

December 2014

# Annual Work Programme 2015



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## Section 1 – Overview of FRA

### 1.1 The mandate of FRA

The **European Union Agency for Fundamental Rights (FRA)** has been set up to provide independent evidence based advice relating to fundamental rights, in the domain of Union law. The FRA's activities serve to promote fundamental rights and to support the EU institutions and Member States in raising the level of protection for everyone in the European Union.

The objective, the scope and the tasks of the Fundamental Rights Agency are set out in Articles 2 to 4 of Council Regulation (EC) NO 168/2007 establishing the FRA. To achieve this objective, the Agency collects and analyses data in order to provide independent, evidence-based assistance and expertise to EU institutions and Member States, as well as other human rights stakeholders.

The Agency situates its work in the wider context of the Charter of Fundamental Rights of the European Union. The purpose of the Charter is to strengthen the protection of fundamental rights in the European Union in the light of changes in society, social progress and scientific and technological developments. The Agency fulfils its tasks, as defined by its Regulation, by implementing specific projects and horizontal activities within the thematic areas of its five-year Multi-annual Framework 2013-2017, which fall broadly under different chapters of the Charter of Fundamental Rights. The thematic areas of the Multi-annual Framework are at the same time of a cross-cutting nature, as they have implications on fundamental rights in different chapters of the Charter.

According to Article 5 (3) of its Regulation, the Agency may respond to requests from the European Parliament, the Council or the Commission for scientific research and surveys, conclusions and opinions on specific thematic topics at the request of the European Parliament, the Council or the Commission outside the thematic areas of the Multi-annual Framework provided its financial and human resources so permit. Such requests may also deal with legislative proposals and their compatibility with fundamental rights. However, according to Article 4 (2) of its Regulation the Agency's conclusions, opinions and reports may not deal with the legality of acts within the meaning of an action for annulment or with the question of whether a Member State has failed to fulfil an obligation under the Treaty within the meaning of an infringement procedure.

In accordance with Article 9 of its Regulation and with the Agreement of cooperation between the Agency and the Council of Europe, the Agency will coordinate its activities set out in this Annual Work Programme with those of the Council of Europe. In particular, the Agency bases its work on the standard-setting of the Council of Europe and the outcome of its monitoring, as well as its relevant research and communication work. Likewise, the Agency's work aims to feed into and support that of the Council of Europe.

The FRA cooperates with Union bodies, offices and agencies, Member States, governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including National Human Rights Institutions, Equality Bodies, Ombudsperson institutions, and civil society organisations. The FRA takes in particular into account in its research initiated by the European Commission – for example, research under the EU Research Framework Programmes. This basis serves to avoid duplication and to enhance synergies between the work of the Agency and the Commission

services. In addition, the Agency cooperates with the Organization for Security and Co-operation in Europe (OSCE), the United Nations and other international organisations. The Agency considers the output of the UN human rights system related to EU Member States, in particular resulting from the Universal Periodic Review, Special Procedures of the UN Human Rights Council and UN treaty bodies. In addition to the issues and activities related to the specific thematic areas outlined in the Multi-annual Framework, the Agency also carries out work on fundamental rights in general and undertakes activities which cut across the various thematic areas (transversal and horizontal tasks). These activities relate in particular to the Agency's activities on human rights awareness raising as well as its work with civil society in its Fundamental Rights Platform.

### 1.2 Planning the work: integrated methodology and stakeholder engagement

In order to implement its long-term strategic approach the Agency has adopted a multi-annual planning method: its Annual Work Programmes are prepared three years in advance with support by the Agency's Scientific Committee. Stakeholders start contributing to the Agency's Annual Work Programme at least two years in advance through systematic, continuous dialogue and consultation which continues throughout the planning process.

Such a multi-annual planning approach allows the Agency to develop large scale multi-annual projects based mostly on fieldwork research. The consistency of the objectives and the mitigation of potential uncertainties related to long-term planning are regularly checked and revised. The Agency monitors and evaluates its activities on an ongoing basis providing its Management Board, Scientific Committee and main stakeholders with early and regular feedback on any essential changes in its projects. This long term planning approach allows the Agency to adhere to the limits set in its multi-annual staff policy plan and provides robust forecasts for procurement.

The Agency designs and implements its projects based on an integrated cross-departmental approach: cooperation and engagement with project stakeholders, research, analysis and the development of opinions and expert advice are undertaken in the departments Equality and Citizen's Rights (ECR) and Freedoms and Justice (FJ); communication and awareness raising activities, as well as cooperation and engagement with the Agency's key partners (such as National Liaison Officers, EU institutions, Fundamental Rights Platform, NHRIs, Equality Bodies and Ombudsperson institutions) are carried out by the Communication (CAR) department. Much of the Agency's work is carried out through multi-annual rolling projects to address more resource and time demanding issues. In addition, cross cutting activities allow the Agency to cover a broad spectrum of fundamental rights issues. In order to ensure a flexible implementation of the Work Programme, projects have been given priority according to the following model:

#### **FIRST PRIORITY**

**Projects that follow-up on past work, correspond to key EU priorities and are considered essential to complete work in a specific area**

#### **SECOND PRIORITY**

**Projects which, although essential, could be postponed to next year owing to, for example, unforeseen requests by stakeholders**

#### **THIRD PRIORITY**

**Projects that can be done only if funds become available in the course of the financial year.**

## Section 2 – The FRA activities

### 2.1 Providing evidence-based advice

The Agency provides evidence-based advice to EU institutions and Member States to support them in their efforts to fully respect, protect, promote and fulfil fundamental rights. This advice is provided in different ways, for example through conclusions and opinions based on its independent research, data collection and analysis; or by providing a specific opinion after request by the European Parliament, the Council or the Commission on a legislative proposal.

FRA conclusions and opinions, contained in its comparative reports, are addressed to the EU institutions and Member States. In addition, the work of the FRA supports the activities of other key actors, in particular the Council of Europe and international organisations, such as UNICEF, UNHCR, OHCHR, OSCE/ODIHR, etc., as well as regional and local authorities, National Human Rights Institutions, Equality Bodies and Ombudsperson institutions, as well as civil society organisations.

There is growing demand for more evidence based expertise from EU institutions both through informal consultations and formal requests requiring a Work Programme with the flexibility to respond to these, while continuing planned research projects.

### 2.2 Collecting and analysing data

Data collection and analysis on the situation of fundamental rights in the EU provides the basis for the Agency's assistance and expertise. In 2015 the FRA will carry out data collection activities on fundamental rights issues, as outlined below, which are often cutting across several areas included in the EU's Charter of Fundamental Rights.

Research undertaken by the Agency is interdisciplinary, covering both legal and social research. Comparative reports are mostly written in-house by expert staff, and all publications follow a rigorous review process to ensure the highest possible quality; involving the FRA's Scientific Committee, senior research staff, Heads of Department and the Director, and often external experts.

The Agency's research departments work closely together so that results in one area, for example on asylum issues, inform the analysis in other areas, for example racism or the rights of the child, and vice versa.

The Agency's research often spans into multi-annual rolling projects, when addressing more resource or time demanding issues or when substantial fieldwork research needs to be undertaken. In addition, horizontal activities allow the Agency to cover comprehensively a broad spectrum of fundamental rights issues and respond to needs that might arise during the year.

FRA research is policy driven and needs to be policy relevant. With this in mind, the Agency engages with key stakeholders both at the planning and at the implementation stages of projects to ensure that the work carried out actually corresponds to their needs.

Data are collected in two ways: as secondary source information or as primary data collection based on fieldwork. Data and information are

collected across the EU through the FRA's own research network (FRANET), which is composed of contractors in each Member State, or through other contracted experts for particular projects.

Secondary sources include data and information from governmental sources, as well as from non-governmental sources such as academic research, civil society reports and studies, and results of monitoring by international organisations. The FRA's past work has established that secondary source data and information are often not available or not comparable on a range of issues; for example in the areas of recorded hate crime or discrimination complaints. Therefore, the FRA undertakes primary fieldwork research to fill this knowledge gap in key areas. Examples are the Agency's large-scale EU-MIDIS survey in 2009, its Roma survey in 2011 and its violence against women survey conducted in 2012–2013, which serve to fill a gap in current EU-wide data on particular fundamental rights issues.

For primary data collection, FRA experts utilise robust, scientific methods and in-house expertise, and work together with experts, stakeholders and contractors in the development of research and the application of different methodologies when collecting data and information across the EU.

FRA reports are drafted by expert staff in-house based on an analysis of primary and/or secondary data. In some cases, the analysis draws on background analysis and other deliverables developed by external contractors from various EU Member States. All reports go through a careful scientific and language editing process in-house to ensure the publication of academically sound and readily understandable reports that are pitched towards diverse target audiences.

FRA reports are published in English, French and German as well as other EU languages, where applicable.

### 2.3 Cooperating with key actors, with stakeholders and partners

FRA works closely with its partners at all levels of the European Union to ensure that its activities are relevant to current fundamental rights issues. FRA maintains close working relations with the European Union institutions – namely the European Parliament, the Council of the EU, the European Commission. It cooperates with its advisory bodies – the European Economic and Social Committee and the Committee of the Regions, as well as with a number EU Agencies (in particular Eurofound, Frontex, Eurojust, EASO, Europol, EIGE, Executive Agency for Health and Consumers (EAHC), eu-LISA and CEPOL). It co-chairs the Frontex Consultative Forum, set up by Regulation 1168/2011 to provide fundamental rights expertise to Frontex.

FRA cooperates with the Member States of the EU. One of the strategic priorities for 2013 – 2017 is to increase FRA's usefulness at the national level. A main instrument of this cooperation is the FRA network of National Liaison Officers (NLOs). NLOs are the main contact points for the Agency in Member States. Continuous exchange and regular meetings help to create a strong working partnership, which guarantees that information is shared and national needs are known and addressed as far as possible. In close

cooperation with NLOs, the FRA will also reach out and disseminate FRA reports and other deliverables to national parliaments. At the national level, also National Human Rights Institutions, Equality Bodies and Ombudsperson institutions, civil society organisations working in the area of fundamental rights, and other institutions working on fundamental rights issues are important partners.

Finally, the FRA has a close working relationship with the Council of Europe, employing its standards in its work. A Cooperation Agreement determines the scope and nature of the cooperation. The FRA also cooperates with the United Nations system and the Organization for Security and Co-operation in Europe (OSCE). FRA is a permanent international partner in the International Holocaust Remembrance Alliance.

This cooperation with stakeholders and partners is essential in connecting the Agency's projects and activities to the thematic priorities and decision-making cycles of the EU institutions, allowing the Agency to feed into key legislative and policy developments on fundamental rights in the EU. It enables the Agency to undertake its advisory role by providing evidence-based information, results, conclusions and opinions.

The Agency also has to ensure that its work is well coordinated with the work of other Agencies or bodies working at the European and national level on fundamental rights. In order to ensure FRA's added value, its priorities and programmes aim at enhancing the consistency and coherence to fundamental rights work at both the European and national level.

In addition, the Agency needs to have 'its ears to the ground' being open to civil society. In this regard it has developed relations with civil society organisations such as social partners, professional groups, academics, practitioners, non-governmental organizations and experts. The FRA has established a specific cooperation network for its work with civil society, the Fundamental Rights Platform. Civil society organisations also engage directly in the projects and activities of the Agency.

The Agency also undertakes human rights training with specific stakeholders, which helps them to develop their capacity to be more effective positive agents of change for fundamental rights, and provides expert input in the development of other Agencies' human rights training – for example, Frontex and Cefpol.

## 2.4 Communicating and raising awareness

In 2015, the FRA will continue to raise public awareness on fundamental rights issues and disseminate information about its work, focusing particularly on communicating with its key stakeholders and partners. All communication activities are based on the Agency's Communication and Cooperation Framework and, more concretely, on its Annual Communication Plan.

In order to ensure that its work has a real impact on policy, FRA develops communication products, tools and services for institutions, organisations and actors who are human rights stakeholders to ensure they receive FRA products and services at the right time and in the most appropriate format. In this way the Agency ensures that it

provides evidence-based, objective, relevant and useful data and information and advice in a user friendly style and format in a targeted and timely way.

Key tools and channels for the FRA's communication and awareness raising include online, print and audio-visual tools and products, as well as events, personal meetings, information stands, and broadcast and print media.

## Section 3 – The FRA multi-annual objectives

### 3.1 Enhancing FRA's contribution to processes at EU level

The FRA has already taken several steps toward this objective by establishing internal focal points for the European Parliament and Council and a European Union and Member States project team, as well as by actively cooperating with other agencies and bodies of the European Union such as EIGE, Frontex, EASO or the European Ombudsperson. In order to respond promptly to such requests, the FRA will plan and allocate adequate human and financial resources to its advice function, assessing the needed skills and clarifying roles and responsibilities without underestimating the importance of research and data collection on which the advice is based.

#### Objectives 2013-2017

- *The FRA enhances its relevance for legal and policy processes at EU level*
- *The FRA responds to requests for opinions and advice in a timely and competent manner*
- *The FRA increases its coordination with the European Commission, the European Parliament and the Council of the European Union*
- *The FRA cooperates efficiently with other EU agencies and civil society*

### 3.2 Enhancing FRA's contribution to processes at the national level

In order to focus its efforts on a targeted group of stakeholders, the FRA will map and assess the relevant actors and processes, with a focus on legislators (national parliaments), government ministries, and public bodies (national human rights institutions, equality bodies and ombuds institutions). It will explore methods to engage with associations of local and regional authorities and civil society organisations to raise awareness of its work. In a second phase, the FRA will run a piloting exercise, testing different methods of outreach and cooperation in Member States. This will allow the FRA to tailor its approach to key stakeholders at national level. From an operational point of view, the Agency's departments will share their experiences in dealing with national level stakeholders, in order to identify internal promising practices. The FRA has already set up mechanisms for cooperating with National Human Rights Institutions and Equality Bodies as well as its network of National Liaison Officers. Intensifying such cooperation will allow the Agency to be more in touch with the needs of national policy makers.

#### Objectives 2013-2017

- *The FRA increases the uptake of its work for national level stakeholders*
- *The FRA increases its cooperation with National Liaison Officers and key national level stakeholders and multipliers*
- *The FRA ensures its products are also useful for national policy and opinion makers*

### 3.3 Identifying trends over time and measuring progress in Member States

The FRA will progressively look at how it can monitor trends in fundamental rights over time with respect to the following, for example: quantitative data collection (FRA surveys and existing data sources); updating legal analysis; creating benchmarks and indicators; identifying and evaluating promising practices. Regular monitoring of trends will initially concern a specific number of key fundamental rights areas – in line with the Agency's MAF areas. Through the development of FRA's surveys – which repeat data collection in key areas every few years – and the follow-up of key projects (both legal and social), the Agency's data collection will develop over time to establish a comprehensive overview of fundamental rights trends. New types of outputs will be developed in order to make trends easily readable and accessible to a wide audience; for example in the form of online interactive maps and graphs etc. Notable trends – with respect to data collected and analysed by FRA – will be associated with follow-up activities with relevant actors to address fundamental rights issues emerging from these trends (sharing promising practices and promoting policy reviews based on FRA's evidence).

#### Objectives 2013-2017

- *The FRA identifies trends over time and monitors progress across the EU – with respect to key areas*
- *The FRA establishes different methodologies for identifying trends*
- *The FRA regularly disseminates analysis based on trends*

### 3.4 Developing timely and targeted responses to fundamental rights emergencies

The FRA already has some experience conducting fieldwork research and providing evidence based advice in crisis situations: it has already published two reports on fundamental rights emergencies (one on “the situation of persons crossing the Greek land border in an irregular manner” in 2011 and one on “violent attacks against Roma in the Ponticelli district of Naples, Italy” in 2008). Both reports were well-received. Because of the nature of these phenomena, it is important to ensure that the Agency has the necessary flexibility to respond to crisis situations. This could be achieved by putting in place internal workflow procedures with guidelines detailing how human and financial resources should be used and in what circumstances. In relation to this particular objective it is crucial that the FRA does not duplicate the work of other organisations: the Agency will play a strictly complementary role using its expertise in collecting and analysing data through scientifically validated fieldwork practices and cooperate with other entities when this is appropriate.

#### Objectives 2013-2017

- *The FRA provides robust data, analysis and advice on FR emergencies*
- *The FRA develops the necessary flexibility to respond to FR emergencies.*
- *The FRA addresses emergency situations in a timely and adequate manner.*
- *The FRA plays a complimentary role vis-à-vis other international organizations*

### 3.5 Improving the impact of FRA's communication and awareness raising

Communication activities will continue to be planned and included throughout the project lifecycle, taking into consideration the constraints of total available staffing and budget. In order to boost the FRA's impact at national level, the way this information is presented will be further improved, where possible with the support of national institutions. The FRA's partners (such as National Liaison Officers and Management Board members, but also National Human Rights bodies or other main national actors) could support the FRA's efforts by helping to communicate FRA results, by organising round tables, etc. When possible, targeted multilingualism will be applied. The FRA will pursue in its efforts to diversify its products, in order to offer information to each stakeholder an adequate format. This includes in particular the development of more targeted FRA briefs, and a standardised template for executive summaries, which could be translated into more languages where applicable. Another initiative to improve visibility and accessibility for the FRA's project results will involve the web: the FRA will make sure its website displays data, with a tool to visualise survey data in a tailor-made way. The FRA will continue to develop awareness raising material, where applicable in close cooperation with the relevant key stakeholders. Again, targeted multilingualism will apply.

#### Objectives 2013-2017

- *The FRA improves the impact of its communication and awareness raising activities*
- *The FRA increases its impact on decision-making processes*
- *The FRA makes effective use of "multipliers" in particular to better understand and reach the national level*
- *The FRA partners support the Agency's communication efforts*

### 3.6 Planning FRA's work and evaluating its impact

The FRA already has a number of instruments in place to help plan and prioritise its work: The FRA Project Planning Evaluation (FRAPPE) takes place at the start of a project and includes the establishment of concrete indicators to assess its future results in terms of outputs and potential impact. The FRA reference database helps the Agency to track external references to its work, which are one of the indicators currently in use. The FRA Annual Activity Report includes a wider range of indicators for each project and an in depth account of all yearly activities. In order to complement and perfect these mechanisms, the FRA will ensure that evaluation activities are always part of the project cycle. FRAPPE meetings will take place before a project is inserted in the Annual Work Programme and will define its activities, results and indicators, allocating a realistic amount of human resources. This applies in particular to multiannual projects which require an extensive amount of resources. New indicators and benchmarks will be developed both at project level and macro-level, measuring outputs and outcomes. Project level indicators will be comparable so that best practices can be shared across departments.

#### Objectives 2013-2017

- *The FRA effectively prioritises its work and evaluates its impact*
- *Evaluation activities are planned for since the first phases of a project*
- *The new performance measurement framework is applied to all projects, emerging best practices are shared throughout the Agency*

## Section 4 – The FRA thematic areas

### FREEDOMS

#### 4.1 Immigration and integration of migrants, visa and border control and asylum

##### Thematic objectives 2013-2017

To promote effective fundamental rights safeguards in the development and implementation of EU policies in the field of Immigration and integration of migrants, visa and border control and asylum.

- For the FRA to become a key actor providing robust, relevant and timely advice on fundamental rights to the EU and its Member States;
- To produce evidence where there is a knowledge gap, particularly on policies relating to borders, visas, migrants in an irregular situation and returns;
- To identify and share promising practices collected through FRA's research activities;
- To advise and support FRONTEX and EASO, especially, with respect to the application of fundamental rights in their respective spheres of work;
- To coordinate the Agency's efforts with the United Nations High Commissioner for Refugees and other relevant organisations working in this field;
- To contribute to the development of policies and actions which support migrant integration and provide a more comprehensive and balanced picture of their positive contribution and added value to the economic, social and cultural development of societies and their trading relations.

##### Policy context

The Treaty of Lisbon calls on the European Union to offer its citizens “an area of freedom, security and justice without internal frontiers, in which the free movement of persons is ensured in conjunction with appropriate measures with respect to external border controls, asylum, immigration and the prevention and combating of crime” (Article 2, the Treaty of the European Union). In turn, the Union is developing a common policy on asylum, immigration and external border control, based on solidarity between Member States, which is fair towards third-country nationals (Article 67, Treaty on the Functioning of the European Union). The Union has adopted some 30 regulations and directives in this field, with some further instruments under negotiations. The Court of Justice of the EU has increasingly been called to clarify the meaning of provisions included in these instruments. Asylum, visa policy, border control and return are today largely regulated by EU law.

##### Previous work

In the period 2010-2014 the FRA has focused on border control, irregular migration, including returns, and asylum, publishing 13 reports. Since 2013, the Agency has also devoted resources to project work on severe forms of labour exploitation. In addition, in 2013 the FRA released a handbook together with the European Court of Human Rights on European law in the field of asylum, migration and borders, which it committed to update regularly. Two cooperation agreements have been signed with Frontex (May 2010) and with EASO (June 2013), based on which the FRA is regularly providing fundamental rights expertise to these two agencies. Until the end of 2014, FRA was co-chairing the Frontex Consultative Forum (established by Regulation 1168/2011 to provide advice to Frontex and its Management Board on fundamental rights matters), and has since then continued as a member of the Forum. The Agency has also been engaged in the area of human rights training for border guards; it has, for example, supported the process of updating the Frontex common core curriculum for border guards, which contains a list of knowledge and skills that each border guard must have. FRA also developed materials for the training of Schengen evaluators. As regards external borders, in 2013 the FRA issued a report dealing with the fundamental rights challenges at the Southern sea borders of the EU, which are affected by arrivals of migrants on unseaworthy boats. In 2014, it published two additional reports on respect for fundamental rights during border checks at airports and land borders. In the area of irregular migration, the focus of the Agency's work has been on migrants in an irregular situation. Four reports were released in 2010 – 2011: one on immigration detention (a comparative legal analysis of all 27 EU Member States) and three on the rights of migrants in an irregular situation. The latter include a comparative report covering policies in all 27 EU Member States and two reports (on healthcare and on migrants employed in the domestic work sector) covering 10 EU Member States. Among the issues to be addressed, the reports highlight the situation of those who are in practice not removed and remain in a situation of legal limbo. The issue of “criminalisation” of migration was addressed by FRA in a 2014 paper. In the area of asylum, The FRA has published three reports in 2010, two on asylum procedures (on the duty to inform applicants and on effective remedies) and one on the situation of separated children seeking asylum. These reports allow for the experiences of asylum seekers to inform the work of policy makers entrusted with the creation of a Common European Asylum System. At the beginning of 2011 the Agency published a thematic situation report on ‘The situation of persons crossing the Greek land border in an irregular manner’. The report involved a field visit to Greece to document and better understand the nature of the fundamental rights problem concerning irregular migrants, and to explore potential responses to the problem. Finally, in 2014 a report on combatting forced marriage was released.

##### Projects and activities planned in 2015

In 2015, the FRA will build on the work done in previous years and use the results of its research findings to inform policy making processes at the EU level as well as operational activities by relevant EU agencies. The Agency's report from the project on severe forms of labour exploitation will be launched in 2015, which encompasses research on victims of exploitation who are both EU and non-EU citizens. In addition, in 2014-15, the FRA envisages to continue its work on borders by undertaking further research into the fundamental rights implications of large IT databases established or planned at EU level. This project will also relate to visa policies, as it intends to cover the Visa Information System.

In addition to the above, the Agency's survey on selected ethnic minority and immigrant groups in the EU (EU-MIDIS II) will include data collection related to the field of integration – which will be at the



stage of fieldwork data collection in 2015. The results of this work, as well as secondary data and information that will be collected through the project on social inclusion and migrant participation in society, will provide valuable evidence on the situation on the ground concerning integration, which builds on work carried out by the European Commission, Eurostat and other actors.

### Expected outcomes

The overall goal of the FRA in this area is for policy makers to consider respect for fundamental rights not as an obstacle to effective policies, but rather as a quality indicator. The FRA intends to achieve this by providing policy makers as well as practitioners with evidence on current practices and possible ways forward. In this regard, key stakeholders, including national authorities, as well as FRONTEX, EASO and eu-LISA, are involved during the implementation of projects to ensure that the results are relevant and usable.

