

[DATE]

Department of Work and Social Economy of Flanders

Measure name:

R-4.06 An inclusive labour market

Milestone/target description:

37 professional sectors implement actions on non-discrimination (see Addenda non-discrimination and inclusion 2021-2022). The Flemish government assesses the implementation of each action on the basis of the individual predetermined commitments of each sector.

Verification mechanism:

Summary document duly justifying how the target (including the relevant elements of the target, as listed in the description of target and of the corresponding measure in the CID annex) was satisfactorily fulfilled.

This document shall include as an annex the following documentary evidence:

1. Sector covenants and Addenda non-discrimination and inclusion 2021-2022 which include the individual predetermined commitments of each sector;
2. Policy report by Flemish Department of Work and Social Economy providing information on the planned timeline, partners involved including an assessment of the implementation of actions.

A. Evidence provided:

Description of the files provided:

- BE-C[C51]-R[R-406]-T[141] Cover note: This cover note contains the content and information that is requested within the verification mechanism as the “summary document”. As such this document duly justifies how the target (including the relevant elements of the target, as listed in the description of the target and of the corresponding measure in the CID annex) was satisfactorily fulfilled. This summary document shall explain explicitly how and which vulnerable groups will be targeted.
- BE-C[C51]-R[R-406]-T[141] sector covenants and BE-C[C51]-R[R-406]-T[141] Addenda: Sector covenants and Addenda non-discrimination and inclusion 2021-2022 which include the individual predetermined commitments of each sector.
- BE-C[C51]-R[R-406]-T[141] Policy report: Policy report by Flemish Department of Work and Social Economy providing information on the planned timeline, partners involved including an assessment of the implementation of actions.

B. Detailed justification:

An inclusive labour market (R-4.06): Completion of sectoral non-discrimination actions

Target description: (i) 37 professional sectors implement actions on non-discrimination (see Addenda non-discrimination and inclusion 2021-2022). (iii) The Flemish government assesses the implementation of each action on the basis of the individual predetermined commitments of each sector.

Element (i); 37 professional sectors implement actions on non-discrimination (see Addenda non-discrimination and inclusion 2021-2022).

All sectors that have agreed to implement actions on non-discrimination can be found on the website of the Flemish government ([Overzicht van sectorconvenants en addenda | Vlaanderen.be](https://overzicht.vlaanderen.be/overzicht-van-sectorconvenants-en-addenda)). The Addenda non-discrimination and inclusion 2021-2022 are part of the sector covenant that has been agreed upon by the sector and the Flemish government. For each sector, the Sector covenants and addenda non-discrimination 2021-2022 are provided in the documents BE-C[C51]-R[R-406]-T[141] sector covenants and BE-C[C51]-R[R-406]-T[141] Addenda. These documents include a description of the individual predetermined commitments of each sector, as well as the timing and other partners involved.

Element (ii); The Flemish government assesses the implementation of each action on the basis of the individual predetermined commitments of each sector.

An assessment of the implementation of the addenda is made and is provided in document BE-C[C51]-R[R-406]-T[141] Policy report for each sector covenant. The evaluation is made thoroughly and indicates whether the sector has reached the specific goals they had set beforehand or not. When they have not reached the goals they had set, it is mentioned if they were motivated and made effort to reach their goals.