Q1 2022	12 + 12 + 24	1,550,000	
1.7	6.4.1	IT consultancy services	Advanced infrastructure operations	OC	FWC	Q1 2023	Q3 2022	12 + 12 + 24	1,250,000	
1.8	6.6.2	Ad hoc L&D services	Ad hoc Training and consulting services for organization matters, team building and training services	NP	Direct contract	Q1-Q4 2022	Q1-Q4 2022	up to 12	30,000	



Core budget - 2023										
Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
1.1		EMAS Audit service	Provision of EMAS registration for the Agency for years 2023-2029	NP	FWC	Q2 2023	Q1 2023	12+36+36	45,000	
1.2	6.1.2	Kitchen equipment repair	Kitchen equipment repair	NP	FWC	Q3 2023	Q3 2023	48	60,000	
1.3	6.1.2	Provision of security, reception and mail services	Provision of security, reception and mail services	OC	FWC	Q4 2023	Q3 2023	48	900,000	
1.4	6.3	Media monitoring services	Provision of address database, dissemination and media monitoring services for the European Environment Agency (2 lots) Lot 1 - Address database and dissemination services Lot 2 – Media monitoring services	OC	FWC	Q2 2023	Q1 2023	48	400,000	
1.5	6.3	Support services related to participation to or organization of events and exhibitions for the European Environment Agency	Support services related to participation to or organization of events and exhibitions for the European Environment Agency (2 lots) Lot 1 - Support on participation to or organization of events Lot 2 – Support on participation to or organization of exhibitions	OC	FWC	Q3 2023	Q2 2023	48	400,000	

Core budget - 2023										
Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
1.6	6.3	Provision of multimedia and audio-visual services	Provision of multimedia and audio-visual services for the European Environment Agency (EEA)	OC	FWC	Q4 2023	Q3 2023	48	600,000	
1.7	6.3	Language training service	Provision of language training services for the staff members of the EEA	NP	FWC	Q4 2023	Q3 2023	48	120,000	
1.8	6.3	Monitoring of the use of European Environment Agency products	Monitoring of the use of European Environment Agency products	NP	FWC	Q1 2024	Q4 2023	48	100,000	
1.9	6.4.3	IT consultancy services to the European Environment Agency (leading contracting authority) and the European Commission, Directorate-General for Environment (participating contracting authority) in the areas of dataflow development, management and operation, Inspire support and services.	Lot 1: Tabular and geospatial data processing and related support Lot 2: Metadata cataloguing, geospatial data modelling and INSPIRE support	OC	FWC	Q1 2024	Q3 2023	48	7,000,000	

Core budget - 2023

Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
1.10	6.6.2	Ad hoc L&D services	Ad hoc Training and consulting services for organization matters, team building and training services	NP	Direct contract	Q1-Q4 2023	Q1-Q4 2023	up to 12	30,000	

Non-Core budget - 2021

Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
2.1	6.5	Validation of CLMS products	Validation of Copernicus land monitoring products	OC	FWC	Q3/2020	Q4/2020	48	1,000,000.00	
2.1	6.5	Improvement of the Copernicus Reference Data: EU-Hydro and EU-DEM	Further improvement of EU-Hydro and EU-DEM, ensuring consistency between the two datasets	OC	FWC	Q2/2020	Q3/2020	48	1,500,000.00	
2.1	6.5	Crop monitoring	Crop monitoring	OC	FWC	Q3/2020	Q4/2020	48	1,500,000.00	
2.1	6.5	Additional support for further development of CLC+ components (CLC+ instances)	Follow-up issues related to technical specifications for the implementation of CLC+ based on the EAGLE concept	NP Article 5 EEA Regulation	Service contract	Q3/2020	Q4/2020	6	130,000.00	
2.1	6.2.5	Environmental Information Systems and reporting component	Providing support to establishing and strengthening environmental information systems. Providing support in improving environmental data reporting. Providing support to strengthen national Eionet networks.	NP Article 5 EEA Regulation	Service contract	Q1/2020	Q1/2020	24	50,000.00	

Non-Core budget - 2021

Ref. No	Strategic area (SA)	Title	Description	Procedure	Contract type	Scheduled contract start date	Scheduled launch tendering	Contract duration (months)	Estimated total max. budget (EUR)	Information on contract value calculation
2.1	6.2.5	Copernicus programme component	Strengthen national capacities of the Western Balkan countries with a view of their future integration into the Copernicus programme. Production of guidelines for verification and training of national experts on usability of Copernicus products.	NP Article 5 EEA Regulation	Service contract	Q1/2020	Q1/2020	24	60,000.00	

Annex 12 Plan for grant, contribution or service-level agreements

	General Information					Financial Information				
	Start Date	Total Amount (EUR)	Duration (months)	Counterpart	Short Description		2020	2021	2022	2023
Grant Agreements										
IPA 2020	Feb 2020	1,275,000	48	DG NEAR		Amount (EUR)	1,275,000			
						Number of CAs	1	1		
						Number of SNEs				
Contribution Agreements										
Copernicus Delegation Agreement	Dec 2014	87,000,000	61	DG DEFIS		Amount (EUR)	14,363,000	631,000		
						Number of CAs	6	6		
						Number of SNEs				
Service Level Agreements										
						Amount (EUR)				
						Number of CAs				
						Number of SNEs				

Notes:

Only the agreements in force at the time of writing and active at the end of 2020 have been listed.

Regarding the duration of Copernicus: the operational period of the agreement terminates at the end of 2021, but the financial period terminates at the end of 2026.