### List of projects under thematic area

- Project fiche 5.1.1 **Severe forms of labour exploitation**
- Project fiche 5.1.2 **Inter-agency cooperation and other activities in the areas of borders, immigration and asylum**
- Project fiche 5.1.3 **Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns**
- Project fiche 5.1.4 **Social inclusion and migrant participation in society**

### Other projects linked to thematic area

- Project fiche 5. 1. **EU – MIDIS II**

## 4.2 Information society and, in particular, respect for private life and protection of personal data

### Thematic objectives 2013-2017

To establish the FRA as a relevant player in the field of information society, privacy and data protection.

- To develop FRA work in the area of information society, in particular in the area of fundamental rights in the online world;
- To continue its contribution to the implementation of privacy and data protection guarantees in the EU;
- To provide expert input and advice to key stakeholders in the area of information society, privacy and data protection;
- To enhance the understanding of European institutions as regards the need to protect fundamental rights in the digital age and to secure a fair balance between competing fundamental the rights (e.g. data protection and other fundamental rights);
- To strengthen synergies with other key players in the area of information society, privacy and data protection;
- To explore the use of big data in fundamental rights protection .

### Policy context

The increased availability and use of new technologies is having significant repercussions on legal and practical measures to guarantee the fundamental right to data protection and its relation with other fundamental rights, such as freedom of expression and information. In order to take into account rapid technological developments and reaffirm the importance of data protection in the EU, the European Commission proposed a wide-ranging data protection reform package in January 2012. The objective of the reforms are three-fold: 1) to enhance the internal market dimension of data protection, 2) to increase the effectiveness of the fundamental right to data protection and put individuals in control of their data and 3) to enhance the coherence of the EU data protection framework. Once the reform will be adopted, the EU will have a stronger legal framework to guarantee data protection in a technological environment where privacy concerns are put into question. In parallel, the Council of Europe has started processes to modernise the Convention for the Protection of Individuals with regards to Automatic Processing of Personal Data, which is done in close collaboration with the EU. Given the global nature of challenges to privacy, the Stockholm Programme encourages the promotion of the Council of Europe Convention as a worldwide standard. In 2015 it is envisaged that overall data protection reform at EU level will be concluded, as suggested by the Strategic guidelines for legislative and operational planning for the coming years within the area of freedom, security and justice adopted in June 2014.

### Previous work

In May 2010, the Agency published a report on 'Data protection in the European Union: the role of national data protection authorities'. This report looked at the challenges for the EU's data protection system with respect to current deficiencies relating to the independence, effectiveness and capabilities of data protection authorities in different Member States. The report addressed the current lack of enforcement of the data protection system in some Member States, and also made reference to research from surveys that has identified the public's lack of awareness of their rights in the field of data protection. In addition to this report, in 2011 the Agency responded

to a request from the European Parliament to produce an opinion in consideration of Passenger Name Record (PNR) data collection; which served to update the Agency's previous opinion in this area. Building on other Agency reports in 2010 that sought to highlight and address deficiencies and good practices in the EU's fundamental rights architecture, in 2011 the Agency embarked on new research on judicial redress mechanisms and their use in the area of data protection. The research for this project was conducted in 2012, and the research results published in 2014. Alongside this project, in 2013 the Agency prepared a Handbook on European data protection law, bringing together the jurisprudence available at EU level (comprising the ECtHR and the CJEU) with jurisprudence at national level. The Agency has put this Handbook together upon the specific request of the European Commission and in cooperation with the Council of Europe and the European Court of Human Rights. Data protection was a theme of three FRA events in the period 2010-2012: in 2010, the independence of data protection authorities and their contribution to the European fundamental rights architecture was discussed during a FRA Symposium on Strengthening the fundamental rights architecture in the EU; in May 2011, a dedicated workshop on data protection indicators was organised during the FRA Symposium on fundamental rights indicators. In May 2012, the FRA organised a Symposium on data protection focusing on the fundamental rights dimension of the data protection reform package proposed by the European Commission in January that year. In October 2012, the FRA published its opinion on the data protection package in response to a European Parliament request for an opinion on the fundamental rights compliance of the data protection package. In 2013, at the European Commission's request, the FRA analysed the current situation regarding funding and staffing of data protection authorities.

### Projects and activities planned in 2015

. In 2015, the Agency will assess how data protection awareness and the behaviour of internet users could be included in the scope of the Agency's Fundamental Rights Survey – a new EU-wide survey on the situation of fundamental rights in the EU. More specifically, questions on this theme could potentially explore how members of the public use information technology with respect to the frequency and type of personal information they divulge, their knowledge in consideration of data protection and privacy concerns, and whether they are aware of and have used data redress mechanisms. This project builds on the Agency's previous work, such as the 2010 report on the role of national data protection authorities in the context of the EU's broader fundamental rights architecture, and the results from the project on redress mechanisms in the field of data protection (published in 2014). In addition, following a request by the European Parliament, the FRA will implement the fieldwork phase of the project on National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies.

### Expected outcomes

The Agency's work will complement that of, amongst others, the European Data Protection Supervisor and the Council of Europe, which are variously engaged in initiatives to uphold and promote data protection and privacy in relation to ICT. A key expected impact of the Agency's work is to provide evidence of the situation on the ground concerning internet users and data protection issues, which can serve to inform legislative and practical initiatives to promote and protect fundamental rights. At the same time, the Agency's work should ensure that promotion and protection of fundamental rights relating to data protection and privacy are not seen as barriers to the use of and growth in new technologies, but only serve as barriers in the context of unlawful activities that can jeopardise fundamental rights.

### List of projects under thematic area

- Project fiche 5.2.1 **National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies**
- Project fiche 5.2.2 **Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"**

### Other projects linked to thematic area

- Project fiche 5.1.3 **Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns**

# EQUALITY

## 4.3 Racism, xenophobia and related intolerance

### Thematic objectives 2013-2017

Serve as an observatory/data warehouse on phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination.

- *Enhance the comparability of data at EU level on phenomena of racism, xenophobia and related intolerance including hate crime and extremism as well as on racial and ethnic discrimination;*
- *Monitor the implementation and the impact of EU legal instruments pertaining to combating phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as to countering racial and ethnic discrimination;*
- *Identify trends concerning the manifestation of phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination;*
- *Support EU and national efforts to tackle phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination, by collecting evidence of transferable promising practices;*
- *Increase awareness among FRA's key stakeholders of phenomena of racism, xenophobia and related intolerance including hate crime and extremism as well as on racial and ethnic discrimination;*
- *Increase awareness among FRA's key stakeholders of Holocaust and Human Rights Education;*
- *Enhance cooperation with FRA's key stakeholders in the field: DG JUST, DG HOME, JHA Agencies, ECRI, CERD, ODIHR, national human rights bodies (NHRBs), social partners and NGOs.*

### Policy context

Racism, xenophobia, homophobia/transphobia, antisemitism, Islamophobia, anti-gypsyism and related intolerances including hate crime and extremism remain a concern across the European Union, as evidenced by the Agency's recent annual and thematic reports. In 2013 FRA issued an Opinion on the impact of EU legislation in the field of racism and xenophobia, in particular Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law, that defines a common EU-wide criminal law and criminal justice approach to combating racism and xenophobia. In 2013 the Agency published also an opinion on the impact of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin and Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation. The Council conclusions on combating hate crime adopted at the Justice And Home Affairs Council meeting on 5 and 6 December 2013 welcomed

the important role the European Union Agency for Fundamental Rights has in providing expert and independent analysis relating to fundamental rights within the remit of its mandate in this area, and directed attention to its recent reports documenting the extent and impacts of hate crimes in Europe, recommending action to make hate crimes more visible and acknowledging the rights of victims at three levels: legislation, policy and practice. In this context the Council invited FRA, CEPOL, Eurojust and Europol to continue their efforts to counter hate crime taking into account their respective mandates and pool their expertise; FRA to continue assessing in an objective, reliable and comparable manner the extent of racism, xenophobia, antisemitism and other forms of hate crime through EU-wide surveys; and, FRA to work together with Member States to facilitate exchange of good practices and assist the Member States at their request in their effort to develop effective methods to encourage reporting and ensure proper recording of hate crimes. In order to make up for the lack of official data on manifestations of racism and related intolerances the FRA launched in recent years several projects to document the situation, for example a survey of Jewish populations on antisemitism, a survey on experiences of discrimination of LGBT persons and a survey on experiences of discrimination among the Roma population. The Agency undertakes research and data collection on specific groups in line with policy priorities, and also taking into account the current status of knowledge about and data collection on particular groups – noting data gaps where Agency research would have added-value. For example, as part of the EU-MIDIS study the FRA published a report on Muslims and their reported experiences of discrimination, and more recently the Agency published the results of its survey on antisemitism. When selecting groups to undertake research on, consideration is also given as to whether the Agency has previously done research on a particular group before and if there is a need to update previous studies. The work of the FRA will take into account also the recently developed e-learning course on anti-discrimination (HELP) by the Council of Europe currently launched in 16 CoE member states.

### Previous work

The Agency collects, and analyses data, and it publishes relevant comparative reports on issues of discrimination on all grounds, and on the situation regarding racism, xenophobia and related intolerance including hate crime and extremism. For example, since 2004 it publishes an annual update on the situation of antisemitism in the EU; in 2005 a report on racist crime and violence; in 2006 a report on the situation of Roma children in education and a report on Islamophobia, in 2010 a report on racism in sport, a report of a pilot study on the representation of minorities in the press, etc. These reports fulfilled the FRA's strategic objectives in this area, including the cross-cutting area of children's rights; for example, FRA's specific strategic objective to identify and analyse access to quality education and quality health care for children belonging to disadvantaged groups, in particular for Roma and Traveller children. All these reports highlighted the paucity of reliable data in most Member States. In response to this lack of data FRA carried out and published in 2009 EU-MIDIS, a unique survey of migrants and minorities' experiences of racist discrimination and racist crime. In 2013 FRA conducted field work and desk research in Greece and Hungary aiming at documenting the situation of racism, xenophobia and related intolerances in these two countries. The overall aim of the research was to provide evidence based advice to EU institutions and Member States to support their efforts to tackle phenomena of racism, xenophobia and related intolerance. In 2013 FRA also published the findings of its survey on discrimination and hate crime against Jews in EU Member States: Experiences and Perceptions of Antisemitism. Building up on its research on holocaust and human rights education the Agency developed in 2006 in

cooperation with Yad Vashem online Toolkit on Holocaust and Human Rights Education and implemented a five year programme which looked at the role of memorial sites and museums on the Holocaust in human rights education. In 2012, the Holocaust and Human Rights Education project outcomes and outputs were positively evaluated. In 2013 FRA developed a training module and beta version of Toolkit for EU officials in close cooperation with the European Commission and conducted a pilot training. During 2014 the Agency in close cooperation with the European Commission engaged with Member States following-up to the Justice and Home Affairs Council Conclusions of December 2013 on combatting hate crime in the European Union which asked the Agency to work with Member States to facilitate exchange of good practices and assist the Member States at their request in their effort to develop effective methods to encourage reporting and ensure proper recording of hate crimes.

#### Projects and activities planned in 2015

In 2015 FRA will continue to collect secondary data on racism, xenophobia and related intolerances including hate crime and extremism, update its annual overview report on antisemitism and disseminate the results of its work on racism examining the possibilities of covering other grounds of discrimination. Primary data will be collected through the second wave of EU-MIDIS which will be at the stage of fieldwork in 2015. The Agency will also continue engaging with EU and national actors in activities concerning the memory of the Holocaust and crimes of totalitarian regimes, particularly in a broader context of human rights training. In 2015 the Agency in close cooperation with the European Commission will continue its engagement with Member States to facilitate exchange of good practices and assist Member States in their effort to improve reporting and recording of hate crime.

#### Expected outcomes

Work on racism aims mainly at the national and local level providing evidence as to the need, as a minimum, to implement EU law and develop effective measures to combat these phenomena, but, in addition, can also support civil society organisations in their advocacy work. Work with Member States on improving reporting and recording on hate crime is expected to lead to the development of a working party with the objective to achieve tangible changes in this area.

#### List of projects under thematic area

- Project fiche 5.3.1 **Antisemitism: Data collection and analysis**
- Project fiche 5.3.2 **Working Party Improving Reporting and Recording of Hate Crime in the EU**
- Project fiche 5.3.3 **Additional activities in the area of "Racism, xenophobia and related intolerance"** Project fiche 5.3.3 **Additional activities in the area of "Racism, xenophobia and related intolerance"**

#### Other projects linked to thematic area

- Project fiche 5. 1. **EU – MIDIS II**

## 4.4 Discrimination based on 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

### Thematic objectives 2013-2017

To provide robust, policy relevant and timely evidence-based advice on equality and non-discrimination fundamental rights challenges to EU institutions and Member States as well as other stakeholders.

- *To provide focused legal and policy analysis on the challenges in the area of non-discrimination and equality, based on collected and analysed comparable data of a legal, social or statistical nature;*
- *To identify and promote 'good practices' in the equality field;*
- *To identify gaps in implementation of non-discrimination legislation and policies both on EU and EUMS level;*
- *To develop sets of fundamental rights indicators in the area of non-discrimination which form the basis for an informed discussion on ways how to combat discrimination and inequality in the EU and the EUMS;*
- *To fulfil its specific role under the EU level framework for the monitoring of the CRPD by collecting data, providing evidence based advice, and developing indicators and benchmarks.*

### Policy context

The thematic area of discrimination based on 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 was added to FRA's multi-annual framework in 2013. The principal instruments relevant in this field are Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin; Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation; Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services. In regard to disability the EU concluded the CRPD on 22 January 2011 in its capacity as a regional integration organisation within the meaning of Article 44 of the CRPD. In October 2012 the Council of the European Union adopted the EU-level framework for the implementation and monitoring of the CRPD. The framework is made up of the European Commission, the European Ombudsman, the Petitions Committee of the European Parliament, the FRA and the European Disability Forum. As part of its role in the EU-level monitoring framework, the FRA has been tasked by the Council of the European Union to raise awareness of the CRPD, to collect and analyse data and, in cooperation with the Commission, to develop indicators and benchmarks to support the monitoring process. As a State Party to the CRPD, the European Union and those Member States that have ratified the convention are obliged to collect statistical and research data on a regular basis (Article 31). In addition, the European Disability Strategy 2010-2020 outlines plans to

mainstream disability into existing EU social surveys, such as the European Labour Force Survey and EU-SILC.

In regard to sexual orientation and gender identity, several European Parliament resolutions called on the Commission to take more proactive policy initiative and a feasibility study for a 'LGBT Roadmap' was conducted in 2012. In 2013 the EP published an Own Initiative Report proposing recommendations for an EU action plan which would draw together new laws and policies to strengthen equality and non-discrimination for LGBT people in the EU. The call for more action was repeated in the EP's annual report on the situation of fundamental rights in the European Union. In its work FRA will take into account the Council of Europe's Programme for Human Rights Education for Legal Professionals (HELP) e-learning course focusing on discrimination based on race and ethnic origin, sexual orientation and gender identity and disability.

### Previous work

In October 2013 FRA published its Opinion on the situation of equality ten years after the EU Equality Directives following a request by the European Commission. The Opinion notes that despite the relevant Directives, evidence gathered by the Agency show that discrimination remains a problem in the EU, as a combination of factors prevent the effective implementation of legal provisions and other mechanisms designed to improve protection against discrimination. The Opinion reflected the findings of the EU LGBT survey published by the Agency earlier that year which attracted over 93.000 respondents. The report showed widespread discrimination and intolerance against LGBT persons. In 2014 FRA completed the research on responses by public authorities to issues affecting LGBT persons and updated its earlier legal analysis of the situation of LGBT persons in the EU. In regard to the EU's and Member States' obligations regarding the Convention on the Rights of Persons with Disabilities, FRA has collected and analysed data related to the fundamental rights situation of persons with disabilities in the EU. FRA initiated work on disability by developing in 2009 a legal study and carrying out in 2010 and 2011 pioneering fieldwork research on the situation of persons with intellectual disabilities and persons with mental health problems. In 2012 and 2013, FRA followed up this work by extending its research to all persons with disabilities. The project on targeted hostility and violence against children with disabilities looked at the legal and policy context surrounding identity based violence and hostility, including hate crime, against children with disabilities in all EU Member States, and supplemented this research with interviews with key stakeholders in 13 Member States. A second project developed and populated structure, process and outcome indicators on political participation of persons with disabilities, with a particular focus on elections.

### Projects and activities planned in 2015

Based on its previous work on the situation of persons with disabilities, FRA will further develop rights based indicators in close cooperation with the European Commission to examine how the rights of persons with disabilities are respected, protected, promoted and fulfilled in the EU through analysis of secondary data and by identifying and testing methods for collecting comparative primary data on choice and control for persons with disabilities across the European Union through fieldwork research with a focus on de-institutionalisation. In regard to the area of sexual orientation and gender identity FRA will publish its update of the 2009 legal analysis, as well as complete the analysis and publish the results of its research on public authorities' views and experiences in implementing actions to improve the respect of fundamental rights for LGBT persons.

### Expected outcomes

The reports on the situation of LGBT persons, in particular concerning discrimination, will help Member States to fulfil obligations under EU law as well as when they implement Recommendation 2010 (5) of the Committee of Ministers of the Council of Europe on measures to combat discrimination on grounds of sexual orientation or gender identity. The work related to disability will support the work of the EU Monitoring Framework of the Convention of the Rights of Persons with Disabilities and the development of more effective EU policies, but can also support national and local authorities and other actors in improving the life of persons with disabilities.

### List of projects under thematic area

- Project fiche 5.5.1 **EU-MIDIS II**
- Project fiche 5.5.2 **Surveying LGBT people and authorities**
- Project fiche 5.5.3 **Rights of persons with disabilities**
- Project fiche 5.5.4 **Living in another Member State: barriers to EU citizens' full enjoyment of their rights (third priority)**
- Project fiche 5.5.5 **Additional activities in the area of "Non-discrimination"**

## 4.5 Roma integration

### Thematic objectives 2013-2017

To contribute to the achievement of the goals set by the EU Framework on Roma integration and the EU 2020 Strategy by providing timely evidence-based advice on the situation of Roma in all EU Member States and by assisting the EU institutions in monitoring the implementation of the EU framework.

- *To develop and implement robust data collection methods that can provide a comparative analysis of the situation of Roma across the EU in regard to their fundamental rights and their socio-economic conditions of life as well as mainstreaming gender and age issues;*
- *To support the efforts of the European Commission and Member States to establish and improve monitoring mechanisms and tools for National Roma Integration Strategies;*
- *To identify and promote promising practices on implementing and monitoring local Roma integration policies and actions;*
- *To foster an evidence-based dialogue of Roma integration in the EU, to inform the EU and Member States on the stage of progress of Roma integration as evidenced by FRA's research and to contribute to cross-national sharing of promising practices to support Roma integration;*
- *To support efforts to increase the meaningful participation of Roma in the design, development, implementation and monitoring of the relevant strategies, policies and actions; and to explore opportunities for FRA's engagement with new relevant stakeholders and civil society to support the implementation of the EU Framework.*

### Policy context

The Commission Communication of April 2011 endorsed by Council in May and June 2011 asked FRA to provide data that can support the Commission's annual report to the European Parliament and to the Council on progress made on Roma integration. In addition, the Commission asked the Agency to work with Member States in order to assist them in developing monitoring methods which can provide a comparative analysis of the situation of Roma across Europe. This was reflected in the relevant Council Recommendation of December 2013. In order to fulfil these tasks FRA developed and implements a multi-annual programme of action that spans from 2012 to 2020, in the context of the EU's Europe 2020 goal of elimination of poverty and increasing social inclusion, FRA's Roma Programme. This programme addresses the key issues raised in the Commission Communication, Council Recommendation and the targets set by Europe 2020, in particular regarding inclusive growth and its flagship initiative the "European platform against poverty and social exclusion". The outputs of this programme (reports, data sets, country reports, and other deliverables) feed into an internal report, which is communicated to the Commission in order to contribute to its annual assessment and policy report to the European Parliament and to the Council on progress made on the integration of the Roma population. FRA participates in the ROMACT Joint Programme together with the European Commission and the Council of Europe to support, among others, activities of the European Alliance of Cities and Regions for Roma Inclusion, established by the Council of Europe Congress of Local and Regional Authorities.

### Previous work

The Roma Programme is a multi-annual project with several activities that are cross-cutting and feed into each other. The work was initiated in 2011 when a major pilot household survey of Roma in 11 EU Member States was carried out in parallel with a UNDP/World Bank survey commissioned by DG Regional Policy. In addition, FRA conducted interviews with local authorities in Member States covered by the FRA's research to contextualise the survey findings and collected secondary data on the 16 Member States not covered by the survey publishing the relevant studies in 2013. In 2013-2014 FRA carried out preliminary work on the second wave of EU-MIDIS, which included an eight-country pre-test study completed in 2014. EU-MIDIS II will target Roma, as well as other ethnic minority and immigrant groups. In 2013, FRA launched parallel qualitative research activities in order to examine and provide robust and comparable evidence on the success factors and barriers to Roma integration measures and actions implemented in 22 municipalities across 11 Member States – this project (LERI) is implemented in close cooperation with the CoE (projects ROMED II and ROMACT) to ensure complementarity and synergy. In 2014 pilots were conducted in two municipalities before rolling out the main phase of the project in 2015, which is planned to contribute to the contextualisation of statistical data, and inform the activities of the Working Party on Roma Integration Indicators. In 2012, FRA set-up and coordinates this Working Party with the participation, in 2014, of 14 National Roma Contact Points to facilitate the development of indicators and data collection methods that can improve monitoring progress on Roma integration. In this context, in 2013 FRA surveyed available data sources relevant to Roma integration across the EU to identify the existence of data collected by public authorities or through research that could be used in monitoring Roma integration. This exercise was useful in identifying gaps and needs for disaggregated ethnic data.

### Projects and activities planned in 2015

FRA will start to implement the EU-MIDIS II survey collecting data on Roma in EU Member States covered by the Roma pilot survey of 2011 to provide trends over time and focus on aspect of Roma integration not covered by the previous survey. Work will continue on qualitative research through the project on local Roma integration actions (LERI) which in 2015 will begin the initial stages of its main phase in all 22 municipalities. With support provided by the FRA National Roma Contact Points participating in the Working Party on Roma Integration Indicators should start piloting the population of the Roma integration indicators developed over 2012-2014 with data and possibly test in selected Member States monitoring methods that allow disaggregation on the basis of ethnic origin in close cooperation with the Commission, Eurostat, other EU Agencies, e.g. Eurofound, the CoE and relevant international organisations.

### Expected outcomes

The data and analysis from the Agency's Roma Multi-Annual programme will support the European Commission in its annual assessment of implementation of the EU Framework on national Roma integration strategies, as well as national and local authorities, in designing, reviewing, implementing and monitoring effective and inclusive Roma integration actions. Upcoming surveys and qualitative field research and engagement will provide further information and data on challenges and opportunities with regard to inclusion of Roma at the local level. The Agency will work closely with EU Members States to support them in developing indicators and setting up monitoring mechanisms to measure progress of Roma integration. Regarding Agency's work on Roma integration at local level, the Agency will seek cooperation with local authorities, and other stakeholders, such as business sector and multinational enterprises.

The outputs of the programme will also be useful to all organisations working on Roma, in particular the Council of Europe, and especially in the framework of the European Alliance of Cities and Regions for Roma inclusion.

#### List of projects under thematic area

- Project fiche 5.4.1 **Roma Multi-Annual Programme**
- Project fiche 5.4.2 **Additional activities in the area of "Roma integration"**

#### Other projects linked to thematic area

- Project fiche 5.5.1 **EU MIDIS II**

## 4.6 The rights of the child

### Thematic objectives 2013-2017

To provide robust, relevant and timely evidence-based advice on the protection, respect and promotion of the rights of the child to EU institutions and Member States.

- *To collect comparable primary and secondary data on children's rights based on child rights indicators, particularly on access to justice, child poverty among other child protection relevant issues;*

- *To develop methodologies for conducting trans-national research with children;*

- *To assist efforts of EU institutions and Member States feeding the results of our research into European and national policy and legislative processes;*

- *To support through evidence based advice the work of other EU Agencies, in particular EASO and FRONTEX in improving child protection;*

- *To support through evidence based advice the daily work of the professionals dealing with children;*

- *To enhance the exchange of learning and good practices on children's rights, particularly on access to justice;*

- *To increase the awareness of children regarding their rights;*

- *To provide focused analysis across different fundamental rights areas mainstreaming child rights issues across the work of the FRA and some of the on-going research such as on violence against women, data protection, persons with disabilities, Roma children, LGBT and others;*

- *To develop methodologies for conducting trans-national research with children.*

### Policy context

All Member States have signed and ratified the UN Convention on the Rights of the Child and the protection and promotion of the rights of the child is one of the objectives of the EU on which the Treaty of Lisbon has placed further emphasis. Article 24 of the EU Charter of Fundamental Rights recognizes the right of the child to protection and well-being. In 2006 the Council of Europe launched its programme "Building a Europe for and with children" leading to the development of the 2009-2011 Stockholm strategy on "Provision, Protection and Participation for Children in Europe", which was followed-up by the Monaco strategy 2012-2015 aiming at the effective implementation of children's rights standards, which includes various activities, such as developing a curriculum for legal professionals on child rights and child friendly justice. A Committee of Experts on the Council of Europe strategy for the rights of the child (2016-2019) (DECS-ENF) was set-up by the Committee of Ministers to take stock of the implementation of the Council of Europe Strategy on the Rights of the Child (2012-2015).

In February 2011 the European Commission building on its 2006 Communication 'Towards an EU Strategy on the Rights of the Child' issued the Communication 'An EU Agenda on the Rights of the Child' with 11 action points, where the EU can bring added value, including: the promotion of the Council of Europe Guidelines on child-friendly justice; protecting children in vulnerable situations; fighting violence against children; supporting the child participation; and, promoting exchange of best practices in regard to unaccompanied children. The Communication noted that the needs of children at risk of poverty and social exclusion will be addressed in a specific Commission

Recommendation on child poverty, which was indeed published in 2013 under the title “Investing in children: breaking the cycle of disadvantage” as part of the broader Social Investment Package. Monitoring progress is a key element of the Recommendation, which includes in annex an indicator-based monitoring framework measuring outcomes in reference to Europe 2020 policy goals.

### Previous work

The European Commission identified early on the need for specific human rights-based indicators that can assess how EU fundamental rights standards are respected, protected, promoted and fulfilled, and in 2007 asked the Agency to develop relevant indicators. The Agency carried out this task in close cooperation with key institutional stakeholders, namely the Commission, the Council of Europe, UNICEF and Child on Europe. In 2009 the Agency published an initial report on child rights indicators and continued in the following years to refine, operationalize and populate them with data and information. FRA's work in this area is cross-cutting and draws on many other areas of its work. The FRA has collected data on children in vulnerable situations through child-focused projects (for instance regarding children victims of trafficking) but also paid particular attention to engaging children in its research work. Building on this need for child-centred research the Agency carried out in 2009 and published in 2010 research on the situation and experiences of separated asylum seeking children interviewing a large number of boys and girls aged 12-18. In 2011 FRA developed further its child rights indicators focusing on the issue of child friendly justice in civil proceedings and in 2012-2014 carried out fieldwork research with 574 practitioners working with children involved in criminal and civil judicial proceedings as victims or witnesses, in order to assess the effectiveness of relevant legislation on the ground against the requirements set by EU law and the Council of Europe Guidelines on child-friendly justice. FRA's research in this area complemented work done by the European Commission, which collected statistical data, as well as information on legal provisions and policies regarding the involvement and the treatment of children in criminal, civil and administrative judicial proceedings across the EU. In 2014 following a Commission request the Agency also mapped child protection systems in all EU Member States in order to contribute to relevant policy developments in 2015. In 2014 FRA also developed in co-operation with the European Court of Human Rights and the Council of Europe a Handbook of European Law on the Rights of the Child for legal practitioners with references to cases before the European Court of Human Rights (ECtHR), the European Committee of Social Rights (ECSR) as well as the Court of Justice of the European Union (CJEU) contributing to the implementation of the Council of Europe Strategy for the Rights of the Child (2012-2015) and the EU's Agenda for the Rights of the Child.

### Projects and activities planned in 2015

In 2015 FRA will complete the analysis and communicate the findings of its major project on the treatment of children in criminal and civil judicial proceedings. The Agency will follow-up on the results in close cooperation with Commission services and the Council of Europe. FRA will also publish the Handbook of European Law on the Rights of the Child developed in co-operation with the European Court of Human Rights and the Council of Europe in 2014. During 2015 FRA will also start preparatory work, in close cooperation with the Commission, to identify how it can best contribute to specific data needs noted in the Commission Recommendation ‘Investing in children: breaking the cycle of disadvantage’, calling for strengthening evidence-based policy development. In this context FRA will build on the Commission's indicator based monitoring framework to further develop fundamental rights based indicators based on the structure-process-outcome model. The work will place emphasis on children who are at risk of multiple disadvantages, such as migrant or ethnic minority

children, especially Roma at risk of marginalisation, as well as children with special needs or disabilities and children in alternative care, and street children.

### Expected outcomes

The findings of the research projects will inform developments in the EU and Member States and help them to take measures according to the CoE Guidelines on child friendly justice, the EU Agenda for the Rights of the Child and the Council of Europe Strategy for the Rights of the Child. This should contribute to improve the protection of the rights of the child, especially in the context of legal action at the national and European levels. It should also contribute to ameliorate the way in which children participate in judicial proceedings by providing evidence based advice and expertise, as well as contributing to the sharing of good practice. FRA's projects also provide valuable methodological guidance on conducting fieldwork research with children.

### List of projects under thematic area

- Project fiche 5.6.1 **Children and justice**
- Project fiche 5.6.2 **Handbook of European Case-law on the Rights of the Child**
- Project fiche 5.6.3 **Additional activities in the area of "Rights of the Child"**



# JUSTICE

## 4.7 Access to justice including judicial cooperation

### Thematic objectives 2013–2017

To contribute to the EU's efforts to enhance mechanisms for ensuring access to justice through judicial as well as non-judicial mechanisms, at the EU and Member State level, which serve to underpin fundamental rights compliance.

- *For the FRA to become a key actor providing robust, relevant and timely evidence-based advice on fundamental rights in the area of access to justice at the EU and Member State level; Stimulate debate and action in the EU on how access to justice must be improved using new technology; To identify best practices on awareness-raising on access to justice for marginalised groups – working closely with key stakeholders in the field of justice (including e.g. other EU agencies such as Europol and Eurojust);*
- *To map the 'access to justice situation' in Member States, and to establish a learning mechanism for Member States – which could be based on the identification and sharing of promising practices between countries (e.g. to address excessively long proceedings);*
- *To look at implications for 'access to justice' in other fundamental rights areas where the Agency is working;*
- *To provide evidence where there is a knowledge gap on the functioning of access to justice and the implementation of existing legislation with respect to fundamental rights compliance;*
- *To provide clarity on which access to justice mechanisms are available in the EU and how they work.*

### Policy context

The Maastricht Treaty of 1992 (entered into force 1993) saw the introduction of criminal law provisions into selected areas of EU legislation. However, in the period between Maastricht and the Lisbon Treaty (2007, into force 2009), policy and legislative developments in the field of policing and judicial cooperation in criminal matters were relatively slow and limited to certain areas only. This situation reflected Member States' concerns to retain their sovereignty in sensitive areas, and the need for consensus in decision making in the area of police and judicial cooperation in criminal matters. While some notable legislative progress was made, for example with respect to the European Arrest Warrant (2000), other developments were insufficiently taken up at a Member State level; for example, the Framework Decision on the Standing of Victims in Criminal Proceedings (2001) and the Directive on Compensation to Crime Victims (2004). With the entry into force of the Lisbon Treaty, the former pillar structure of the Union, including the 'third pillar' area of police and judicial cooperation in criminal matters, was largely removed – a development that requires a significant review and revision of policy and law with respect to pre-Lisbon instruments. Crucially, the Lisbon Treaty's introduction of qualified majority voting

to all but a limited number of areas under the former third pillar will serve to streamline decision making in these areas. Developments in policing and criminal justice will have major implications with respect to fundamental rights; notably in relation to the Court of Justice of the European Union. The Action Plan implementing the Stockholm Programme envisaged a number of developments that are either directly or indirectly of key relevance for fundamental rights in this area. Prominently a roadmap with various measures on procedural rights has been pursued but also additional instruments have been proposed, such as on presumption of innocence. Other related legislative developments include the adoption of the European Investigation Order and the directive on freezing and confiscation of proceeds of crime. The strategic guidelines of 2014 for the ensuing five years, which follow on from the Stockholm Programme, will seek to consolidate what has been achieved and ensure correct transposition of EU legislation, alongside the enhancement of mutual trust and judicial co-operation.

### Previous work

In 2011 the Agency published its first report on 'Access to justice in Europe: an overview of challenges and opportunities', which presented a broad overview of access to justice mechanisms and barriers at the international, European and national level with respect to the field of non-discrimination. As a reflection of the Agency's core thematic areas of work for the period 2007–2012, the report addressed the issue of effective access to redress for victims of discrimination, including the right to compensation and legal aid. In 2012 the Agency published its second broad access to justice report. This was a study on complainants' experiences of accessing justice and support mechanisms in the area of non-discrimination, pointing out challenges and ways forward for EU equality law, including equality bodies. The FRA has also undertaken work related to human rights education more broadly, and has developed a manual on human rights and policing that was launched in 2013. In addition, the Agency has embarked on a long-term project aimed at developing fundamental rights indicators, which includes indicators related to access to justice.

In 2012, the Agency also conducted an EU-wide survey on gender based violence against women, which included questions on women's experiences of violence in childhood. This is the first EU-wide survey of its kind, having interviewed over 42,000 women across the EU. The first results from the survey were launched in March 2014, alongside other activities related to further analysis of the results and targeted communication and use of the findings at Member State level. The survey received wide recognition, including the FRA being awarded an international prize from the Spanish government's Observatory against domestic and gender violence.

In 2014 preparations were made for a handbook on access to justice based on European law. This handbook is in cooperation between the Agency and the Council of Europe (the ECtHR and CEPEJ – the expert body on judicial efficiency). Research for the handbook was undertaken during 2015.

AWP2014 saw the introduction of a project fiche for additional activities in the area of access to justice, under which a number of more ad hoc activities have been undertaken, such as formulating opinions on request and more informal advice to the EU institutions and Member States.

### Projects and activities planned in 2015

Two projects start their data collection in 2015; one mapping and providing promising practices related to EU common rules for people sentenced or awaiting trial in another Member State; another (introduced under AWP2014 but data collection starting only in 2015)

involves research on the right to interpretation and translation and the right to information in criminal proceedings in the EU. The fundamental rights survey project is initiated in 2015 with pre-testing, and with the fieldwork for the survey being undertaken after 2015.

The handbook on access to justice will be launched at the latest in 2016. A possible project is also considered for development (3<sup>rd</sup> priority) on promising practices on improved access to justice through, for example, widened legal standing, pro bono support, and e-justice. Another possible (3<sup>rd</sup> priority) project would deal with improving access to justice for people living in the EU by looking at broadened legal standing, 'private initiatives' such as university legal clinics, and e-justice. 2015 will be the last year of the Agency's Clarity project, which will be taken over by the European e-Justice portal from 2015 onwards.

### Expected outcomes

Working closely with key stakeholders in the field of justice – and notably with other EU agencies such as Europol and Eurojust – the Agency intends to provide fundamental rights-centred evidence based advice concerning the situation on the ground with respect to selected areas of EU policy, legislation and practice. In parallel, the Agency's work should feed into the policy and legislative processes of the European Parliament, Council and Commission – with the Agency becoming a key provider of robust, relevant and timely evidence based advice on fundamental rights in the area of access to justice, including the specific field of victims of crime.

### List of projects under thematic area

- Project fiche 5.7.1 **'CLARITY' (Complaints, Legal Assistance and Rights Information Tools for You)**
- Project fiche 5.7.2 **Gender-based violence against women: from childhood to adulthood**
- Project fiche 5.7.3 **Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights**
- Project fiche 5.7.4 **Handbook on Access to Justice in Europe**
- Project fiche 5.7.5 **Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial**
- Project fiche 5.7.6 **Improving access to justice for people living in the EU (third priority)**
- Project fiche 5.7.7 **The right to interpretation and translation and the right to information in criminal proceedings in the EU**
- Project fiche 5.7.8 **Additional activities in the area of "Access to Justice"**

## 4.8 Victims of crime, including compensation to victims

### Thematic objectives 2013–2017

To become a main actor in the promotion of the fundamental rights of crime victims; in particular as regards the right of victims to have access to justice, and to make visible the invisible victims of in particular hate crime.

- *To ensure that victims' rights are acknowledged and implemented in practice in line with developments in EU legislation and policy;*
- *To ensure that different actors are aware of their responsibilities towards crime victims in diverse fields – encompassing both vulnerable victims and others whose rights need protecting;*
- *To support the Member States to organise their own data collection concerning the extent and nature of victimisation, including victims' experiences of justice and victim support services;*
- *To enhance the monitoring of the actual enjoyment of rights by victims in the EU;*
- *To outline the role of victim support services in being able to ensure that victims' rights are met in practice in line with legislative and policy initiatives;*
- *To carry out comparative, evidence-based research – including the development of indicators;*
- *To present an overview (as part of the Victim Support Services project) of existing models and features of victim support across the EU, looking at the provision of services by both states and NGOs;*
- *To collect promising practice examples of victim support services that can serve as models for victim support and implementation across the EU in line with the requirements of the Victims' Roadmap;*
- *To increase its research on victims of hate crime, on victims of labour exploitation and on children as victims of crime;*
- *To contribute to criminal justice systems that place victims of crime in the centre, as primary stakeholders;*

### Policy context

The second FRA Multi-annual Framework (from 2013) added victims of crime as a new distinct area (compensation to victims had been the more limited area in the previous framework). FRA's work in this area aims to ensure that the reality of victims' rights in the EU corresponds to the law in place. Following the adoption of all legislation and other measures necessary to comply with the Victims' Directive by 16 November 2015, Member States will need to attend to the collection and provision of evidence showing how victims are able to access the rights set out in the Directive, which will be communicated to the European Commission. In this regard, the FRA's research data – based on evidence collected across the EU28 – will furnish the Commission and Member States with evidence concerning victims' enjoyment of their fundamental rights in practice.

### Previous work

In 2012, the Agency conducted an EU-wide survey on gender based violence against women, including questions on women's experiences of violence in childhood. This was the first EU-wide survey of its kind,

having interviewed over 42,000 women across the EU. The first results from the survey were launched in 2014, alongside other activities related to further analysis of the results and targeted communication and use of the findings at Member State level. The results of the survey document women's experiences of sexual, physical and psychological violence, including violence in childhood, in both the private and public domain (such as the workplace), as well as patterns of reporting and non-reporting by victims and their treatment by different victim support services. The data from the survey allows for analysis of results on multiple grounds as it collected – for example – information concerning respondents' age, educational background and socio-economic position. In this regard, the Agency has been progressively moving into areas that directly relate to 'victims' rights', and, more generally, the scope of the Agency's work has been in a gradual process of transition to address different aspects of policing and criminal justice through the lens of non-discrimination; for example, with respect to the Agency's development of a Member State working group in the field of hate crime. The Commission's direct request to the FRA to undertake research on victim support services in the EU, specifically with respect to crime victims, is an indication of the role the Agency can play. With the Agency's revised thematic areas of work under its new multi-annual framework, the fields of justice and victims of crime have also become increasingly central to the FRA's work. To this end, in 2014 the Agency presented the results of the project on victim support services and published the report "Victims of crime in the EU: the extent and nature of support for victims". Key results were published on-line and will be updated throughout 2015. Research work was also concluded on a separate study looking specifically at the situation of victims of hate crime.

### Projects and activities planned in 2015

The Agency's work on support services for victims of crime, which commenced in late 2011, continues in 2015 with the presentation of evidence-based advice after the results were presented in 2014. The results from this project complement the Agency's survey work that collects data on, for instance, victims' experiences of reporting to various services. The report "Victims of crime in the EU: the extent and nature of support for victims" presented in late 2014 will in 2015 be translated and shared in print more widely. Elements of the report are also foreseen to be built into a set of recommendations by the European Commission in relation to the transposition deadline of the Victims' Directive.

A report on the specific situation of victims of hate crime is intended for publication in the course of 2015. The Agency will begin to research the broader field of victims' access to justice, which looks beyond the area of victim support.

### Expected outcomes

Working closely with key stakeholders, the Agency intends to provide fundamental rights-centred evidence based advice concerning the situation on the ground with respect to selected areas of EU policy, legislation and practice. In parallel, the Agency's work should feed into the policy and legislative processes of the European Parliament, Council and Commission – with the Agency becoming a key provider of robust, relevant and timely evidence-based advice on fundamental rights in the area of access to justice, including the specific field of victims of crime.

### Summary of projects under thematic area

- Project fiche 5.8.1 **Rights of crime victims to have access to justice – a comparative analysis** (third priority)
- Project fiche 5.8.2 **Additional activities in the area of "Victims of Crime"**

## Cross-cutting projects or activities covering all MAF areas



### 4.9 Cooperation with key actors, with stakeholders and partners

#### Policy context

The Agency cooperates and has relations with a variety of stakeholders at the European, national and international level. The cooperation with stakeholders and partners ranges from formalised annual meetings and events such as the meetings with the National Liaison Officers, the NHRIs, Equality Bodies and Ombudsperson institutions to the hosting of the Fundamental Rights Platform. The Agency hosted over the last years a Fundamental Rights Conference and a Symposium (to be replaced in 2015 by a Meeting of FRA Networks also for preparing the Fundamental Rights Forum in 2016 gathering at least 600 key players for a 4-day event) preferably in collaboration with EU Presidency which bring together stakeholders from across the full spectrum of FRA's projects and activities.

The Agency has regular contact and consultations with the EU institutions and bodies, the Council of Europe, the United Nations and OSCE.

The work with the EU institutions will continue to be strengthened particularly the work with the European Parliament, the Council of the European Union and the European Commission. This relationship is vital to ensure that the Agency's outputs are policy relevant and linked to priority areas of the Union. In addition, the continuous feedback from the EU partners will support the tailoring of outputs. There is growing demand for more reactive services coming from the EU institutions, which request the Agency's fundamental rights expertise and assistance both through informal consultations and formal requests for opinions in the course of legislative and policy-making processes.

One of the FRA strategic priorities 2013 – 2017 is dedicated to increase FRA's usefulness for the national level not only through its network of National Liaison Officers, but to ensure that it effectively fulfils its function and role to provide assistance and expertise to Member States when they implement EU law. In this context, it will also strengthen the communication with and dissemination of its reports and findings to national parliaments of the EU Member States. Consequently, the Agency will continue strengthening cooperation and look at further ways to engage National Human Rights Institutions, Equality Bodies, and Ombudsperson institutions closely in the projects of the Agency and to further enhance relevance of the FRA's work in relation to stakeholder needs, priorities and fundamental rights challenges on the ground.

The Agency will continue to consult and cooperate with civil society organisations including through the Fundamental Rights Platform.

The Agency will continue to broaden its cooperation with inter-governmental organisations, in particular with the Council of Europe, to achieve synergies in addressing mutual areas of concern and ensure that the Agency's work is shared and communicated across the various bodies and mechanisms associated with the IGOs

An additional dimension to the Agency's work is the development of its relations with Union agencies and bodies such as Eurofound, Frontex, Eurojust, EIGE, EASO and CEPOL. FRA took over in March 2014 until end of February 2015 the coordination of the different networks of all EU Agencies including the Heads of Agencies. The coordination of the cooperation of EU Agencies in the context of Justice & Home Affairs (JHA inter-agency cooperation) originally planned in 2015 was postponed to 2016.

In the area of communication and awareness raising, cross cutting activities complement those related to particular projects. This includes information and awareness raising about fundamental rights issues, including in particular on the EU Charter of Fundamental Rights on the one hand, and information about the FRA and its work. Such cross cutting communication activities may address practical needs at events organised by FRA or others, such as information stands and presentations/speeches. Furthermore, FRA's communication work includes the production of factsheets and brochures, a programme receiving visitors and delegations, working with Web and other online media and social media, media relations and media monitoring, and online documentation. For these activities FRA will further develop its stock management and will fine-tune its dissemination strategy. In the area of research, a number of activities are also cross-cutting, for example the work on fundamental rights indicators, the Annual Report, or ad hoc requests from the EU's institutions.

#### Projects and activities planned in 2015

- Develop and foster a close working relationship with European Union institutions and bodies, EU Member States, the Council of Europe, National Human Rights Institutions, National Equality Bodies, Ombudsperson institutions, other international organisations, civil society (Fundamental Rights Platform) and the research community;
- Cooperate closely with EU Agencies and coordinate their networks;
- Collect and disseminate relevant data and information;
- Contribute to ensuring fundamental rights in Union legislation and its implementation;
- Raise public awareness of fundamental rights and the EU Charter of Fundamental Rights
- Provide and actively disseminate information about FRA work.
- Communicating the Agency's assistance and expertise relating to fundamental rights to key stakeholders.
- Identify strategic partnerships with stakeholders to advance fundamental rights

#### Expected outputs

Expected outcomes and results are as follows: Better knowledge and understanding of fundamental rights issues among policy makers and other key stakeholders and partners; The establishment of new partnerships, networks and communities working on fundamental rights; The creation of new knowledge, know-how and practice related to fundamental rights; The improved understanding of various issues related to fundamental rights; Better informed policy on fundamental rights issues and where relevant changes to policy; Timely response to ad hoc requests and needs by Commission, Council and Parliament (according to Art 4 of the FRA Founding Regulation) adding value to the EU's policy responses; Improved quality and usefulness of FRA's Annual Report; Increased profile of FRA to stakeholders and general public; Developing concrete fundamental rights indicators through data collection and reporting on the situation in the EU; Increasing the impact of FRA's input to policy making at EU and national level.

#### List of projects under thematic area

- Project fiche 5.9.1 **Annual Reports**
- Project fiche 5.9.2 **FRA "Meeting of FRA Networks" and other conferences and stakeholder meetings**
- Project fiche 5.9.3 **Cooperating with EU institutions, agencies and other bodies**
- Project fiche 5.9.4 **Cooperating with stakeholders in EU Member States**
- Project fiche 5.9.5 **Online communication and documentation**
- Project fiche 5.9.6 **Production and dissemination of communication products**
- Project fiche 5.9.7 **Information about FRA work and awareness raising**
- Project fiche 5.9.8 **Monitoring and Evaluation**
- Project fiche 5.10.1 **Bodies of the Agency**
- Project fiche 5.10.2 **Consultation and cooperation mechanism - National Liaison Officers**
- Project fiche 5.10.3 **Consultation and cooperation mechanism - Fundamental Rights Platform**
- Project fiche 5.11.1 **Complementary data collection to support evidence based advice for stakeholders**

## IMMIGRATION AND INTEGRATION OF MIGRANTS, VISA AND BORDER CONTROL AND ASYLUM

ON-GOING Project fiche 5.1.1

first priority

FREEDOMS

### Severe forms of labour exploitation

#### Description

The Charter of Fundamental Rights of the EU prohibits in Article 5 slavery and forced or compulsory labour. Also, under Article 31 every worker has the right to working conditions which respect his or her health, safety and dignity. In addition, severe forms of labour exploitation are often accompanied by other fundamental rights abuses. Different groups of EU and non-EU citizens are vulnerable to severe forms of labour exploitation, which include work in sectors such as agriculture, construction, domestic work, restaurants, cleaning, entertainment and food processing, and can encompass a range of abuses, such as having to work extremely long hours or confinement in sub-standard accommodation without the freedom to leave. The phenomenon is assisted by informal recruiters and temporary employment agencies, which can play a role in leading workers into a situation of severe labour exploitation. The project builds on previous FRA research, in particular on the report on migrants in an irregular situation employed in domestic work, and will be linked to work relating to victims' rights and support. The Employers' Sanctions Directive (2009/52/EC) and the Trafficking Directive (2011/36/EU) serve as benchmarks for the research. Where appropriate, also the draft Seasonal Workers Directive (COM(2010) 379 final) is taken into account. Reports by the Council of Europe expert group on trafficking in human beings (GRETA) concerning EU Member States are considered as a source of information. Because of the illegal nature of labour exploitation and the vulnerabilities of its victims – which include both EU and non-EU citizens – it largely remains undetected and unreported. If victims belong to ethnic minorities, such as the Roma, this factor further impedes their access to justice. At the same time, the absence of sufficient inspections and monitoring of severe forms of labour exploitation by authorities – such as labour inspectorates – means that these abuses remain hidden. Victims of severe labour exploitation have a right to assert claims for remuneration and compensation for violations of their rights as well as to criminal proceedings. A lack of legal definitions or support can hinder victims' access to justice. It is apparent that this is an area that warrants further research on the nature of and responses to the phenomenon in the EU, particularly in areas other than sex trafficking – which has been researched more widely to date.

Furthermore the research contributes to developing a "Tool assessing fundamental rights in anti-trafficking policy and related actions", as per the "EU Strategy towards the Eradication of Trafficking in Human beings 2012-2016". For this tool a comparative analysis of existing tools will take place in order to ensure a multidimensional approach to trafficking in human beings, and specifically reflecting different forms of exploitation and relevant gender aspects thereof.

#### Objectives

- To collect information in EU Member States on the situation of victims of severe forms of labour exploitation in all 28 EU Member States, focusing on what factors allow victims of severe labour exploitation to access justice and what factors impede such access. To identify existing good practices that can serve as possible models for the identification of fundamental rights abuses in the field of severe labour exploitation.
- To map legal and policy response to severe forms of labour exploitation in Member States.
- Input to developing a "Tool assessing fundamental rights in anti-trafficking policy and related actions", as per the "EU Strategy

towards the Eradication of Trafficking in Human Beings 2012-2016".

#### Overall outputs

- Publication of a comparative report based on the research findings.
- Engagement with stakeholder groups in the targeted dissemination of the research results.

#### Activities and results achieved so far

In 2011 the FRA collected data and published reports on the situation of irregular migrants in the EU, where some issues of severe labour exploitation were identified, in particular in the context of domestic work. On the basis of this and other related work of the FRA, a project was initiated on severe labour exploitation, with research beginning in 2013. The results of the project will be published in the course of 2015.

In parallel, in 2014 the Agency (together with the Commission) published a Handbook on guardianship for children deprived of parental care, which looked at the specific needs of child victims of trafficking.

#### Beneficiaries and target groups

- Labour inspectorates, health and safety officers, recruitment and employment agencies, representatives of areas of work such as agriculture.
- EU agencies, including those working in the area of employment and living and working conditions.
- Member States

#### Planned activities in 2015

- Publication of comparative report based on the research findings.
- Targeted dissemination of and follow-up to the research findings.

#### Planned outputs in 2015

- Translations of reports
- Presentation of findings

#### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>150,000 €</b>	-	-
Prior years' budget total	1,212,000 €	-	-
Multiannual	Yes		
Year of origination	2013		

## IMMIGRATION AND INTEGRATION OF MIGRANTS, VISA AND BORDER CONTROL AND ASYLUM

**ON-GOING** Project fiche 5.1.2

first priority

**FREEDOMS**

### Inter-agency cooperation and other activities in the areas of borders, immigration and asylum

#### Description

The FRA has completed several research activities in these areas during 2009-2013, which has contributed to inter-agency cooperation and related activities; namely, projects on: the situation of irregular immigrants in the EU (2009-2012 Work Programmes); protecting, respecting, and promoting the rights of irregular immigrants in voluntary and involuntary return procedures (2009 Work Programme); treatment of third-country nationals at the EU's external borders (2010-2012 Work Programmes); border control and fundamental rights (2010-2012 Work Programmes); access to justice for asylum seekers (2009 Work Programme); the Handbook on European law in the field of asylum, immigration and border control (2012 Work Programme). These projects are also directly or indirectly linked to the commitments by the Agency resulting from the cooperation agreements with FRONTEX and the European Asylum Support Office (EASO), with whom on-going activities will be continued. In addition, the Agency has provided expert input and facilitated the development of training and key material on fundamental rights with Frontex.

#### Objectives

- Issue ad hoc reports in the above fields of borders, immigration and asylum, when required, and update selected publications, including the handbook on European law in the field of asylum, immigration and border control;
- Make findings of the FRA available to policy makers in a proactive manner;
- Share good practices and other findings resulting from FRA research at the right time to the right people;
- Effective cooperation with FRONTEX, EASO and EU-LISA, enabling them to benefit from the fundamental rights expertise that the FRA can offer.

#### Beneficiaries and target groups

European Union institutions; Frontex, EASO and other EU JHA agencies; Member States; Legal practitioners (handbook); Council of Europe

#### Activities and results achieved so far

- 13 FRA reports published on these themes; further publications in 2015;
- A joint legal handbook on asylum, borders and immigration with the European Court of Human Rights released in four languages in 2013 and an updated version of the handbook issued in 2014 in 11 languages;
- A handbook on guardianship systems published in 2014;
- Tools for practitioners developed on Passengers' Name Records (PNR) and on respecting fundamental rights when apprehending migrants in an irregular situation;
- Fundamental rights analysis provided to the European Commission in 2014 for Schengen evaluation purposes;
- 2011 and 2014 Fundamental Rights Conferences (FRC) identified a number of areas for further work by the FRA in the field of asylum, immigration and borders;
- In 2013-14 FRA co-chaired the Frontex Consultative Forum, a body providing fundamental rights expertise to Frontex;

#### Planned activities in 2015

- Undertake research and draft reports, including updating parts of past reports;
- Update the handbook on European law in the field of asylum, immigration and border control, as required;
- Translate and re-print existing reports as required;
- Provide support to FRONTEX and EASO on fundamental rights training;
- Offer expert advice to FRONTEX on issues relating to fundamental rights and support the Agency in the implementation of its fundamental rights strategy, in line with the FRA-FRONTEX cooperation arrangement;
- Actively participate in the Consultative Forum of Frontex and EASO, as required by Regulations 439/2010 and 1168/2011
- Implement the working arrangement with EASO and support the Office with expert advice when required;
- Negotiate a cooperation arrangement with eu-LISA;
- Communicate research findings to EU institutions and deliver tailor-made input upon request;
- Draft legal opinions if requested by EU institutions;
- Communicate research findings to key policy makers at national level and other relevant stakeholders, as appropriate

#### Planned outputs in 2015

- Fundamental rights expertise provided to FRONTEX, EASO and other JHA agencies;
- Expert advice delivered to stakeholders
- Selected publications (or parts thereof) updated

#### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	310,000 €	-	20,000 €
Prior years' budget total	563,500 €	-	-
Multiannual	Yes		
Year of origination	2013		

## IMMIGRATION AND INTEGRATION OF MIGRANTS, VISA AND BORDER CONTROL AND ASYLUM

**ON-GOING** Project fiche 5.1.3

first priority

**FREEDOMS**

### Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns

#### Description

The project will analyse the fundamental rights implications in collecting, storing and using biometric data for immigration, asylum visa processing and border control purposes. Recent years have shown a trend towards an increased use of biometric data for identity management, which is expected to continue.

The EU has developed four large databases for the management of borders as well as immigration and asylum matters. Three of these databases (the Schengen Information System, the Visa Information System, Eurodac) contain (or will contain) biometric data, whereas this is not the case for the Customs Information System which mainly focuses on goods and means of transport. For example, with respect to the Visa Information System (VIS), border guards will be able to check biometric data held in the VIS database against fingerprints at points of entry and exit. The Visa Information System (VIS) contains data on admissible applications for short-stay visas. It became operational in North Africa on 11 October 2011 and is gradually being deployed, region by region, until all consulates worldwide are connected.

In addition, proposals for the "Smart Borders" package, presented by the Commission on 28 February 2013, suggest the collection of biometric data and the use of new technologies to identify overstayers and simplify the crossing of international borders for both EU citizens and third country nationals. The "Smart Borders" package foresees the creation of a Registered Traveller Programme for "bona fide" travellers and the introduction of an Entry-Exit System to enhance the security of the EU.

The newly established European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice (eu-LISA) will manage these systems at the central, EU-level. Herein, it is important that these various tools are based on common values including the rule of law and respect for fundamental rights, as laid down in the EU Charter of Fundamental Rights.

#### Objectives

The project will analyse the fundamental rights implications during the collection and storage of biometric data as well as their use by different authorities for identification and verification purposes. Sharing of information with third parties and countries will also be included in the analysis.

The focus will be on specific rights such as: respect for human dignity; non-discrimination; the right of individuals to be adequately informed about the purpose and procedure of the data collection; the right to an effective remedy; implications for the right to asylum; and privacy and data protection issues (to the extent they are not covered by EDPS). The project will look at a number of challenges that may impact on fundamental rights; these include the quality of the fingerprints collected, which impact on error rates and, for the smart border tools, on the ability of the person to cross the border. It will also look at possibilities to get incorrect information, which is stored in the databases, corrected. The effects on persons seeking protection will also be examined. In turn, the project will examine the possible positive impact on fundamental rights of the introduction of biometric data. It will also look at the fundamental rights implications of

outsourcing the collection of biometric data to private companies, and the fundamental rights safeguards that are in place.

#### Overall outputs

Dissemination of preliminary research findings will take place in 2016. A report is planned for publication in 2017 highlighting the fundamental rights risks and also the possible benefits connected with the collection and management of biometric data.

#### Activities and results achieved so far

Prior to this project, FRA has not undertaken specific research on biometrics. The project builds on findings from FRA research carried out at the EU external borders in 2011 and 2012.

#### Beneficiaries and target groups

The findings will inform the debate on the smart borders proposal which targets EU citizens and third-country nationals. The project's results will benefit the European Commission, the Council and the European Parliament, as well as the Council of Europe. It will be of particular relevance for eu-LISA and Frontex.

#### Planned activities in 2015

Building on preparatory work carried out in 2014, desk and fieldwork research will be undertaken in 2015 to collect information on and explore the experiences of different database providers and users, amongst others, those collecting biometric data such as those working in consulates. The research will look at the feasibility of collecting information concerning data subjects. To the extent results become available and are analysed in the course of 2015, they will be shared with key stakeholders prior to the publication of a final report. The project will be implemented in close co-operation with EU institutions and bodies as well as EU Member States.

#### Planned outputs in 2015

Publications planned for 2017, with dissemination of some preliminary results before this date.

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	600,000 €	-	-
Prior years' budget total	421,997 €	-	-
Multiannual	Yes		
Year of origination	2014		

## IMMIGRATION AND INTEGRATION OF MIGRANTS, VISA AND BORDER CONTROL AND ASYLUM

**ON-GOING** Project fiche 5.1.4

first priority

**FREEDOMS**

### Social inclusion and migrant participation in society

#### Description

The principles of equality and non-discrimination, as well as pluralism, tolerance and social cohesion are core values on which the EU is founded, set by the Charter of Fundamental Rights (Article 21) and the Treaty of the European Union (Articles 2, 3). The Common Basic Principles for immigrant integration policy, agreed in 2004 and then complemented by the Common Agenda for Integration (2005) and the European Agenda for the integration of third country nationals (2011) have provided a framework for policy initiatives in this area. The EU 2020 strategy for a smart, sustainable and inclusive economy sets ambitious targets for increasing employment rates, reducing school drop-out rates and aiming at having at least 20 million fewer people in or at risk of poverty and social exclusion. Improving social inclusion through the increased participation of migrants is one of the means to help achieve these targets.

In order to assess the protection, respect, promotion and fulfilment of the fundamental rights of migrants the Agency will develop relevant indicators, which will be gradually populated. This will be done through a multi-annual project (2014-2017) carried out in close cooperation with the European Commission and building on relevant work carried out within the framework of the pilot study on common integration indicators by Eurostat, as well as recent relevant work by the European Commission, OECD and other actors.

Existing indicators measure outcomes in reference to policy goals on migrant integration. This project will examine these indicators with a view to integrating them into the broader rights-based indicator model developed by the OHCHR and applied by FRA, which measures progress in reference to human rights standards distinguishing between: (a) structural indicators (on relevant legal and policy provisions reflecting commitment to existing human rights standards), (b) process indicators (on relevant measures and actions reflecting specific efforts made), and (c) outcome indicators (on rights holders' experiences of the impact of measures and actions on the ground).

The project will benefit from the experience gained by the Agency in developing such indicators in close cooperation with the Commission and Member States in the area of Roma inclusion and child rights.

Available data to populate the three categories of indicators will be collected through desk research in 2014-2015 (mapping relevant legal and policy provisions). These will be complemented in 2015-2016 through the first and second waves of the EU-MIDIS survey, as well as through analysis of existing relevant statistical data at national level and Eurostat. The data collection will focus on relevant fundamental rights issues, in particular equality and non-discrimination, political participation, participation in associative life and other aspects of social cohesion.

#### Objectives

- To develop rights-based indicators on migrant integration
- To collect and analyse relevant data in order to gradually populate the indicators

#### Overall outputs

- Draft indicators on migrant integration
- Data collection and analysis

#### Activities and results achieved so far

- Preparatory work carried out in 2014

#### Beneficiaries and target groups

- Council of European Union
- European Commission
- European Parliament
- EU Member States
- EU Agencies
- International (IOM, ICMPD) and civil society organisations

#### Planned activities in 2015

- Mapping existing indicator sets and relevant efforts
- Developing structure-process-outcome rights-based indicators in close cooperation with the Commission and other key actors
- Collecting and analysing secondary data through desk research

#### Planned outputs in 2015

- Data collection and analysis
- Stakeholder and expert consultation

#### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	30,000 €	-	-
Prior years' budget total	465,213 €	-	-
Multiannual	Yes		
Year of origination	2014		



## National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies

### Description

Note: The project was initiated by the Agency in 2014 after a specific request by the European Parliament.

The project focuses on fundamental rights safeguards in the context of large-scale communication surveillance. The project analyses the way institutions in EU Members States that are in charge of upholding fundamental rights safeguards ensure democratic oversight over intelligence authorities and facilitate remedies against fundamental rights abuses. International human rights standards developed at the United Nations and the Council of Europe, as well as EU law, including relevant case law, will serve as a benchmark for the study.

In 2014, legal desk research was initiated across the EU-28, which looked at the legal frameworks in place to uphold fundamental rights in the above field. In 2015, the results of this research will be complemented by fieldwork and/or further desk research to explore in more detail the implementation of fundamental rights and in particular data protection safeguards; including existing administrative, parliamentary or judicial oversight mechanisms.

### Objectives

- The project will provide evidence based advice to the EU and its Member States on the protection of fundamental rights in the context of large-scale surveillance, and with respect to oversight mechanisms and remedies available to individuals.
- In this context, FRA findings will feed into the work of the European Parliament in the area of surveillance and will also provide input for on-going discussions concerning data protection reform.

### Overall outputs

- Speeches and papers feeding into relevant policy discussions
- Comparative report
- Contribution to the development of human rights based indicators in the area of privacy.

### Activities and results achieved so far

- In-house desk research and preliminary discussion with the FRA Scientific Committee
- Stakeholder meeting held on 16 January 2014 and peer-review meeting held on 7 November 2014.
- Engagement with key stakeholders in the EU Institutions, civil society organisations, academia and the private sector.

### Beneficiaries and target groups

- EU institutions, the UN, the Council of Europe, Article 29 WP, EDPS, EU Agencies, Member States, national intelligence and oversight agencies, NGOs, the private sector and professional organisations.

### Planned outputs in 2015

- Paper(s) with legal comparative elements to be delivered in relevant seminar/conferences in the beginning of 2015 such as the Computer, Privacy and Data Protection (CPDP) in January 2015 and meetings organised by the European Parliament in spring 2015

### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>320,000 €</b>	-	200,000 €
Prior years' budget total	68,500 €	-	-
Multiannual	Yes		
Year of origination	2014		

### Planned activities in 2015

- In-house desk research
- Further evidence-gathering in a number of EU Member States
- Comparative analysis and publication of data collected in 2014
- Presentation of results at the European Parliament and to other key stakeholders

## INFORMATION SOCIETY AND, IN PARTICULAR, RESPECT FOR PRIVATE LIFE, AND PROTECTION OF PERSONAL DATA

**ON-GOING** Project fiche 5.2.2

first priority

### Additional activities in the area of “Information society and, in particular, respect for private life and protection of personal data”

#### Description

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions. For example, in the area of data protection the Agency is in a unique position to provide socio-legal data and analysis at a multi-country level across the EU. In this regard, its legal analysis is not only limited to Article 8 of the Charter, but provides a wider fundamental rights assessment in the field of information society that can address areas such as non-discrimination alongside other fundamental rights such as privacy. The Agency intends to explore the role of new and increasingly expansive technologies in the above fields with respect to their impact on key fundamental rights concerns; for example – future research could look at surveillance and privacy.

#### Objectives

- To provide opinions and evidence based advice
- Issue analysis and papers based on existing materials, when required, and update selected publications,
- Make findings of the FRA available to policy makers in a proactive manner
- Relevant communication & cooperation activities
- Develop EU rights based indicators on specific issues relevant to the area and specific projects

#### Overall outputs

- Participation in and organisation of meetings and events
- Preparation and presentation of relevant opinion papers, presentations and other input
- Analysis and briefing
- Participation at training events
- Development and update of indicators for “Information society and, in particular, respect for private life and protection of personal data”

#### Beneficiaries and target groups

European Parliament; Council of the EU; European Commission; Member States; Article 29 Working Party; European Data Protection Supervisor; NHRIs/Equality Bodies; Specialised Agencies; Union Agencies and bodies; Civil Society; Professional organisations.

With respect to the above groups, and in particular at the level of the EU, the FRA is currently developing its working relationship with various stakeholders to ensure that the development of research as well as research outputs can be effectively aligned with the work of others.

#### Planned outputs in 2015

- Expert advice to stakeholders
- Selected publications (or parts thereof) updated
- Preparation and presentation of relevant opinions, papers, presentations and other input
- Development of indicators

#### Financial resources allocated to the project

Total budget in 2015	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

#### Planned activities in 2015

- Communicate research findings in this field to key policy makers at EU as well as national level, alongside other relevant stakeholders;
- Develop targeted analysis and briefs;
- Re-print existing reports as required;
- Participation in meetings and events

## Antisemitism: Data collection and analysis

### Description

The Agency collects regularly existing data and information on the situation regarding antisemitism in the EU and has carried out a specific multi-annual project on Holocaust education. In 2011-13 in an effort to make up for the lack of official – and comparable – data on antisemitism across the EU it conducted a survey on discrimination and hate crime against Jews in EU Member States. The issues covered in the survey included experiences of discrimination (direct, indirect and harassment) in key areas of social life, as well as experiences of hate crime and various forms of antisemitism. In addition perceptions of the extent of discrimination and hate crime were also explored, as well as awareness of legal remedies and victim support. FRA will continue to collect data and publish its annual update report on antisemitism based on existing data and information. In addition, it will continue liaising with EU, national actors and international organisations (Council of Europe, OSCE/ODIHR and the International Holocaust Remembrance Alliance (IHRA)) in relevant activities.

### Objectives

The overall objective is to provide evidence based advice to EU and national policy makers in regard to combating antisemitism effectively.

### Overall outputs

- Annual update on the situation regarding antisemitism in the EU
- Networking with relevant actors to raise awareness

### Beneficiaries and target groups

- EU institutions; Member States (human rights bodies, law enforcement, and civil society incl. organisations representing the Jewish communities); International organisations (Council of Europe, OSCE/ODIHR, International Holocaust Remembrance Alliance (IHRA))

### Activities and results achieved so far

The Agency collects existing data and information regularly publishing them in the form of an update on the situation in the EU; in 2012 it completed a multi-annual project on Holocaust and human rights education with multiple deliverables and in 2013 it published the results of the survey on discrimination and hate crime against Jews in EU Member States. In 2013 the Agency also conducted work on developing a training module, a beta version of an on-line toolkit and conducted training for EU officials on Holocaust and Human Rights Education, drawing on European memory and defining moments of recent European history.

### Planned activities in 2015

Based on the data collected and analysed the Agency will publish its annual update on the situation concerning antisemitism in the EU. It will continue to communicate findings and messages of its relevant survey on discrimination and hate crime against Jews. Work with Member States to improve combating antisemitism will be carried out in the context of the overall work on hate crime.

### Planned outputs in 2015

- Data collection and analysis
- Publication and communication of results

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	5,000 €	-	-
Prior years' budget total	25,000 €	-	-
Multiannual	Yes		
Year of origination	2014		

**RACISM, XENOPHOBIA AND RELATED INTOLERANCE**

NEW Project fiche 5.3.2

first priority

**EQUALITY****Working Party on Improving Reporting and Recording of Hate Crime in the EU****Description**

On 5 December 2013, the Council of the European Union issued conclusions on combating hate crime in the European Union. These conclusions invited Member States to take appropriate measures to facilitate the reporting of hate crimes by victims and as far as possible also associations supporting them, including measures to build trust in police and other state institutions. They also invited Member States to collect and publish comprehensive and comparable data on hate crimes. The conclusions invited FRA to work together with Member States to facilitate exchange of good practices and assist them at their request in their effort to develop effective methods to encourage reporting and ensure proper recording of hate crimes. As a direct follow up to these Conclusions, the FRA established a Working Party on Improving Reporting and Recording of Hate Crime in the EU.

The Working Party is composed of 66 appointed members by 27 EU Member States, the European Commission and OSCE/ODIHR. The members include experts from the ministries of justice and interior, police and police training as well as experts from the parliament and prime ministries. The Working Party was inaugurated on 4 November 2014 and is active in these three areas since then:

- 1) Improving the reporting mechanisms for victims of hate crime and improving identification, official recording, investigation and prosecution of hate crime in a multi-agency approach
- 2) Enhancing cooperation and synergies between EU and international organisations, governmental bodies, police, prosecution and criminal justice systems, civil society organisations and national human rights institutions
- 3) Training for police, prosecutors and judges

**Objectives**

The Working Party's objective is to identify, share and develop transferable practices improving reporting mechanism for victims of hate crime and the identification, recording, investigation and prosecution of hate crime.

**Overall outputs**

- Compendium of practices in the three areas

**Testing of practices Beneficiaries and target groups**

EU institutions and agencies; international organisations; law enforcement agencies; national human rights institutions; local authorities; civil society organisations; victim protection organisations and funding bodies.

**Activities and results achieved so far**

In April 2014 FRA hosted a seminar on how EU Member States can combat hate crime effectively. Representatives of 25 Member States, the European Commission, national human rights bodies, civil society organisations, intergovernmental bodies and the Council of Europe jointly assessed the needs and identified areas for joint action. The Working Party was inaugurated in November 2014. Terms of reference for cooperation of the members of the working party and a plan of activities for 2015 were established, covering concrete activities in the determined three areas.

The results achieved so far:

- Establishment of an EU wide network on hate crime

**Planned activities in 2015**

- Working meetings of the three determined areas in order to implement the plan of activities
- Activities such as workshops, training, meetings, study visits to implement the plan of activities

**Planned outputs in 2015**

- Compendium of practices on Improving the reporting mechanisms for victims of hate crime and improving identification, official recording, investigation and prosecution of hate crime in a multi-agency approach

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3rd priority
<b>Total budget in 2016:</b>	<b>70,000 €</b>	-	20,000 €
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2015		

## Additional activities in the area of “Racism, xenophobia and related intolerance”

### Description

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions.

### Objectives

- To provide opinions and evidence based advice
- Issue analysis and papers based on existing materials, when required and update selected publications,
- Make findings of the FRA available to policy makers in a proactive manner
- Relevant communication & cooperation activities
- Develop EU rights based indicators on specific issues relevant to the area and specific projects, as relevant

### Overall outputs

- Participation in and organisation of meetings and events
- Preparation and presentation of relevant opinions papers, presentations and other input
- Analysis and briefing
- Updating selected reports
- Development and update of indicators on specific issues relevant to the area and specific projects

### Beneficiaries and target groups

- European Parliament
- Council of the EU
- European Commission
- European Union Agencies
- Member States
- NHRIs/Equality Bodies
- Civil Society
- Professional organisations
- Council of Europe
- OSCE/ODIHR

### Planned activities in 2015

- Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Developing targeted analysis and briefs;
- Re-print existing reports as required;
- Participation in meetings and events
- Chairing and facilitating the Working Party on combating hate crime in the EU

### Planned outputs in 2015

- Expert advice to stakeholders
- Selected publications (or parts thereof) updated.
- Preparation and presentation of relevant opinions, papers, presentations and other input
- Indicators sets
- Functional Working Party on hate crime

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

**ROMA INTEGRATION****ON-GOING** Project fiche 5.4.1

first priority

**EQUALITY****Roma Multi-Annual Programme****Objectives**

The FRA in response to the 5 April 2011 European Commission Communication on an EU Framework for National Roma Integration Strategies up to 2020 developed a multi-annual programme of action comprised of several activities. The objective of these activities is on the one hand to support the European Commission in its relevant annual progress report to the Parliament and the Council and on the other hand to assist Member States in developing effective monitoring mechanisms to collect robust and comparable data.

The first key element of the multi-annual programme is the Roma survey. The first wave covering 11 EU MSs was conducted in 2011 in close cooperation with the European Commission, UNDP and the World Bank. Results were published in 2012/13 as key benchmarks for measuring progress made in Roma integration and in reference to key indicators of Europe 2020. The second wave will be implemented in the context of EU-MIDIS II measuring progress made in regard to the national Roma integration strategies on Roma integration. The second key element of the multi-annual programme concerns participatory action research and engagement on local Roma integration actions which was initiated in 2013 – project LERI – which is implemented in cooperation with the CoE (projects ROMED II and ROMACT) to ensure complementarity and synergy. The third key element concerns the work of the ad hoc Working Party on Roma Integration Indicators facilitated by FRA; in 2014, 14 National Roma Contact Points participated and two more are expected to be added in 2015. Working Party participants will test the indicators developed in 2014 populating them with information and data during 2015 with the support of FRA and the European Commission.

**Overall outputs**

- Meeting with stakeholders and survey experts (EUMIDIS II);
- Development and testing of monitoring tools (e.g. indicators) to measure Roma integration in the context of the ad-hoc Working Party on Roma Integration Indicators;
- Data collection and analysis
- Input to the European Commission's annual assessment of national Roma Integration Strategies

**Beneficiaries and target groups**

- European Commission
- Council of the EU
- European Parliament
- European Union Agencies
- Member States, including local authorities and communities;
- NHRIs/Equality Bodies
- Civil Society
- Professional organisations
- Council of Europe

**Activities and results achieved so far**

In 2010 the FRA launched a pilot household survey of Roma in 11 EU Member States in parallel with a survey commissioned by DG Regional Policy, and implemented by UNDP and the World Bank. The FRA also interviewed representatives of several local authorities. Results were published in 2012 and 2013, and research was expanded to additional MSs adopting the research methodology to the characteristics of their Roma populations. In 2014 the FRA completed a pre-test study in eight EU Member States which assisted it in developing the questionnaire for EU-MIDIS II survey. In 2014, the FRA completed pilot activities in localities on training and capacity building of stakeholders to participate in reviewing, implementing and monitoring Roma integration actions (project Local Engagement for Roma Integration -

LERI). In 2012 through 2014, the FRA also worked with Member States to develop monitoring methods (e.g. indicators) which can provide comparative analysis of the situation of Roma across Europe.

**Planned activities in 2015**

- Conduct the second wave of the Roma survey in the context of EU-MIDIS II.
- Continue qualitative research, focusing on training and capacity building of stakeholders in different localities to participate in reviewing, implementing and monitoring Roma integration actions in core areas to the EU Framework on national Roma integration strategies and any other area, identified, as locally relevant (project Local Engagement on Roma Integration - LERI) LERI project activities including training, capacity-building, consensus and trust building processes, could be further developed depending on budget availability (priority 3).
- Providing assistance to local authorities in the context of LERI in setting-up and implementing monitoring tools at local level and linking them to monitoring mechanisms/ indicators at national level.
- Continue work with Member States in developing and populating indicators, as well as developing data collection methods to monitor progress of Roma integration, in close collaboration with the European Commission, in particular its services responsible for the implementation of European Structural and Investments Funds, which are linked to the support of socioeconomic inclusion of marginalised communities, including Roma. Eurofound, the Council of Europe, UNDP, the World Bank and other key actors are also involved.

**Planned outputs in 2015**

- Reports on qualitative research LERI (internal);
- Progress report on the cooperation with Member States (internal);
- Information fact-sheets and other communication material

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>550,000 €</b>	-	250,000 €
Prior years' budget total	1,494,000 € *	-	-
Multiannual	Yes		
Year of origination	2013		

\* The budget is allocated under EU-MIDIS II

## ROMA INTEGRATION

## EQUALITY

ON-GOING Project fiche 5.4.2

first priority

## Additional activities in the area of “Roma integration”

### Description

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions.

### Objectives

- To provide opinions and evidence based advice
- Issue analysis and papers based on existing materials, when required and update selected publications,
- Make findings of the FRA available to policy makers in a proactive manner
- Relevant communication & cooperation activities

### Overall outputs

- Participation in and organisation of meetings and events
- Preparation and presentation of relevant opinions, papers, presentations and other input
- Analysis and briefing

### Beneficiaries and target groups

- European Parliament
- Council of the EU
- European Commission
- Member States
- NHRIs/Equality Bodies
- EU Agencies
- Civil Society
- Professional organisations

### Planned activities in 2015

- Communicate research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Cooperation with CoE ROMED II and ROMACT activities
- Developing targeted analysis and briefs;
- Re-print existing reports as required;
- Participation in meetings and events

### Planned outputs in 2015

- Expert advice to stakeholders
- Selected publications (or parts thereof) updated.
- Preparation and presentation of relevant opinions, papers, presentations and other input
- Indicators sets

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	20,000 €	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

## DISCRIMINATION BASED ON 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

## EQUALITY

**ON-GOING** Project fiche 5.5.1

first priority

### EU-MIDIS II

#### Project description

In 2007-2008 the FRA conducted the European Union Minorities and Discrimination Survey (EU-MIDIS) in response to a widespread lack of data on the experiences of immigrants and ethnic minorities in the European Union. This was the largest survey of its kind, covering all 27 EU Member States (at the time) and examining the experiences and attitudes of immigrants and other minorities, including Roma. In ten Member States EU-MIDIS also interviewed the majority population for the purpose of comparing key questions in the survey. The extensive face-to-face interviews in EU-MIDIS covered a number of topics, most importantly respondents' experiences of discrimination, victimisation (including hate crime) and police stops. In addition to the main topics, the survey also collected a wide range of socio-demographic information on the respondents, allowing for a detailed analysis of the results. As a follow-up to EU-MIDIS, which showed that Roma respondents were the most discriminated against group amongst ethnic minority and immigrant groups included in the survey, the Agency conducted a targeted survey on the Roma in 11 EU Member States in 2011 (together with UNDP). This survey asked a range of questions – some of which reflected areas covered by EU-MIDIS. The survey also interviewed majority population neighbours of the Roma (see fiche on Roma Multi-Annual Programme). In 2014-2015 the FRA will launch the second wave of EU-MIDIS to assess progress made over the past five years. The results will provide useful comparable data on the actual impact on the ground of EU and national anti-discrimination, integration and equality legislation and policies. This can guide policy makers in developing more targeted legal and policy responses, including in the field of migrant integration. This second wave of EU-MIDIS will interview persons with a migrant or ethnic minority background across the Member States, including Roma in selected Member States. EU-MIDIS II will cover core socio-economic indicators used in the first wave to assess changes over time, and it will focus on discrimination experiences, hate crime and access to justice, and other issues related to fundamental rights. The results of this work will provide valuable evidence on the situation on the ground concerning integration supporting also work on developing fundamental rights indicators on migrant integration. In developing the survey tools FRA will consult with relevant Commission services responsible for migrant integration.

#### Objectives

- To collect robust comparable data that can support the EU in protecting the rights of persons with a migrant or ethnic minority background, including Roma;
- To further refine survey methodologies engaging with hard to reach population groups;
- To deliver project outputs of use to key stakeholders.

#### Overall outputs

- Development of research tools and survey design,
- Survey fieldwork implementation - data collection
- Survey expert consultations

#### Beneficiaries and target groups

- European Parliament
- Council of the EU
- European Commission
- Member States
- NHRIs/Equality Bodies

- Civil Society
- Professional organisations
- Council of Europe/ECRI
- UN CERD

#### Activities and results achieved so far

The project follows up on EU-MIDIS, which was carried out during 2007-2008, and which resulted in several publications that were targeted to key actors working in the field of anti-discrimination; such as Equality Bodies at Member State level.

The project also builds on the Agency's work with respect to the Roma – specifically providing data for the Agency's Roma multi-annual programme, which can be read alongside the findings for other minority groups that will be interviewed in EU-MIDIS II.

In 2014 the FRA completed a pre-test study in selected EU Member States which assisted it in developing the questionnaire for EU-MIDIS II full scale survey taking place in 2015. EU-MIDIS II will be the first time that the Agency has repeated a large-scale survey – which will allow for data on trends over time with respect to experiences of fundamental rights of persons with a migrant or ethnic minority background.

#### Planned activities in 2015

- Finalisation of research tools and survey design in consultation with the relevant Commission service;
- Launch of survey fieldwork;
- Data management;
- Survey expert consultation;
- Cooperation with stakeholders;

#### Planned outputs in 2015

- Survey data collected;
- Development of an analytical framework;
- Meetings with survey experts;
- Stakeholder communication

#### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		1,511,000 €	-
Prior years' budget total	2,000,000 €	581,000 €	550,000 €
Multiannual	YES		
Year of origination	2014		



## DISCRIMINATION BASED ON 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

## EQUALITY

**ON-GOING** Project fiche 5.5.2

first priority

### Surveying LGBT people and authorities

#### Project description

The Agency will complete the project on discrimination and victimisation of LGBT persons. In 2013 the Agency published the results of an online survey which attracted 93,000 respondents who identified as lesbian, gay, bisexual or transgender (LGBT). In 2013 and 2014 the Agency supplemented this survey report by qualitative research that examined the views and experiences of public authorities and other duty bearers (law enforcement officers, health workers, teachers) on LGBT related issues. In 2014 the Agency also published a Data in Focus report on the situation of transgender persons, building on the data of the EU LGBT Survey. In addition, an update on the 2010 legal comparative report was initiated, following many requests for updated legal information by stakeholders. The project provided useful evidence to EU institutions, Member States and other stakeholders in light of relevant EU directives, the Charter of Fundamental Rights and the Council of Europe Committee of Ministers recommendation of 31 March 2010 on measures to combat discrimination on grounds of sexual orientation or gender identity. In 2014 and 2015 further analysis and communication activities, based on the survey and 'public authorities' project are carried out with relevant stakeholders. At the same time, the results of these projects fed into the work on LGBT indicators.

#### Objectives

This project provides data to enhance understanding of LGBT persons' experiences of discrimination and victimisation and the policy and legislative responses to the persisting phenomena of homophobia and transphobia. The results are useful to policy makers, educational institutions, medical professionals, law enforcement and LGBT organisations. The objective of the project in 2015 is to complete the analysis of the above mentioned projects, and to communicate and provide evidence based advice to key stakeholders, notably targeted at the sectors public policy, law enforcement, health and education.

#### Overall outputs

- Analysis and publication of research results
- Policy briefs and input into legislative and non-legislative processes both for European Institutions and EUMS
- Evidence based advice to selected EUMS when requested
- Increased cooperation with the Council of Europe's LGBT unit

#### Beneficiaries and target groups

- European Commission
- European Parliament
- Council of the EU Member States
- Civil society including associations of professional groups such as teachers, health workers, law enforcement staff and public officials
- Council of Europe
- NHRIs/Equality Bodies

#### Activities and results achieved so far

The 2008 and 2009 FRA socio-legal reports on homo- and transphobia have shown that LGBT discrimination and hate-motivated incidents, including expressions and violence based on prejudice and stigma, are a worrying phenomenon in the EU. In 2012 the Agency carried out a major online survey documenting the extent and nature of discrimination and victimisation experienced by LGBT persons in the EU. In 2013 research on attitude and views of public authorities was

completed. These data will be further analysed, published and communicated in 2014.

#### Planned activities in 2015

- Further and specific analyses of survey results and 'public officials' research project
- Additional translations and updates of existing publication
- Cooperation with stakeholders and evidence based advice.

#### Planned outputs in 2015

- Additional reports and other deliverables
- Meetings with stakeholders

#### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>50,000 €</b>	-	-
Prior years' budget total	235,000 €	-	-
Multiannual	YES		
Year of origination	2012		

## DISCRIMINATION BASED ON 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

## EQUALITY

**ON-GOING** Project fiche 5.5.3

first priority

### Rights of persons with disabilities

#### Project description

The EU is party to the UN CRPD and, to the extent of its competences, has an obligation to monitor the respect, protection, promotion and fulfilment of the rights of persons with disabilities. In this regard the EU has put in place a monitoring framework composed of several institutions, including the FRA. In this context the Agency after consultation with stakeholders and its partners in the framework will collect and analyse relevant data focusing on the transition from institutionalised to community-based care based on preparatory work carried out in 2014. In 2015 in close cooperation with the European Commission, the project will further refine and populate with data indicators and benchmarks, complementing the work carried out by the Academic Network of European Disability Experts since 2008 on behalf of the Commission. In line with its role in the EU level CRPD monitoring framework, FRA will provide evidence-based advice, targeted data and analysis drawing on its research findings.

The FRA will continue engaging with key stakeholders at the European and national levels, with a particular focus on the EU institutions and national level CRPD monitoring frameworks. The analysis of data and evidence-based advice will focus on issues of choice and control persons with disabilities are able to exercise over their daily lives and will cover areas identified in the European Disability Strategy with a focus on deinstitutionalization processes. Choice and control is a key cross-cutting theme in the CRPD and the European Disability Strategy 2010-2020 for which the Agency has already carried out work through its projects on the fundamental rights of persons with intellectual disabilities and persons with mental health problems, indicators on political participation of persons with disabilities, and targeted hostility against children with disabilities.

#### Objectives

- To identify and populate indicators;
- To deliver targeted outputs of use to key stakeholders;
- Engagement of stakeholders and representative organisations of persons with disabilities.

#### Overall outputs

- Reports and other deliverables
- Networking activities

#### Beneficiaries and target groups

- European Parliament;
- Council of the EU
- European Commission;
- EU monitoring framework under Article 33 (CRPD);
- UN CRPD Committee;
- Member States implementation and monitoring mechanisms set up under Article 33 CRPD;
- Professional organisations;
- Civil society;
- Local authorities;
- Council of Europe;
- NHRIs/Equality Bodies;
- Service providers for persons with disabilities

#### Activities and results achieved so far

FRA's research from 2009-2012 focused on issues of independent living of persons with intellectual disabilities and persons with mental health problems. In 2013-14 it completed a project on the political

participation of persons with disabilities and on hostility towards children with disabilities. In 2014 preparatory work was carried out on indicators concerning the transition from institutional to community-based and initial collection of secondary data on the specific situation in Member States.

#### Planned activities in 2015

- Review and refinement of indicators;
- Data collection and analysis to populate indicators and benchmarks;
- Preparation for qualitative research in 2016;
- Development of tools for stakeholder engagement;
- Production of communication outputs based on the results of research findings;
- Cooperation with stakeholders, especially monitoring frameworks set up in the EU Member States under Article 33 (2) CRPD.

#### Planned outputs in 2015

- Data collection and analysis;
- Meetings with stakeholders;
- Meetings with experts;
- Publication of results.

#### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	220,000 €	-	250,000 €
Prior years' budget total	100,000 €	-	-
Multiannual	Yes		
Year of origination	2014		

## DISCRIMINATION BASED ON 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

## EQUALITY

Project fiche 5.5.4

third priority

### Living in another Member State: barriers to EU citizens' full enjoyment of their rights

#### Description

In spite of the many efforts taken to facilitate freedom of movement for its citizens and their family members within the European Union, there are still many instances in which EU nationals and their non-EU family members who have settled in another country are not entitled to the same treatment as host country nationals, as different forms of discrimination can affect the exercise of the right free movement, in regard also to employment and occupation: discrimination based on language, religion, sexual orientation and gender identity or ethnicity can all constitute barriers to free movement. Citizens whose EU rights are not reflected appropriately in national law face serious difficulties in accessing such rights as they would have to claim them through the judiciary. The objective of this project is to identify barriers that can prevent EU citizens from enjoying free movement across the EU. The project, which will be developed in cooperation with the Commission, will cover EU citizens and their dependents, including those who are third country nationals, and will assist in identifying gaps and good practices which hinder or facilitate their integration.

In its EU Citizenship Report 2010 – Dismantling the obstacles to EU citizens' rights, the Commission identified 25 obstacles EU citizens still encounter in their daily lives when exercising their rights under EU law across national borders. Among them, a number of areas can be identified where more research is needed to clarify what the exact problems are. For example, burdensome and unclear procedures for the recognition of professional qualifications; barriers in access to trans-border healthcare; lack of clarity for EU citizens residing in another EU Member State regarding social benefits that should be claimed in the country of origin and/or destination.

#### Objectives

To identify and analyse barriers that prevent EU citizens from enjoying free movement across the EU, focusing on issues such as recognition of professional qualifications, trans-border healthcare, and recognition of social security. These obstacles were identified as particularly problematic by a recent Communication of the Commission on EU citizens' rights. The research will consist of preliminary fieldwork based on case studies involving local authorities and other key actors working in the fields referred to above.

#### Overall outputs

Data collection and analysis to identify barriers that prevent EU citizens from enjoying free movement across the European Union in selected areas and which prevent their family members (in case of third country nationals) to become integrated in the host society.

#### Activities and results achieved so far

This is a new area of research for the Agency.

#### Beneficiaries and target groups

- European Parliament;
- Council of the EU
- European Commission;
- Member States;
- Professional organisations;
- Civil society;

- Local authorities;
- NHRIs/Equality Bodies;

#### Planned activities in 2015

The project will start by identifying key issues of concern in Member States and prepare for data collection on the legal and administrative provisions regulating the movement of EU citizens in order to identify possible barriers. Depending on the outcome of the analysis of the data collected, fieldwork research with public authorities and other actors responsible for ensuring freedom of movement for EU citizens could be developed in the following year.

#### Planned outputs in 2015

- Collection of relevant data and analysis.
- Meetings with stakeholders and experts

#### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015</b>	-	-	440,000 €
Prior years' budget total	-	-	440,000 €
Multiannual	-		
Year of origination	-		

**DISCRIMINATION BASED ON 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**

**EQUALITY**

**ON-GOING** Project fiche 5.5.5

first priority

## Additional activities in the area of “Non-Discrimination”

### Description

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their policy processes.

#### Objectives

- To provide opinions and evidence based advice
- Issue analysis and papers based on existing materials, when required and update selected publications,
- Make findings of the FRA available to policy makers in a proactive manner
- Relevant communication & cooperation activities
- Develop EU rights based indicators on specific issues relevant to the relevant to the area and specific projects

### Overall outputs

- Participation in and organisation of meetings and events
- Preparation and presentation of relevant analysis, opinions, papers, and other input
- Development and population of indicators on specific issues relevant to the area and specific projects

### Beneficiaries and target groups

- European Parliament;
- Council of the EU;
- European Commission;
- Member States;
- NHRIs/Equality Bodies;
- EU Agencies;
- Civil Society;
- Professional organisations

### Planned activities in 2015

- Communicate research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Developing targeted analysis and briefs;
- Update and re-print existing reports as required;
- Participation in meetings and events;

### Planned outputs in 2015

- Expert advice to stakeholders
- Selected publications (or parts thereof) updated.
- Preparation and presentation of relevant opinions, papers, presentations and other input

### Financial resources allocated to the project

Total budget in 2015	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

## THE RIGHTS OF THE CHILD

ON-GOING Project fiche 5.6.1

first priority

EQUALITY

## Children and Justice

## Description

The treatment of children in the justice systems of the European Union is an important issue of concern for European institutions. The European Commission highlights in the EU Agenda for the Rights of the Child that promoting child-friendly justice is at the centre of its actions, and identifies four key areas of concern: children's effective access to justice, participation, appropriate representation, receiving relevant information in a way suitable to their age and level of maturity, and adequate training of professionals dealing with children. In 2012 the FRA, in close cooperation with the European Commission, initiated research to examine the extent to which justice processes in the EU are child-friendly and involve children in decisions concerning them. The areas covered include judicial procedures where children participate as interested parties, witnesses or victims, with a special emphasis on child hearings. In the first phase, the FRA conducted fieldwork research interviewing judges, court officials, lawyers and other practitioners involved in judicial procedures, in order to examine the actual practices followed in the courts. The work took into account relevant EU Directives, the Council of Europe Guidelines on Child Friendly Justice and other international standards. In the second phase FRA conducted interviews with children in order to examine how they have experienced participation in criminal and civil judicial procedures. In 2015 analysis will be carried out in order to finalize and publish reports. FRA will engage with stakeholders to follow-up on the results in cooperation with Commission services and the Council of Europe.

## Objectives

The objective of this project is to examine how children are treated as victims and witnesses in criminal proceedings and as parties to civil proceedings in different EU Member States assessing whether and how the Council of Europe Guidelines on child friendly justice are applied.

## Overall outputs

Collection and analysis of qualitative data through fieldwork research; presentation of selected early findings and refinement of indicators.

## Beneficiaries and target groups

- European Parliament;
- Council of the EU;
- European Commission;
- Member States (including Ministries of Justice, National Parliaments, and National Courts, as well as Public Prosecutor's Offices and the police);
- Council of Europe;
- UN CRC Committee;
- NHRIs/Equality Bodies and Ombuds institutions for children;
- Professional organisations;
- Civil society; Children and parents.

## Activities and results achieved so far

In 2012-14 the Agency carried out fieldwork research involving social and legal professionals, as well as children, regarding the participation and treatment of children in criminal and civil judicial proceedings.

## Planned activities in 2015

- Completing the analysis of the results
- Publishing related reports
- Meetings and cooperation with stakeholders

## Planned outputs in 2015

- Reports and other deliverables;

- Meetings with stakeholders, and experts.

## Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	150,000 €	-	-
Prior years' budget total	550,000 €	-	-
Multiannual	Yes		
Year of origination	2012		

## THE RIGHTS OF THE CHILD

ON-GOING Project fiche 5.6.2

first priority

## Handbook of European Case-law on the Rights of the Child

### Description

FRA, in co-operation with the European Court of Human Rights and the Council of Europe, elaborated a Handbook of European Law on the Rights of the Child in 2014 in order to support the Council of Europe Strategy for the Rights of the Child and contribute to its objectives and those of the EU Agenda for the Rights Child. The Handbook aims to encapsulate the 'European standard' of child protection, including as derived from European jurisprudence: case-law of the European Court of Human Rights (ECtHR), the European Committee of Social Rights (ECSR), and the Court of Justice of the European Union (CJEU). Following the planning, preparation and research conducted in 2013 and 2014, in 2015 the Handbook will be translated from its original version in English into other selected EU languages. The Handbook will be published and disseminated in relevant forums and through networks of professionals dealing with children, including also stock-taking activities on the Council of Europe Strategy and EU events.

### Objectives

The main objective of the project is to raise awareness and knowledge amongst judges, prosecutors, lawyers, officials and other practitioners dealing with the legal protection of children at the national and international level of the European guarantees of the rights of the child. An additional objective is to support the daily work of these practitioners as they deal with legal issues concerning children. In 2015 the handbook will be translated into selected EU languages to facilitate its broadest possible dissemination within EU Member States and in the Council of Europe region.

### Overall outputs

Contribution to the knowledge and tools available for practitioners dealing with the legal protection of children in Europe;

Translation of the Handbook into selected EU languages; Publication of the Handbook both on-line and in print; Dissemination of the Handbook through FRA participation in meetings and engagement with networks of relevant professionals.

### Activities and results achieved so far

In 2013 the FRA conducted preparatory research on the handbook, and procured its drafting in cooperation with amongst others, the European Court of Human Rights, the Council of Europe, and the EU Commission. In 2014 FRA, together with its partners, analysed and presented a selection of extracts from key judgements and decisions delivered by the ECtHR, the ECSR, and the CJEU, highlighting the manner in which EU law, the ECHR, the ESC, the UN CRC, and other instruments relevant to child protection were applied.

### Beneficiaries and target groups

- European Parliament;
- Council of the EU;
- European Commission;
- Member States (including Ministries of Justice, National Parliaments, National Courts, and Public Prosecutor's Offices);
- Professional organisations;
- Civil society/organisations;
- Council of Europe;
- UN CRC Committee;
- NHRIs/Equality Bodies and Ombuds institutions for children.

## EQUALITY

### Planned activities in 2015

- Translation and preparation of the Handbook for publication in selected EU languages in co-operation with the European Court of Human Rights and the Council of Europe;
- Publication of the Handbook, on-line and in print;
- Dissemination of the Handbook through national networks of professionals and civil society organisations dealing with children, and contacts with relevant authorities in the EU Member States;
- Targeted stakeholder communication and awareness raising activities, including in the framework of EU and Council of Europe events.

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	315,000 €	-	-
Prior years' budget total	40,000 €	-	-
Multiannual	Yes		
Year of origination	2014		

## THE RIGHTS OF THE CHILD

ON-GOING Project fiche 5.6.3

first priority

EQUALITY

## Additional activities in the area of “Rights of the Child”

### Description

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their policy processes. For example, in 2014 the Agency participated in meetings coordinated by EASO on guardianship for unaccompanied children in a migration or asylum context. The work undertaken by the Agency in 2013-14 following a specific request by the Commission mapping child protection systems will be completed and published.

In 2015 FRA will publish the results of its project on Children with disabilities: targeted violence and hostility. will carry out preparatory work on issues related to child well-being and poverty in close cooperation with the Commission to identify data needs and prepare for the development of rights-based indicators building on the monitoring framework annexed in the Commission’s Recommendation Investing in children: breaking the cycle of disadvantage. The work will place particular emphasis on children who are at risk of multiple disadvantages, such as migrant or ethnic minority children, especially Roma at risk of marginalisation, as well as children with special needs or disabilities and children in alternative care, and street children.

### Objectives

- To provide opinions and evidence based advice, as done in the field of data protection , for instance
- Issue analysis and papers based on existing materials and update selected publications, when required
- Publish the results of the project “Children with disabilities”
- Make findings of the FRA available to policy makers in a proactive manner
- Relevant communication & cooperation activities
- Develop preparatory work on child well-being and poverty
- Develop and refine further EU rights based indicators on specific issues relevant to the rights of the child

### Overall outputs

- Participation in and organisation of meetings and events
- Preparation and presentation of relevant opinions papers, presentations and other input
- Analysis and briefing
- Publication of results of the project “Children with disabilities”
- Further development, refinement and update of indicators on specific issues relevant to the rights of the child

### Beneficiaries and target groups

- European Parliament;
- Council of the EU;
- European Commission;
- Member States
- NHRIs/Equality Bodies and Ombuds institutions for Children;
- UN CRC Committee;
- Civil Society
- Professional organisations

### Planned activities in 2015

- Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Developing targeted analysis and briefs;
- Publish or re-print reports as required;

- Participation in meetings and events

### Planned outputs in 2015

- Expert advice to stakeholders
- Publication of results of the project “Children with disabilities” and update of selected publications (or parts thereof).
- Preparation and presentation of relevant opinions, papers, presentations and other input
- Development and refinement of structure-process-outcome rights based indicators on the rights of the child in regard to protection and care necessary for its well-being, in close cooperation with the Commission services.

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	70,000 €	-	-
Prior years’ budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

## ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION

ON-GOING Project fiche 5.7.1

first priority

JUSTICE

**'CLARITY' (Complaints, Legal Assistance and Rights Information Tool for You)****Description**

With the entry into force of the Treaty of Lisbon and the Charter of Fundamental Rights of the EU becoming legally binding, expectations of people living in the EU have been raised. It has become common to turn to EU institutions and bodies for assistance and advice in resolving complaints of rights violations. However, it is often beyond the mandate of these bodies, beyond the scope of EU competence and/or beyond the scope of the Charter, to deal with these complaints (see European Commission's 2010 and 2011 Reports on the Application of the EU Charter of Fundamental Rights). Moreover, FRA's research findings continuously show that lack of knowledge of where one should turn to claim rights – be these civil and political, or economic and social rights – is a crucial obstacle in accessing justice in the European Union. The founding regulation of FRA stresses in recital 15 that “[t]he Agency should take measures to raise the awareness of the general public about their fundamental rights, and about possibilities and different mechanisms for enforcing them in general, without, however, dealing itself with individual complaints.” Complementing existing tools, such as the European Commission's e-Justice Portal and European Ombudsman's Interactive Guide, the CLARITY portal will provide online guidance to victims of fundamental rights violations on where to turn to at national level by mapping bodies providing victim advice and assistance – such as equality bodies, national human rights institutions, and ombudsperson institutions. This information is particularly important with respect to cross-border settings. The tool will be compatible with the European e-Justice Portal so as to be able to share information automatically. The tool will be transferred to the European e-Justice portal in the course of 2015 and responsibility for its continued development and upkeep handed over to the European Commission.

**Objectives**

- Provide clarity to end-users, intermediaries, and professionals on which non-judicial body or bodies are competent to address a relevant fundamental rights complaint or provide other forms of assistance, including information to guide an individual in relation to a specific fundamental rights issue.
- Enable accurate information on the mandates and details of complaint bodies.
- Encourage a more harmonised approach to information sharing on complaints that will improve comparability (cf. Commission Recommendation on the use of a harmonised methodology for classifying and reporting consumer complaints and enquiries - C(2010)3021 final)

**Overall outputs**

Creation of a pilot online tool that will allow for easy identification of the most appropriate (non-judicial) complaint body for a particular type of fundamental rights issue. The user will be provided with basic information on that body together with a link and the possibility to directly contact that institution. Another way of seeing and labelling this tool would be as an 'admissibility check list'.

**Beneficiaries and target groups**

- Victims of fundamental rights violations
- Organisations representing such victims (such as NGOs guiding victims of fundamental rights violations to a relevant body)
- National (non-judicial) institutions with a human rights remit, such as equality bodies, national human rights institutions or ombudsperson institutions

- EU institutions and Member States

**Activities and results achieved so far**

From FRA's EU-MIDIS survey and onwards, the Agency's research findings have shown that low awareness of rights as well as not knowing where to turn to when rights are infringed is a crucial obstacle to effectively exercising rights. Measures to address these shortcomings are needed at several levels, and this project seeks to support the work of other actors, such as the Commission, in this regard.

**Planned activities in 2015**

- Follow-up on pilot portal with improvements, if needed
- Further interaction with European e-Justice portal and other potential actors
- Transfer of the tool to the European e-Justice portal

**Planned outputs in 2015**

- Input into the European e-justice portal

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	-	-	-
Prior years' budget total	150,000 €	-	-
Multiannual	Yes		
Year of origination	2013		



**ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION**

ON-GOING Project fiche 5.7.2

first priority

**JUSTICE****Gender-based violence against women:  
from childhood to adulthood****Description**

After consultation with key experts, including the Council of Europe, the Agency developed an EU-wide survey on gender-based violence against women that encompasses childhood and adulthood experiences. Violence against women and girls continues to be a pressing problem in many EU Member States, which serves to undermine core fundamental rights such as dignity, access to justice and gender equality (amongst others). The impact of gender-based violence reaches far beyond the immediate individuals involved as it affects families, communities and the wider society, and has significant implications regarding the State's resources and ability to effectively address this social ill. Existing research and criminal justice data show that the majority of incidents of this nature go unreported, and therefore the State is typically ill-informed about the extent and nature of the problem; which has implications for the development of policies and action concerning violence. To this end, FRA has carried out the first comparable EU-wide survey on violence against women, from childhood to adulthood, which can be used to inform policy developments and action in this area. The survey results can also offer useful guidance to Member States in their ratification and implementation of the Council of Europe Convention on violence against women and domestic violence (Istanbul Convention). Support for an EU-wide survey by the FRA on violence against women stems from the request of the Council of the EU under the Spanish presidency and a European Parliament Resolution of 26 November 2009, which was also referred to in Council conclusions of 8 March 2010. EIGE has become progressively operational since 2009 but was not able, at the outset of this study, to develop and launch such a project. To this end, FRA has drawn on its own expertise in the field of survey research, and has worked together with EIGE to ensure that they are incorporated in the project's development. The research carried out by EIGE in 2010-2014 on the sources of secondary data on domestic violence, the extent and nature of victim support services, and on good practices in addressing domestic violence, provides contextual information which can be taken into account when drawing conclusions from the results of the FRA survey.

**Objectives**

The project provides comparable data on the nature and extent of violence against women in the EU28. The survey offers policy makers and other stakeholders in the EU, and at national level, with evidence necessary for developing legislation and policies to address violence against women through prevention of incidents, protection of victims and prosecution of offenders; including with a view to ensuring compliance with the Istanbul Convention. The data collected and analysed under this project is of relevance to the future monitoring mechanism to be set up once this Convention enters into force.

**Overall outputs**

The results are communicated through a series of reports, following the approach developed for the EU-MIDIS survey, as well as through various meetings with targeted stakeholders.

**Beneficiaries and target groups**

- Member States; European Commission; European Parliament; Council of the EU; Other EU bodies and agencies; Council of Europe; OSCE; UN/CEDAW; Victim support organisations; Civil Society
- EIGE – which received the FRA VAW survey dataset in 2014 for utilisation in its gender-equality index

- In 2015–16, the OSCE plans to pilot the FRA's survey on violence against women in selected non-EU countries. To this end, the FRA has agreed to support the OSCE as part of a 'steering' committee to inform the survey's development.

**Planned activities in 2015**

Based on the results of the survey that were published in 2014, the Agency will continue to present the survey results and raise awareness about the accompanying FRA 'opinions' based on the survey findings; involving targeted engagement with selected practitioners and authorities working in the area of violence against women as well as relevant (inter-)governmental stakeholders (incl. Council of Europe, OSCE, UN), EU institutions and civil society.

In addition, the Agency will provide targeted input to the 'Norway' grants concerning their work in selected EU Member States in the field of combating gender-based violence.

These activities will further promote the use of the interactive web-based data explorer and existing FRA reports on the results, in line with the project's communication strategy.

FRA will also deposit the violence against women survey dataset in a data archive to facilitate access to the data by different stakeholders and researchers.

**Planned outputs in 2015**

- Presentations based on the results
- Meetings with stakeholders
- Deposit FRA survey dataset with a selected data archive for use by interested stakeholders/researchers

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>10,000 €</b>	-	-
Prior years' budget total	4,025,300 €	-	-
Multiannual	YES		
Year of origination	2010		

## ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION

ON-GOING Project fiche 5.7.3

first priority

JUSTICE

## Fundamental rights survey – establishing a EU-wide survey on trends in fundamental rights

### Description

Note: Although the survey has been placed under the 'Access to Justice' domain of the Agency's AWP, this does not mean that its coverage is limited to this field – as questions in the survey will encompass different domains.

The Agency will establish a rolling survey (repeated every five years) that will inform policies and debate on fundamental rights in the EU by providing trends on fundamental rights outcomes on the ground. It will be the first EU-wide survey to produce comparable trend data on the general population's experiences of fundamental rights over time in the EU (through each successive round of the survey). Unlike Eurobarometer surveys, the FRA's fundamental rights survey will not focus only on people's attitudes or opinions, but will also ask people about their actions or events they have experienced. The survey will consist of a core module, which will measure key fundamental rights indicators on a repeated basis, setting up a benchmark measure for the fundamental rights situation in the EU. The core module, repeated every five years, will collect data on a wide spectrum of fundamental rights issues, such as freedom of movement, data protection, discrimination on different grounds and rights awareness – focusing on where data is not available through Eurostat, Eurobarometer or other existing EU-wide surveys. The core module can be accompanied by additional modules, which will serve the data needs of other specific FRA projects, as relevant. The survey design could also explore how additional booster samples could be incorporated in different rounds of the survey, which could be undertaken in specific Member States to address their specific needs through targeted questions with certain groups or the general population. The content and scope of the survey will be established through consultations with survey experts and selected stakeholders – including (for example) Equality Bodies and National Human Rights Institutions, the European Commission (including Eurostat), Council of Europe, the UN Office of the High Commissioner for Human Rights, and other EU Agencies. These consultations will assist in outlining a survey strategy, which will be the roadmap for the coming years in terms of guiding the development and execution of the survey – ensuring that the survey fills a gap in existing evidence, which can be used to inform policy, and does not duplicate data collection in other fields. The survey will be complementary to the Agency's EU-MIDIS survey, as it will endeavor to match (where possible) certain questions that are asked in EU-MIDIS with regard to ethnic minority and immigrant groups, which can be used for comparison purposes.

### Objectives

The survey aims to make up for the current deficit in robust and comparable data on most fundamental rights areas with regard to the general population's experiences of a range of rights 'on the ground'. Subsequent waves of the survey (every five years) will allow for the first time the identification of specific trends over time, which will support EU and national policy makers in making evidence based decisions regarding future legislation and resource allocation. The results will also fill the FRA's data needs in regard to other specific projects.

### Overall outputs

The Fundamental Rights Survey will collect robust comparable statistical data that can support the EU in protecting fundamental rights based on evidence from the ground. The project will further

develop survey methodologies in addressing fundamental rights issues. The survey results will be presented in the form of project outputs which are of use to key stakeholders, as established through stakeholder consultations.

### Activities and results achieved so far

The Agency has carried out several large-scale surveys to date on specific groups in the population and specific themes with respect to fundamental rights; for example, the EU-MIDIS survey (on ethnic minority and immigrant groups), which is now in its second round; the LGBT survey; the Roma survey; and the survey on Jewish people. With the exception of the Agency's survey on violence against women, the focus of FRA surveys has not been on the general population..

The development of the fundamental rights survey started in 2014 with in-house desk research, and preparations for a pre-test study which will assist the Agency in developing the survey methodology for the full-scale survey.

### Beneficiaries and target groups

- EU Institutions; Member States; Equality Bodies and NHRIs; Council of Europe; OHCHR and other UN entities.
- Eurostat, national statistical offices.

### Planned activities in 2015

The project activities in 2015 will concentrate on developing a solid methodology and substantive content structure as a basis for the survey's implementation in the coming years. To this end, in 2015 the FRA will carry out a pre-test study which will assist the Agency in developing the survey methodology for the full-scale survey in 2016. While the pre-test is in progress, the FRA will start to develop a technical report concerning the findings from the test activities.

Targeted stakeholder and expert consultation activities will be undertaken in 2015 to support the development of the survey.

### Planned outputs in 2015

Results of stakeholder and expert consultation activities to inform the development of the survey strategy and the draft questionnaire for the survey (containing the core questionnaire and possible modules); Development of a technical report concerning the findings from the pre-test phase of the survey; Identification of core areas for data collection that can serve to inform the FRA's Annual Report and key projects.

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	400,000 €	-	150,000 €
Prior years' budget total	20,000 €	-	-
Multiannual	Yes		
Year of origination	2014		

## ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION

NEW Project fiche 5.7.4

first priority

JUSTICE

## Handbook on Access to Justice in Europe

### Description

Access to justice is a core fundamental right embodied first and foremost in Article 47 of the Charter of Fundamental Rights of the EU and Article 6 of the European Convention on Human Rights. Access to justice enables victims of fundamental rights violations to effectively enforce their rights or put right damage suffered – irrespective of the nature of right, civil and political as well as economic and social. However, FRA research shows that access to justice is problematic in a number of EU Member States due to several factors, including insufficient knowledge about the different avenues available to access justice. In this context, a Handbook on access to justice in Europe represents a useful tool to mitigate this problem.

The European Commission for the Efficiency of Justice (CEPEJ), the Council of Europe expert body, is the partner in the implementation of this project (decision by CEPEJ to be formally taken at their December Plenary 2013). FRA will also collaborate with the European Court of Human Rights (ECtHR) and the Court of Justice of the European Union (CJEU) and will consult other relevant stakeholders, such as the European Commission, and intermediaries such as victim support groups at the European and national level. Issues covered by the Handbook may include substantive as well as procedural and institutional aspects of access to justice, arising from various fields, including the area of non-discrimination or those with more progressive approach to access to justice, such as environmental litigation or consumer protection. The aim is to focus in particular on rules and standards at the European level in the area of access to justice in its widest sense, covering judicial as well as (possibly) non-judicial aspects, as reflected by national and European jurisprudence.

### Objectives

The main objective of the project is to raise awareness and knowledge amongst legal professionals involved in litigation as well as intermediaries – such as civil society organisations – of existing standards and fundamental rights guarantees in the area of access to justice as reflected by case law at the national and European level.

### Overall outputs

The result of the project will be a Handbook on access to justice in Europe. The Handbook will provide an accessible summary and analysis (in selected EU languages) of the relevant case law of the Court of Justice of the European Union and the European Court of Human Rights, supplemented by – where available – national jurisprudence, on selected topics in the area of access to justice.

### Activities and results achieved so far

This project builds on the methodology followed in previous FRA-Council of Europe (in particular ECtHR) joint projects which enabled the publication of Handbooks on European law in the field of non-discrimination (2011), European law relating to asylum, borders and immigration (2013), European data protection law (2014) and the upcoming European case law on the rights of the child. Furthermore, the Handbook will contribute to the various on-going and completed projects that the FRA is undertaking in the area of access to justice, including the 'CLARITY' and 'Victim Support Services in the EU' projects and the two FRA access to justice reports published in 2011 and 2012.

### Beneficiaries and target groups

- Judges
- Legal practitioners involved in litigation

- Intermediaries such as NGOs and other bodies involved in assisting victims in accessing justice, including by legal advice

### Planned activities in 2015

- Project-specific stakeholder communication and awareness raising activities will be developed, including a stakeholder consultation
- In-house analysis and selection of extracts from key judgments and decisions (and other tools interpreting relevant international human rights law standards) delivered by the ECtHR and CJEU (as well as UN treaty bodies) in the field of access to justice.
- Preparation of the draft Handbook in collaboration with the project partners
- Pilot an online, dynamic version of the Handbook

### Planned outputs in 2015

- A draft Handbook on Access to Justice in Europe
- A draft online version of the handbook

### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>40,000 €</b>	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2015		

**ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION****NEW** Project fiche 5.7.5

first priority

**JUSTICE**

## Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial

**Description**

Note: FRA was requested by the European Commission to undertake a study to provide evidence-based advice to the EU institutions and Member States on the situation in practice concerning three EU Framework Decisions (FDs). These allow for measures to be executed in an EU country other than the one in which a person is sentenced or awaiting trial; which can be the country of nationality, of habitual residence, or another EU country where the person concerned has close ties; namely: (1) FD 2008/909/JHA on transfer of prisoners, (2) FD 2008/947/JHA on probation and alternative sanctions, and (3) FD 2009/829/JHA on the European Supervision Order. These FDs have the potential to enhance the social rehabilitation of persons who are sentenced, released on probation, or awaiting trial, and at the same time should ensure the proper administration of justice – including the fundamental rights of persons concerned – and the enhancement of mutual trust between Member States when implementing EU law. However, as reported in 2014 by the European Commission, many EU Member States had not implemented these FDs – although the deadline for implementation had passed. This situation does not reflect well on the goal of rehabilitation of sentenced persons or suspects, nor does it reflect well on the principle of mutual trust and recognition between jurisdictions. Overall, fundamental rights aspects need to be considered in order to boost mutual trust and ensure that minimum standards are upheld. Given that the Commission, as of December 2014, is in a position to launch infringement proceedings with respect to these FDs – there is an even stronger need to support Member States in the implementation of the FDs in practice. The project explores these themes with regard to the situation on the ground concerning the application in practice of the three FDs, whilst giving due regard to relevant standards and guidance from the Council of Europe and the United Nations.

**Objectives**

- To explore the practical application of aspects of the three FDs with respect to the transfer of persons sentenced or awaiting trial – identifying barriers and opportunities for implementation in practice with respect to fundamental rights implications for the persons concerned.
- To identify promising practices that can be utilised by the European Commission and Member States – in consideration of implementation of the FDs on the ground.

**Overall outputs**

- Initial background mapping of the situation on the ground in Member States – to lead to identification of case studies for further investigation at Member State level.

**Activities and results achieved so far**

- New project for the Agency.
- Building on work undertaken by the Agency in the field of Access to Justice.

**Beneficiaries and target groups**

- European Commission, DG Justice; links to other areas of EU law (such as the European Arrest Warrant).

- Member States – able to draw on case studies identifying promising practices useful for the practical application of the FDs.

**Planned activities in 2015**

- To explore differences and similarities in the practical application of the FDs on the basis of in-depth case studies – interviewing both duty bearers and (potentially) sentenced or suspected persons (rights holders) who have been transferred (or have been considered for transfer) between Member States; identifying case study examples – based on existing experience – as promising practices.

**Planned outputs in 2015**

- Initial background mapping of the situation on the ground in Member States – to lead to identification of possible case studies for further investigation at Member State level.

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>175,000 €</b>	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2015		

**ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION**

Project fiche 5.7.6

third priority

**JUSTICE**

Desk research (and selected interviews, where necessary) after identification of innovative/promising practices.

## Improving access to justice for people living in the EU

### Description

The project focuses on identifying ways to improve access to justice, beyond existing traditional means and structures. At first glance, the following three areas could be central for analysis and exploration with a view to propose promising practices:

1. empowerment through broadened legal standing that removes practical obstacles for the individual(s) and reduces the burden or stigma of complaining – for example public interest litigation, complaints filed by CSOs on behalf of one or several individuals (drawing for example on the experience from economic and social rights in the Council of Europe monitoring body), 'collective redress', as well as alternatives to more traditional forms of justice;

2. 'private' initiatives such as the involvement of (university-based) legal clinics or *amici curiae* ('friends of the court', i.e. third party interventions providing research, legal advice, or the like) that could increase the quality of legal arguments with external contributions and/or reduce the costs for the parties with contributions from civil society or pro-bono lawyers;

3. e-justice technology and other innovations that facilitate access to information or redress mechanisms, while also ensuring sufficient safeguards for 'non-e-users' and their access to justice – with careful consideration of and coordination with the European e-Justice Portal (see also fiche –on CLARITY project)

Such examples have helped to improve access to justice in EU Member States and beyond, not least in times of economic austerity. Legal and social mapping of the application of such initiatives in various fields (not only fundamental rights) and in relation to various mechanisms – including assessments based on fieldwork (qualitative research) of how such examples have or have not contributed in practice to people's ability to effectively access justice – would be envisaged.

### Objectives

Expanding on ideas raised in existing FRA research under various MAF areas and further explored during the 2012 FRA Fundamental Rights Conference and other FRA events, this project will focus on initiatives aimed at facilitating access to justice.

### Overall outputs

The project will deliver a comparative and analytical overview on innovative practices with an impact analysis concerning identified promising practices.

### Activities and results achieved so far

Under the general heading of improving access to justice, the suggested three focus areas (empowerment, 'private' initiatives and e-justice technology) of this project are based on FRA and other research, in line with areas that are of high policy and practical relevance in the EU. The project's research would strengthen ties with access to justice components of other FRA projects, such as those related to disability, asylum, data protection, and children.

### Beneficiaries and target groups

- EU Member States seeking to improve access to justice and EU institutions trying to strengthen implementation of EU law.
- Civil society organisations, including professional associations, and other bodies or institutions applying or advocating change with respect to improvements in access to justice.

### Planned activities in 2015

Collection of data and analysis of innovative practices across the EU that aim at improving access to justice.

### Planned outputs in 2015

- Design and implementation of an on-line survey to identify obstacles and collect related information on innovative practices
- Interviews where necessary – to clarify info concerning innovative practices
- Data analysis
- Expert and stakeholder meetings

### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	-	-	500,000 €
Prior years' budget total	-	-	500,000 €
Multiannual	N/A		
Year of origination	N/A		

**ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION**

ON-GOING Project fiche 5.7.7

first priority

**JUSTICE**

## The right to interpretation and translation and the right to information in criminal proceedings in the EU

**Description**

Note: FRA was requested by the European Commission to undertake this research. The project will provide evidence based advice to the EU institutions and EU Member States on criminal procedural rights, in particular on the rights to interpretation, translation and information in criminal proceedings. The project will identify promising practices and opportunities provided by EU law in the context of the Criminal Procedure Roadmap.

The project specifically relates to Directive 2010/64/EU of the European Parliament and of the Council of 20 October 2010 on the right to interpretation and translation in criminal proceedings and Directive 2012/13/EU of the European Parliament and of the Council of 22 May 2012 on the right of suspect or accused persons to information in criminal proceedings. These directives contribute to the proper functioning of judicial cooperation within the EU by providing for common standards of protection of specific procedural rights. These rights give suspected or accused persons the possibility to follow and actively participate in judicial cross-border proceedings, in accordance with existing international standards and guarantees; in particular those relating to the right to a fair trial arising from Article 47 of the Charter of Fundamental Rights of the European Union (hereinafter the EU Charter) and Article 6 of the European Convention on Human Rights (hereinafter the ECHR).

By 2015, Member States should have transposed the two directives into national law. The project provides an overview of promising practices across the EU 28 in this respect. Due regard is also given to relevant standards of the EU (incl. the EU Charter) as well as from the Council of Europe and the United Nations.

**Objectives**

- To explore promising practices and opportunities on the application of the rights to interpretation, translation and information in criminal proceedings and the fundamental rights implications for the persons concerned.
- To identify promising practices that can be utilised by the European institutions and bodies and Member States.

**Overall outputs**

- Speeches and shorter papers feeding into relevant policy discussions /conferences
- Comparative legal analysis and summary report

**Activities and results achieved so far**

- In-house research was conducted in 2014
- Contracted research in the EU Member States was initiated in 2014
- Builds on the Agency's work in the field of Access to Justice, in particular its work in the area of rights of victims of crime and FRA Opinions, including on a proposal to establish a European Public Prosecutor's Office, on the confiscation of proceeds of crime and on the draft directive regarding the European Investigation Order (EIO).

**Beneficiaries and target groups**

- EU institutions and bodies
- Member States
- Legal professionals and NGOs, including relevant professional associations and networks at European and national level

**Planned activities in 2015**

- Completion of research on all EU Member States (if not covered in 2014)
- Comparative analysis of the FRANET data
- Finalization of the comparative legal analysis
- Peer-review consultation with key experts by the end of 2015

**Planned outputs in 2015**

- Short paper(s) drawing on the preliminary comparative findings to be delivered in relevant seminar/conferences starting at the end of 2015

**Financial resources allocated to the project**

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		91,850 €	-
Prior years' budget total	83,950 €	-	87,850 €
Multiannual	Yes		
Year of origination	2014		

**ACCESS TO JUSTICE INCLUDING JUDICIAL COOPERATION****JUSTICE****ON-GOING** Project fiche 5.7.8

first priority

**Additional activities in the area of  
“Access to Justice”****Description**

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their activities and decisions.

**Objectives**

- To provide opinions and evidence based advice;
- Issue ad hoc reports based on existing materials, when required and update selected publications;
- Make findings of the FRA available to policy makers in a proactive manner;
- Share promising practices and other findings resulting from FRA research at the right time to the right people;
- Develop EU rights based indicators on specific issues relevant to the area and specific projects.

**Overall outputs**

- Participation in and organisation of meetings and events, including relevant training schemes;
- Preparation and presentation of relevant opinions papers, presentations and other input;
- Preparation of communication materials, including factsheets;
- Development and update of indicators for the area “Access to Justice”

**Beneficiaries and target groups**

- EU institutions and agencies
- Member States
- National bodies with a human rights remit, such as equality bodies or national human rights institutions
- Other national specialised bodies
- Civil Society Organisations
- Professional organisations
- Other actors from the access to justice field

**Planned activities in 2015**

- Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Updating existing products, including reprinting, as required;
- Participation in and organisation of meetings and events.

**Planned outputs in 2015**

- Expert advice to stakeholders;
- Preparation and presentation of relevant opinions, papers, presentations and other input;
- Further develop indicators sets;
- Selected publications (or parts thereof) updated.

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>10,000 €</b>	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

## VICTIMS OF CRIME INCLUDING COMPENSATION TO VICTIMS OF CRIME

JUSTICE

NEW Project fiche 5.8.1

first priority

## Rights of crime victims to have access to justice – a comparative analysis

### Description

What are the rights of victims of crime in practice in relation to access to justice? An in-depth comparison of the situation of victims in a selected number of EU Member States, which represent different legal systems and traditions, will be undertaken. The research will be done at three levels:

1. Legal level: How are crime victims and their rights conceptualised in various legal systems and before the background of different legal traditions? What are the rights of victims to ensure effective investigations, prosecution and sentencing as well as to participate in criminal proceedings?
2. Institutional level: How do public and private institutions that deal with victims ensure that their work reflects the rights and needs of victims? What are the views of actors in the criminal justice system (the police, lawyers, prosecutors, judges) on the appropriate role of victims in the criminal justice system?
3. Practical level: To the extent feasible, the research will also examine the experiences of victims.

### Objectives

The objective is to investigate and analyse – from a rights-based perspective – how victims of crime are included in the criminal justice process and in this regard the type and forms of support provided to them by Member States' justice systems.

### Overall outputs

A comparative report to be developed in 2016 for publication in 2017.

### Activities and results achieved so far

The project will build on FRA's research on victim support services, which was undertaken from 2011–2014, by expanding into a more general overview of the rights of victims of crime with respect to access to justice. The project will in part be designed to follow up on other FRA projects dealing with victims of crime, such as the FRA survey on violence against women and also with respect to the area of hate crime, or bias-motivated crime, against different vulnerable groups.

### Beneficiaries and target groups

- Victims of crime;
- EU Member States;
- EU institutions and agencies
- Legal and other relevant criminal justice practitioners that work with victims of crime
- Victim support organisations

### Planned activities in 2015

- First year - desk research and interaction with key stakeholders in the development of the project.
- Second year - comparative fieldwork research in selected EU Member States.

### Planned outputs in 2015

None

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
8,000 €	-	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2015		



## Additional activities in the area of “Victims of crime”

### Description

The Agency follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their activities and decisions.

### Objectives

- To provide opinions and evidence based advice
- Issue ad hoc reports based on existing materials, when required and update selected publications,
- Make findings of the FRA available to policy makers in a proactive manner
- Share promising practices and other findings resulting from FRA research at the right time to the right people
- Develop EU rights based indicators on specific issues relevant to the area and specific projects

### Overall outputs

- Participation in and organisation of meetings and events, including relevant training schemes;
- Preparation and presentation of relevant opinions papers, presentations and other input
- Preparation of factsheets
- Development and update of indicators for the area “Victims of Crime”

### Beneficiaries and target groups

- EU institutions and agencies
- Member States
- National bodies with a human rights remit, such as equality bodies or national human rights institutions
- Other specialised bodies
- Civil Society Organisations
- Professional organisations
- Other actors from the victims of crime-field

### Planned activities in 2015

- Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Developing targeted analysis and briefs;
- Updating existing products, including reprinting, as required;
- Participation in meetings and events

### Planned outputs in 2015

- Expert advice to stakeholders
- Preparation and presentation of relevant opinions, papers, presentations and other input
- Further develop indicator-sets

### Financial resources allocated to the project

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2014		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.1****Annual Reports****Description**

The Agency has a legal obligation to present on 15 June each year two Annual Reports: One on the situation concerning fundamental rights in the EU and one on its own activities. The first presents the situation regarding the respect, protection, promotion and fulfilment of fundamental rights in the EU based on its own analysis of data and information collected in the course of its research activities and additional material collected specifically for this purpose through its research networks and other means. The second report describes in more detail the specific activities of the Agency to achieve its key objective.

**Objectives**

The Annual Report on the situation regarding fundamental rights in the EU contributes to the following FRA long-term objectives:

- Identify and analyse major trends in the field of fundamental rights;
- Assist the EU and its Member States in decision making by providing evidence based opinions;
- Inform target audiences through awareness raising activities;
- Identify and disseminate examples of good practice.

**Beneficiaries and target groups**

- European Parliament
- Council of the EU
- European Commission
- Committee of the Regions
- European Economic and Social Committee

**Planned activities in 2015**

The Annual Report is drafted by research staff in house based on data and information collected through all research activities and additional material collected specifically for this purpose through its research networks and other means. This material may also be presented as online documentation.

FRA Annual Report will be produced, translated, published, disseminated and presented to the European Parliament; an accompanying media launch will be carried out.

The Agency will disseminate the results of its work and the various materials to the relevant stakeholders.

**Planned outputs in 2015**

- Data collection and analysis
- Annual Report on the situation concerning fundamental rights in the EU
- Annual Activity Report

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>400,000 €</b>	-	200,000 €
Prior year's budget total	640,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.2****FRA “Meeting of FRA Networks” and other conferences and stakeholder meetings****Description**

As one of its channels of cooperating with its different key networks., the FRA regularly hosts meetings with its different key networks. These create space for decision-makers, experts and human rights defenders to examine key fundamental rights challenges in the EU and develop courses of action that better guarantee their protection. They gather senior officials and experts from national governments, EU bodies, intergovernmental organisations, local authorities, civil society and specialised human rights bodies. They promote the sharing of information on innovative policies, promising practices and projects through practice-oriented workshops and interactive plenary discussions. The themes such conferences are set in the context of current EU policy and legislative developments, and are informed by FRA work. They are used as an opportunity to raise awareness of the work of FRA among key stakeholders and partners, and are therefore usually combined with the launch of major FRA reports.

In 2015, FRA will for the first time invite for a meeting of all its Networks and bodies, with a 4-fold purpose:

- (1) to enable the different networks and bodies (Management Board, Scientific Committee, NHRBs, National Liaison Officers, FRP Advisory Panel) to liaise and connect;
- (2) To create a space for FRA Director and Staff to meet all relevant actors in one place;
- (3) To prepare together with the networks the FRA Fundamental Rights Forum (planned for June 2016)
- (4) To develop together with the networks a strategic outlook for the FRA for the coming years.

The meeting of networks will draw on the positive experiences emanating from FRA’s successful annual Fundamental Rights Conference (FRC), FRP (Fundamental Rights Platform), and other multi-stakeholder events organised by FRA over the last years. It will replace the Fundamental Rights Conference and the FRP meeting in its previous format.

In addition the Agency might support additional events on Fundamental Rights issues, by assisting the development of the content or (co-) host meetings with relevant FR representatives and commissions, also in cooperation with EU Presidencies of 2015 (Latvia and Luxembourg).

**Objectives**

- Inform debate among policy makers, specialists and practitioners at EU and national level
- Provide a forum for networking and sharing promising practices to support access to fundamental rights
- Facilitate FRA interaction with key stakeholders and continue to explore innovative ways to engage with them

**Beneficiaries and target groups**

- Policy-makers (EU, national, regional/local level)
- Law-makers (EU and national)
- Human rights bodies (NHRIs, equality bodies)
- Human rights non-governmental organisations
- Human rights intergovernmental organisations

- Human rights experts and think tanks
- Civil society organisations / FRP Advisory Panel
- Service sector and victim support organisations and networks

**Planned activities in 2015****Meeting of FRA Networks and Bodies**

This meeting will replace the FRC, FRP and the FRA symposium as the major annual conference of the Agency where it presents key results of its work. The specific topic(s) will be decided at a later stage in consultation with key stakeholders and in accordance with FRA priorities. Consequently the project will be transferred in 2015 to the relevant thematic area of AWP 2015

**Planned outputs in 2015**

- Meeting of Networks (incl. report)
- Other events (incl. report)

**Financial resources allocated to the project**

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	120,000 €		30,000 €
Prior year’s budget total	330,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.3****Cooperating with EU institutions, agencies and other bodies****Description**

The Agency cooperates and has relations with different key stakeholders at EU level. These relations and cooperation assist the Agency in defining, developing and coordinating its work effectively, which will lead to better impact for FRA's work and hence to improved fundamental rights protection. The relations with these bodies ensure that the Agency's work is complementary with that of others, and brings added value to fundamental rights work at the EU level.

The cooperation and consultation with relevant partners is an essential element in any of the Agency's projects throughout a project's lifecycle. In addition, the Agency undertakes a number of cooperation activities that cut across all of the Agency's thematic work, taking the form of coordination meetings, ad-hoc working parties, or EU expert seminars in various fields of the Agency's work, as appropriate and needed.

**Objectives**

- Ensure that the Agency's stakeholders' needs are incorporated into the Agency's workplan
- Provide timely and evidence based evidence to stakeholders
- Receive stakeholder's feedback on the utility of the Agency's work and the impact of its work
- Provide opportunities for networking and sharing promising practices to support access to fundamental rights
- Ensure regular policy-relevant and timely information sharing and exchange with stakeholders
- Facilitate its interaction with key stakeholders and continue to explore innovative ways to engage with them; exchange of good practices.

**Beneficiaries and target groups**

- European Parliament
- Council of the EU
- European Commission
- EU Agencies, in particular Justice and Home Affairs Agencies
- Committee of the Regions, European Economic and Social Committee

**Planned activities in 2015****Cooperating with EU Institutions, Bodies and Agencies**

- Cooperation with the European Parliament, Council and Commission in Agency's projects and other stakeholder activities
- Cooperation with EU Agencies
- Cooperation with Committee of the Regions and with the European Economic and Social Committee
- Expert seminars and ad-hoc working parties (based on needs)

**Planned outputs in 2015**

- Improved cooperation, coordination and communication between FRA and EU stakeholders
- Inputs in policy relevant discussion at EP, Council and Commission
- Meetings and meeting reports (including thematic and cross-cutting stakeholder meetings)
- Annual Dialogue on multi-level protection of fundamental rights with Committee of the Regions
- Stakeholder consultations

- Communication products for specific stakeholder groups
- Timely feedback with regard to FRA's annual work programme and other products and activities
- Stakeholder consultations
- Communication products for specific stakeholder groups
- Timely feedback with regard to FRA's annual work programme and other products and activities

**Financial resources allocated to the project**

Total budget in 2015	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	90,000 €	-	-
Prior year's budget total	105,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.4**

## Cooperating with stakeholders in EU Member States

**Description**

The Agency cooperates and has relations with different key stakeholders at Member State level. These relations and cooperation assist the Agency in defining, developing and coordinating its work effectively with national stakeholders, which will lead to better impact for FRA's work and hence to improved fundamental rights protection. The relations with these stakeholders ensure that the Agency's work brings added value to fundamental rights work at national level.

Enhancing relevance of FRA's work at the national level is a key strategic priority (2013 – 2017) of the Agency as a result of the findings of the FRA's external evaluation. The FRA has already set up mechanisms for cooperating with National Human Rights Institutions, Ombuds institutions and Equality Bodies as well as with its network of National Liaison Officers. In 2014 FRA started to extend cooperation with national parliaments. Intensifying such cooperation will allow the Agency to be more in touch with the needs of national policy makers.

**Objectives**

- Ensure that the Agency's stakeholders and partners at national level and their needs are incorporated into the Agency's work
- Provide timely and evidence based advice to national stakeholders including exchanging and promoting promising practices between and with national stakeholders
- Ensure regular and timely information sharing and exchange
- Ensure that FRA products are useful for national policy and opinion makers

**Beneficiaries and target groups**

- National Parliaments in EU Member States
- National Human Rights Institutions (including the European Network of NHRIs, ENNHRI)
- National Equality Bodies and their European (including the network of Equality Bodies in the EU, Equinet)
- Ombuds institutions (European and national levels)

**Planned activities in 2015****Cooperating with National Human Rights Institutions, Equality Bodies and Ombudsperson institutions**

- Further enhancing FRA cooperation and communication with national NHRIs, EBs, and Ombuds institutions
- Further enhancing cooperation with Equinet, ENNHRI and the European Network of Ombuds Institutions.
- Follow up to the agreed four thematic areas in which FRA will work closely with Equinet, ENNHRI, Council of Europe.

**Cooperating with national parliaments**

- Finalising the mapping of relevant national parliamentary committees
- Test opportunities for outreach and dissemination of relevant FRA findings to parliamentary committees
- Continue liaising with national parliaments

**Planned outputs in 2015**

- Meetings and meeting reports
- Stakeholder consultations
- Communication products for specific stakeholder groups
- Timely feedback with regard to FRA's annual work programme and other products and activities

**Financial resources allocated to the project**

Total budget in 2015	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	120,000 €		30,000 €
Prior year's budget total	100,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.5**

## Online communication and documentation

### Description

The online communication and documentation team has totally redeveloped the FRA's online communications, including the relaunch of the FRA website to conform to modern web standards and make it multilingual, data visualisation of four major FRA surveys as well as other projects, and making it more user-friendly, accessible to people with disabilities and interactive. These channels, in combination with other new tools such as an e-newsletter, enabled the FRA to address its stakeholders in an interactive manner, allowing online collaboration and exchange of information on and offsite. The social media channels set up (Facebook, Twitter, LinkedIn, Youtube) have grown rapidly and the FRA is now one of the leading EU agencies on social media. The Online Communication Strategy developed by the team targeted key audiences as identified in the Agency's Communication Strategy, supporting further the aim of making the FRA online activities an innovative 'information hub' promoting the FRA's excellence and expertise on Fundamental Rights issues.

### Objectives

- The project contributes to the following FRA objectives:
- Support for projects and flagship events via a range of online communications channels
- Informing target audiences through awareness raising activities and examples of good practice
- Cooperating with civil society and international organisations

### Planned outputs

- On-going development of new FRA website; Websites for flagship and other events
- Integration of Charterpedia and Case Law Database into website
- Further data visualization of surveys/projects (language versions of VAW data visualisation)
- Social media campaigns in support of projects
- Further development of social media profiles on main platforms
- Other online tools (e.g. infographics, CLARITY, e-mail newsletter, videos, etc.)

### Beneficiaries and target groups

- All interested parties (general public, media etc) with targeted information for main stakeholder groups

### Activities and results achieved

- New website in EN, FR and DE; flagship event websites; data visualization of four major FRA surveys (LGBT, Antisemitism, Roma pilot survey, Violence against women) and other projects; online joined-up governance toolkit; online surveys (e.g. Roma data); infographics, social media channels; Online Communication Strategy

### Planned activities and output in 2015

**Continuous development of website:** The relaunched FRA website will continue to be further developed, with the introduction of more interactive features (e.g. additional data visualization such as indicators). The FRA website and Charterpedia and Case Law database will be integrated to provide a unified user experience. Web based information will be made further accessible. User and stakeholder needs will continue to be addressed via new features.

**On-going website updating and maintenance:** The website will be updated and maintained constantly with fresh content adapted to the Agency's priorities and stakeholder needs.

**Other online tools:** New tools such as infographics, alerts, e-pubs, CLARITY etc will be further developed and will play an increasingly important role in online communication.

**Social media:** Support for projects will be provided via social media campaigns and posts. The existing social media tools will be studied and ways of enhancing their effectiveness further will be looked at. Other online channels will be examined and their effectiveness assessed in order to decide whether to make use of them.

**Charterpedia, Charter app and Case Law Database:** The FRA Charterpedia and the Case Law database - online information tools on the state of protection of fundamental rights and recent developments in the area of fundamental rights in the European Union and its Member States - will be integrated into the website and updated constantly on the basis of FRA studies and findings. The Case Law Database will continue to collect and classify decisions of the European Court of Justice, the European Court of Human Rights and National Supreme and Constitutional Courts, with specific reference to the Charter of Fundamental Rights of the EU.

**Coordination of Human Rights Documentation:** The Agency will continue consulting with other European documentation centres and database providers, and support initiatives in Human Rights Documentation.

### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>200,000 €</b>	-	-
Prior year's budget total	356,500 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.6**

## Production and dissemination of communication products

### Description

In addition to numerous deliverables related to research outputs – as listed under the different chapter headings above - the Agency will produce a number of additional FRA information products, including promotional materials to be disseminated to the main stakeholder groups, to key actors and other target audiences.

### Objectives

The project seeks to contribute to the following FRA long-term objectives:

- Inform target audiences through print material;
- Identify and disseminate examples of promising practices.

### Planned outputs

FRA information and promotional material supplementing the publication of project-specific deliverables and their language versions.

### Beneficiaries and target groups

Interested public as well as tailored products for specific stakeholder groups.

### Planned activities and output in 2015

In 2012 and 2013, the Agency produced updates of FRA information material and developed new ones. Based on the experiences with these different types of awareness-raising materials for dissemination at FRA events, including conferences and info stands, the Agency will publish, in line with its communication strategy, products and information aimed at various target groups containing information on general fundamental rights issues. The Agency will further adapt and update FRA information material on fundamental rights already available.

#### Dissemination policy and stock management

In 2014, FRA seeks to improve further its stakeholder-oriented dissemination strategy, by ensuring, for instance, regular mailings of newly issued FRA publications to its key stakeholders. The Agency will focus therefore on fine-tuning its dissemination policy by responding to new and changing needs (broader dissemination of FRA reports in the context of extended FRA contributions at international days and events) and requests received through its website.

The stock management system will be further improved, ensuring sufficient availability of stock in Vienna to satisfy dissemination requests at short notice. In addition, direct access to the Publications Office stock management system, GESCOM, will further the timely delivery of material and reports in printed form to conferences and events or to main stakeholder group. The FRA will look into new channels for dissemination for its research findings and outcome, with the aim of covering the needs of its main stakeholder groups.

### Financial resources allocated to the project

Total budget in 2015	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	105,000 €	-	50,000 €
Prior year's budget total	105,000 €	-	50,000 €
Multiannual	N/A		
Year of origination	N/A		

**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.7****Information about FRA work and awareness raising****Description**

The founding regulation asks the FRA to disseminate the results of its work, and to raise public awareness. (Art. 4, a and h).

**Objectives**

The project seeks to contribute to the following FRA long-term objectives

- Inform target audiences about FRA work
- Awareness raising of fundamental rights amongst specific target audiences including hosting of visitors groups of key actors in FR (change managers)
- Awareness raising to various levels of government on fundamental rights protection and implementation through FRA's Annual dialogue with the Committee of the Regions and the dissemination of FRA toolkit for public officials Joining up fundamental rights
- Identify and analyse major trends in the field of fundamental rights (via media monitoring)

**Planned outputs**

- FRA information and awareness raising material in various languages (newsletters, statements, speeches, factsheets, brochures, audio-visual material, general information and awareness raising material)
- Other communication activities (information email inbox, programme receiving visitors and delegations, information stands, branding of FRA events, corporate visual identity and design)
- Awareness raising seminars and trainings based on FRA reports and products
- FRA-Committee of the Regions joint booklet on the FRA Toolkit available at least in 10 EU languages.
- Media monitoring

**Beneficiaries and target groups**

Main stakeholder groups as well as key audiences as described in FRA Communication and Cooperation Framework

**Planned activities and output in 2015****Information and awareness raising material in various languages**

This includes a monthly newsletter in EN, FR and DE; a weekly newsletter for key stakeholders, statements for website and send out to stakeholders in EN, FR and DE; speeches and presentations; non project related ("horizontal") factsheets in up to 22 languages; brochures and other information and awareness raising material; audio-visual material.

For FRA conferences, stakeholder meetings and other events in 2015, as well as for other occasions the Agency will ensure availability of such awareness raising material for different target groups.

**FRA media work**

FRA media work is usually project-related and on the "push" side. Media monitoring and press clipping service: In addition to in-house media monitoring, the Agency uses a regular media monitoring service to follow closely the impact of FRA activities as presented in different types of media. These services will be continued also in 2015.

**Other communication activities**

Programme receiving visitors and delegations  
Public Information Inbox  
Corporate identity / branding of FRA events.

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>200,000 €</b>	-	-
Prior year's budget total	225,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		



**CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS****Project fiche 5.9.8****Monitoring and Evaluation****Description**

The Agency has set up Performance Measurement Framework (see Annex II) to monitor, report and evaluating on its performance as this will help FRA to manage and evaluate its usefulness, effectiveness and relevance, as well as strengthen the alignment of the organisation's projects with its strategic objective, main tasks and thematic priorities.

The performance framework sets out the practical steps needed to assess the FRA performance elaborating some important aspects (such as defining more precise quantitative and qualitative information to be collected, selecting methods and tools of collecting monitoring data) as well as providing a clear and accurate overview of the extent to which the activities contribute to the realization of FRA's outcomes.

One of the major challenges of FRA performance monitoring and evaluation is to create links between the different levels of its intervention and to collect data regarding both the Agency's (1) outputs and (2) outcomes. Monitoring the performance of FRA will be carried out in accordance with a logic model (composed by outputs, immediate, intermediate and ultimate outcomes) which includes the list of the performance measures.

**Planned activities in 2015**

Regarding outputs the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data, e.g. on the projects implemented by the FRA.

At the level of outputs the main sources of information to be used include standard reporting templates, surveys of participants and checklists for quality assessments.

Regarding outcomes the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data regarding the adoption of or follow-up to key FRA conclusions and opinions by "relevant institutions, bodies, offices and agencies of the Community and its Member States".

At the level of outcomes, key information sources will include surveys and desk research data supported by expert panels and focus group meetings organised for each of the thematic areas

**Planned outputs in 2015**

Annual Monitoring and Evaluation Report

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>40,000</b>	-	80,000 €
Prior year's budget total	-	-	90,000 €
Multiannual	N/A		
Year of origination	N/A		

**BODIES OF THE AGENCY AND CONSULTATION MECHANISMS**

Project fiche 5.10.1

first priority

**Bodies of the Agency****Description**

This activity concerns the organisation of Management Board (MB) meetings, Executive Board (EB) Meetings, Scientific Committee meetings and meetings of MB members in working groups. It includes the translation and interpretation costs associated with the MB and EB.

- Organisation of MB Meetings (2)
- Organisation of Executive Board Meetings (4)
- Organisation of Scientific Committee Meetings (4)

**Planned activities in 2015**

- Management Board meetings
- Executive Board meetings
- Scientific Committee meetings
- Translations

**Financial resources allocated to the project**

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>270,000 €</b>	-	-
Prior year's budget total	255,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**BODIES OF THE AGENCY AND CONSULTATION MECHANISMS**

Project fiche 5.10.2

first priority

## Consultation and cooperation mechanism - National Liaison Officers

**Description**

EU Member States are key stakeholders in the work of the Agency. The Agency has a role to provide assistance and expertise to Member States on fundamental rights issues when they implement EU law. Much of the Agency's products and activities are of direct or indirect relevance for the work of national administrations. It is therefore of great importance to the Agency to engage with representatives of Member States to ensure that their needs are taken into account, and to build relations with Member States to provide evidence-based advice, where relevant and appropriate. To achieve this, the Agency works closely with the representatives of national administrations who act as National Liaison Officers (NLO).

The NLOs form a key group to communicate with, disseminate and promote the use of the Agency's evidence, its products at the level of Member States. They provide feedback on the utility and relevance of the Agency's products for policy-making and practice. The Agency therefore relies on them to provide feedback on the ways to make its products more relevant for national policy makers.

The Agency meets with its NLOs twice a year.

The NLOs undertake their role within the following broad areas – 1) responding to FRA strategic and project-related consultations, 2) disseminating FRA's reports and other deliverables, 3) making use of FRA's evidence-based advice, 4) providing feedback to FRA from national administrations and 5) supporting FRA in raising awareness about the Agency and fundamental rights.

**Objectives**

- Ensure timely and adequate coordination and communication with regard to the Agency's products and activities;
- Ensure regular and timely information sharing and exchange;
- Ensure timely feedback on the Agency's Annual Work Programme and other products and activities;
- Raise awareness of the Agency's work across national administrations;

**Planned activities in 2015**

Enhancing FRA cooperation with Member States to provide pertinent, updated data and evidence based advice to national governments, in particular by responding to requests for assistance and expertise by Member States within the scope of FRA's activities

Bi-annual meetings will be held and complemented with other forms of cooperation, using online communication means, to support an open and continuous dialogue between FRA and Member States representatives according to real-time needs.

**Planned outputs in 2015**

- Bi-annual meetings and related meeting reports
- Regular information exchange, coordination and communication between FRA and the national administrations
- Timely feedback with regard to FRA's work programme and other products and activities

**Financial resources allocated to the project**

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	80,000 €	-	-
Prior year's budget total	80,000€	-	-
Multiannual	N/A		
Year of origination	N/A		

**BODIES OF THE AGENCY AND CONSULTATION MECHANISMS**

Project fiche 5.10.3

first priority

## Consultation and cooperation mechanism - Fundamental Rights Platform

**Description**

The Agency closely cooperates with non-governmental organisations and with institutions of civil society, active in the field of fundamental rights at national, European or international level. In order to facilitate this cooperation, the Agency established a cooperation network (Fundamental Rights Platform), as per Art. 10 Founding Regulation, composed of non-governmental organisations dealing with human rights, trade unions and employer's organisations, relevant social and professional organisations, churches, religious, philosophical and non-confessional organisations, universities and other qualified experts of European and international bodies and organisations. The Fundamental Rights Platform acts as a mechanism for the exchange of information and good practice, and as a two-way channel for communication and cooperation between the FRA and civil society.

With regard to the Agency's work, the Fundamental Rights Platform undertakes some key tasks:

- It make suggestions to the Management Board on the Annual Work Programme;
- it gives feedback and suggests follow-up to the Management Board on the annual report;
- It communicates outcomes and recommendations of conferences, seminars and meetings relevant to the work of the Agency to the Director and the Scientific Committee.
- It supports FRA information and awareness raising, acting as a multiplier of results and messages.

The FRP therefore acts as a network for cooperation and information exchange, set to act as the main channel for the FRA to engage civil society and to ensure a close cooperation between the Agency and relevant civil society stakeholders.

In 2014, FRA and the FRP Advisory Panel developed, in the framework of a workshop, their new Strategic Framework for Cooperation. FRA will start to implement this Framework in 2015. The Agency's will host for the first time up to 3 thematic meetings of the Fundamental Rights Platform (FRP) as part of its engagement with civil society. Based on results of a mapping exercise carried out in 2014 identifying their thematic priorities, FRP members will be invited to contribute specifically to the development of FRA thematic areas and asked for suggestions for the FRA work programme. This will be complemented by the feedback on the Agency's Annual Report and looking at ways to better integrate the results of civil society's general activities into the work of the Agency.

**Objectives**

- Ensures feedback to the Agency's work programme and annual report;
- Raise awareness of fundamental rights together with civil society (as per Art. 4 (h) Founding Regulation);
- Mobilising support of civil society to FRA's work;
- Ensure close cooperation with civil society, the social partners and others active in the area of fundamental rights

**Planned activities in 2015**

- FRP consultations on FRA AWP and FRA Annual Report
- Regular two-way cooperation and communication exchange with FRP participant organisations

- FRP strategic expansion (building on the results of the thematic mapping conducted in 2014)
- Thematic meetings where applicable
- 2 meetings of the Advisory Panel; regular conference calls with Advisory Panel

**Planned outputs in 2015**

- FRP Report on suggestions for the Agency's Work programme
- FRP feedback on the Agency's Annual Report
- 2 Advisory Panel Meeting Reports
- Enhanced cooperation FRP –FRA in at least three FRA projects
- FRP interactive data base
- Reports from FRP Meetings

**Financial resources allocated to the project**

Total budget in 2015:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	140,000 €	-	-
Prior year's budget total	140,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

**OPERATIONAL RESERVES**

Project fiche 5.11.1

first priority

## Complementary data collection to support evidence based advice for stakeholders

### Description

The research work of FRA as well as cooperation activities with stakeholders are carried out under specific project headings. The appropriations here are intended to cover deliverables and measures on issues and events, which arise during the current financial year, for example responses to requests for the Agency's assistance and expertise by stakeholders, responses to requests for joint events (e.g. by EU-Presidencies), additional data or information required by research projects that could not have been foreseen, additional data and information for the annual report, ad hoc expert meetings, including general information/coordination meetings with FRANET contractors. Recent examples for such additional ad hoc requests are

- The report "Respect for and protection of persons belonging to minorities 2008-2010" prepared on request of European Parliament and published September 2011
- The Joint expert seminar with the Hungarian Presidency on "Protecting victims in the EU: The Road Ahead" (March 2011)
- FRA Opinion on the draft Directive regarding the European Investigation Order (EIO) in criminal matters upon request of European Parliament published in February 2012
- Conference "Charter of Fundamental Rights of the European Union" in cooperation with Danish Presidency planned for March 2012
- Responses to stakeholder consultations launched by the European Commission on fundamental rights related issues
- Expert inputs into EU conferences and events on fundamental rights related topics

### Objectives

All FRA objectives may be addressed through this activity

### Beneficiaries and target groups

Different FRA stakeholders depending on the issue

### Planned activities in 2015

- Data collection activities will be carried out, as needs may develop.
- Communication & awareness raising activities
- Project-specific stakeholder communication and awareness raising strategy will be developed

### Financial resources allocated to the project

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2015:</b>	<b>139,150 €</b>	-	55.000 €
Prior year's budget total	105,000 €	-	150,000 €
Multiannual	N/A		
Year of origination	N/A		

## ANNEX I: FINANCIAL AND HUMAN RESOURCES BY AREA OF ACTIVITY

AREA	PROJECT	ALLOCATED HUMAN RESOURCES				BUDGET RESOURCES ALLOCATED (EUR)		
		TA	CA	SNE	TOTAL	FIRST PRIORITY	SECOND PRIORITY	THIRD PRIORITY

## FREEDOMS

## Immigration and integration of migrants, visa and border control and asylum

5.1.1	Severe forms of labour exploitation	Research and stakeholder cooperation					150,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.7</b>	<b>0.4</b>	<b>0.0</b>	<b>1.1</b>	<b>150,000</b>		
5.1.2	Inter-agency cooperation and other activities in the areas of borders, immigration and asylum	Research and stakeholder cooperation					310,000		20,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>3.5</b>	<b>0.6</b>	<b>0.0</b>	<b>4.1</b>	<b>310,000</b>		<b>20,000</b>
5.1.3	Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns	Research and stakeholder cooperation					600,000		200,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>1.2</b>	<b>0.1</b>	<b>0.2</b>	<b>1.5</b>	<b>600,000</b>		<b>200,000</b>
5.1.4	Social inclusion and migrant participation	Research and stakeholder cooperation					30,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.8</b>	<b>0.3</b>	<b>0.0</b>	<b>1.1</b>	<b>30,000</b>		
<b>AREA GRAND TOTAL</b>		<b>6.2</b>	<b>1.4</b>	<b>0.2</b>	<b>7.8</b>	<b>1,090,000</b>		<b>220,000</b>	

## Information society and, in particular, respect for private life and protection of personal data

5.2.1	National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies	Research and stakeholder cooperation					320,000		200,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>1.0</b>	<b>0.4</b>	<b>0.4</b>	<b>1.8</b>	<b>320,000</b>		<b>200,000</b>
5.2.2	Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"	Research and stakeholder cooperation					10,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.9</b>	<b>0.0</b>	<b>0.5</b>	<b>1.4</b>	<b>10,000</b>		
<b>AREA GRAND TOTAL</b>		<b>1.9</b>	<b>0.4</b>	<b>0.9</b>	<b>3.2</b>	<b>330,000</b>		<b>200,000</b>	

## EQUALITY

## Racism, xenophobia and related intolerance

5.3.1	Antisemitism: Data collection and analysis	Research and stakeholder cooperation					5,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.8</b>	<b>0.1</b>	<b>0.5</b>	<b>1.4</b>	<b>5,000</b>		
5.3.2	Working Party Improving Reporting and Recording of Hate Crime in the EU	Research and stakeholder cooperation					0		0
		Communication and awareness-raising					70,000		20,000
		<b>TOTAL</b>	<b>0.7</b>	<b>0.1</b>	<b>0.0</b>	<b>0.8</b>	<b>70,000</b>		<b>20,000</b>

## ANNEX I: FINANCIAL AND HUMAN RESOURCES BY AREA OF ACTIVITY

AREA	PROJECT	ALLOCATED HUMAN RESOURCES				BUDGET RESOURCES ALLOCATED (EUR)		
		TA	CA	SNE	TOTAL	FIRST PRIORITY	SECOND PRIORITY	THIRD PRIORITY
5.3.3	Additional activities in the area of "Racism, xenophobia and related intolerance"	Research and stakeholder cooperation				10,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>	<b>1.0</b>	<b>0.2</b>	<b>0.6</b>	<b>1.8</b>	<b>10,000</b>	
<b>AREA GRAND TOTAL</b>		<b>2.4</b>	<b>0.4</b>	<b>1.1</b>	<b>3.9</b>	<b>85,000</b>		<i>20,000</i>
<b>Roma integration</b>								
5.4.1	Roma Multi-Annual Programme	Research and stakeholder cooperation				550,000		250,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>	<b>1.4</b>	<b>1.4</b>	<b>1.7</b>	<b>4.5</b>	<b>550,000</b>	
5.4.2	Additional activities in the area of "Roma integration"	Research and stakeholder cooperation				20,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>	<b>2.1</b>	<b>0.3</b>	<b>0.2</b>	<b>2.6</b>	<b>20,000</b>	
<b>AREA GRAND TOTAL</b>		<b>3.4</b>	<b>1.8</b>	<b>1.9</b>	<b>7.1</b>	<b>570,000</b>		<i>250,000</i>
<b>Discrimination based on 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</b>								
5.5.1	EU-MIDIS II	Research and stakeholder cooperation				1,511,000		15,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>	<b>2.3</b>	<b>0.5</b>	<b>0.0</b>	<b>2.8</b>	<b>1,511,000</b>	
5.5.2	Surveying LGBT people and authorities	Research and stakeholder cooperation				0		
		Communication and awareness-raising				50,000		
		<b>TOTAL</b>	<b>0.6</b>	<b>0.3</b>	<b>0.0</b>	<b>0.9</b>	<b>50,000</b>	
5.5.3	Rights of persons with disabilities	Research and stakeholder cooperation				220,000		200,000
		Communication and awareness-raising				0		50,000
		<b>TOTAL</b>	<b>0.4</b>	<b>1.1</b>	<b>0.0</b>	<b>1.5</b>	<b>220,000</b>	
5.5.4	Living in another Member State: barriers to EU citizens' full enjoyment of their rights	Research and stakeholder cooperation				0		440,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>	<b>0.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>0</b>	
5.5.5	Additional activities in the area of "Non-discrimination"	Research and stakeholder cooperation				10,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>	<b>1.9</b>	<b>0.9</b>	<b>0.0</b>	<b>2.8</b>	<b>10,000</b>	
<b>AREA GRAND TOTAL</b>		<b>5.4</b>	<b>2.7</b>	<b>0.0</b>	<b>8.1</b>	<b>1,791,000</b>		<b>705,000</b>
<b>The rights of the child</b>								

## ANNEX I: FINANCIAL AND HUMAN RESOURCES BY AREA OF ACTIVITY

AREA	PROJECT	ALLOCATED HUMAN RESOURCES				BUDGET RESOURCES ALLOCATED (EUR)			
		TA	CA	SNE	TOTAL	FIRST PRIORITY	SECOND PRIORITY	THIRD PRIORITY	
5.6.1	Children and Justice	Research and stakeholder cooperation					150,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>1.2</b>	<b>0.1</b>	<b>0.7</b>	<b>2.0</b>	<b>150,000</b>		
5.6.2	Handbook of European Case-law on the Rights of the Child	Research and stakeholder cooperation					0		
		Communication and awareness-raising					315,000		
		<b>TOTAL</b>	<b>0.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.5</b>	<b>315,000</b>		
5.6.3	Additional activities in the area of "The rights of the child"	Research and stakeholder cooperation					30,000		
		Communication and awareness-raising					40,000		
		<b>TOTAL</b>	<b>1.7</b>	<b>0.0</b>	<b>0.6</b>	<b>2.3</b>	<b>70,000</b>		
<b>AREA GRAND TOTAL</b>		<b>3.4</b>	<b>0.2</b>	<b>1.3</b>	<b>4.9</b>	<b>535,000</b>			

## JUSTICE

### Access to Justice

5.7.1	CLARITY (Complaints, Legal Assistance and Rights Information Tool for You)	Research and stakeholder cooperation					0		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.2</b>	<b>0.3</b>	<b>0.0</b>	<b>0.5</b>	<b>0</b>		
5.7.2	Gender-based violence against women: from childhood to adulthood	Research and stakeholder cooperation					0		
		Communication and awareness-raising					10,000		
		<b>TOTAL</b>	<b>0.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.5</b>	<b>10,000</b>		
5.7.3	Fundamental Rights survey - establishing a EU-wide survey on trends in fundamental rights	Research and stakeholder cooperation					400,000		150,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>2.1</b>	<b>0.5</b>	<b>0.0</b>	<b>2.6</b>	<b>400,000</b>		<b>150,000</b>
5.7.4	Handbook on Access to Justice in Europe	Research and stakeholder cooperation					40,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.6</b>	<b>0.0</b>	<b>0.2</b>	<b>0.8</b>	<b>40,000</b>		
5.7.5	Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial	Research and stakeholder cooperation					175,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.6</b>	<b>175,000</b>		
5.7.6	Improving access to justice for people living in the EU	Research and stakeholder cooperation					0		500,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>0</b>		<b>500,000</b>
5.7.7	The right to interpretation and translation and the right to	Research and stakeholder cooperation					91,850		



## ANNEX I: FINANCIAL AND HUMAN RESOURCES BY AREA OF ACTIVITY

AREA	PROJECT	ALLOCATED HUMAN RESOURCES				BUDGET RESOURCES ALLOCATED (EUR)		
		TA	CA	SNE	TOTAL	FIRST PRIORITY	SECOND PRIORITY	THIRD PRIORITY
	information in criminal proceedings in the EU					0		
	<b>TOTAL</b>	0.3	0.1	0.0	<b>0.4</b>	<b>91,850</b>		
5.7.8	Additional activities in the area of "Access to Justice"					10,000		
	Research and stakeholder cooperation							
	Communication and awareness-raising					0		
	<b>TOTAL</b>	0.9	0.9	0.7	<b>2.5</b>	<b>10,000</b>		
<b>AREA GRAND TOTAL</b>		5.2	1.8	0.9	<b>7.9</b>	<b>726,850</b>		650,000
<b>Victims of crime</b>								
5.8.1	Rights of crime victims to have access to justice - a comparative analysis					8,000		
	Research and stakeholder cooperation							
	Communication and awareness-raising					0		
	<b>TOTAL</b>	0.4	0.4	0.0	<b>0.8</b>	<b>8,000</b>		
5.8.2	Additional activities in the area of "Victims of crime"					10,000		
	Research and stakeholder cooperation							
	Communication and awareness-raising					0		
	<b>TOTAL</b>	0.7	0.2	0.0	<b>0.9</b>	<b>10,000</b>		
<b>AREA GRAND TOTAL</b>		1.2	0.7	0.0	<b>1.9</b>	<b>18,000</b>		
<b>CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS</b>								
5.9.1	Annual Reports					300,000		160,000
	Research and stakeholder cooperation							
	Communication and awareness-raising					100,000		40,000
	<b>TOTAL</b>	2.2	0.4	0.2	<b>2.8</b>	<b>400,000</b>		200,000
5.9.2	FRA "Meeting of FRA Networks" and other conferences and stakeholder meetings					0		
	Research and stakeholder cooperation							
	Communication and awareness-raising					120,000		30,000
	<b>TOTAL</b>	3.3	1.0	0.7	<b>5.0</b>	<b>120,000</b>		30,000
5.9.3	Cooperating with EU institutions, agencies and other bodies					0		
	Research and stakeholder cooperation							
	Communication and awareness-raising					90,000		
	<b>TOTAL</b>	1.0	1.2	0.5	<b>2.7</b>	<b>90,000</b>		
5.9.4	Cooperating with stakeholders in EU Member States					0		
	Research and stakeholder cooperation							
	Communication and awareness-raising					120,000		30,000
	<b>TOTAL</b>	1.6	0.3	0.3	<b>2.2</b>	<b>120,000</b>		30,000
5.9.5	Online communication and documentation					0		
	Research and stakeholder cooperation							
	Communication and awareness-raising					200,000		
	<b>TOTAL</b>	1.9	1.0	0.0	<b>2.9</b>	<b>200,000</b>		
5.9.6	Production and dissemination of communication products					0		
	Research and stakeholder cooperation							

## ANNEX I: FINANCIAL AND HUMAN RESOURCES BY AREA OF ACTIVITY

AREA	PROJECT	ALLOCATED HUMAN RESOURCES				BUDGET RESOURCES ALLOCATED (EUR)		
		TA	CA	SNE	TOTAL	FIRST PRIORITY	SECOND PRIORITY	THIRD PRIORITY
	Communication and awareness-raising					105,000		50,000
	<b>TOTAL</b>	3.4	2.5	0.0	5.9	<b>105,000</b>		<b>50,000</b>
5.9.7	Information about FRA work and awareness raising	Research and stakeholder cooperation				0		
		Communication and awareness-raising				200,000		
		<b>TOTAL</b>	2.6	0.6	0.0	3.2	<b>200,000</b>	
5.9.8	Monitoring and Evaluation	Research and stakeholder cooperation				40,000		80,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>	2.0	1.0	0.0	3.2	<b>40,000</b>	
<b>AREA GRAND TOTAL</b>		18.0	7.9	1.6	27.5	<b>1,275,000</b>		<b>390,000</b>
<b>Bodies of the Agency and Consultation Mechanisms</b>								
5.10.1	Bodies of the Agency	Research and stakeholder cooperation				0		
		Communication and awareness-raising				270,000		
		<b>TOTAL</b>	1.3	1.0	0.0	2.3	<b>270,000</b>	
5.10.2	Consultation and cooperation mechanism - National Liaison Officers	Research and stakeholder cooperation				0		
		Communication and awareness-raising				80,000		
		<b>TOTAL</b>	1.1	0.1	0.1	1.3	<b>80,000</b>	
5.10.3	Consultation and cooperation mechanism - Fundamental Rights Platform	Research and stakeholder cooperation				0		
		Communication and awareness-raising				140,000		
		<b>TOTAL</b>	1.3	0.5	0.1	1.9	<b>140,000</b>	
<b>AREA GRAND TOTAL</b>		3.7	1.6	0.1	5.4	<b>490,000</b>		
<b>Operational reserves</b>								
5.11.1	Complementary data collection and analysis to support evidence based advice for stakeholders	Research and stakeholder cooperation				139,150		
		Communication and awareness-raising				0		55,000
		<b>TOTAL</b>	0.8	0.1	0.0	0.9	<b>139,150</b>	

## ANNEX I: FINANCIAL AND HUMAN RESOURCES BY AREA OF ACTIVITY

Area of Activity	Allocated human resources				Operational expenditure	Overheads	Total cost
	TA	CA	SNE	Total HR			
Immigration and integration of migrants, visa and border control and asylum	6.2	1.4	0.2	7.8	1,090,000	961,706	2,051,706
Information society and, in particular, respect for private life and protection of personal data	1.9	0.4	0.9	3.2	330,000	394,546	724,546
Racism, xenophobia and related intolerance	2.4	0.4	1.1	3.9	85,000	480,853	565,853
Roma integration	3.4	1.8	1.9	7.1	570,000	875,399	1,445,399
Discrimination	5.4	2.7	0.0	8.1	1,791,000	998,695	2,789,695
The rights of the child	3.4	0.2	1.3	4.9	535,000	604,149	1,139,149
Access to justice	5.2	1.8	0.9	7.9	726,850	974,036	1,700,886
Victims of crime, including compensation to victims	1.2	0.7	0.0	1.9	18,000	234,262	252,262
Cross-cutting projects or activities covering all MAF	18.0	7.9	1.6	27.5	1,275,000	3,390,630	4,665,630
Bodies of the Agency and consultation mechanisms	3.7	1.6	0.1	5.4	490,000	665,797	1,155,797
Operational reserves	0.8	0.1	0.0	0.9	139,150	110,966	250,116
<b>TOTAL</b>	<b>51.6</b>	<b>19.0</b>	<b>8.0</b>	<b>78.6</b>	<b>7,050,000</b>	<b>9,691,038</b>	<b>16,741,038</b>
Support activities	23.4	12.0	1.0	36.4	-	4,487,962	4,487,962
<b>GRAND TOTAL</b>	<b>75.0</b>	<b>31.0</b>	<b>9.0</b>	<b>115.0</b>	<b>7,050,000</b>	<b>14,179,000</b>	<b>21,229,000</b>

## ANNEX II: ADMINISTRATIVE ACTIVITIES

## Human Resources and Planning

An efficient and effective Human Resources and Planning makes a direct contribution to achieving FRA objectives. It develops implements and monitors policies, procedures and services, based on the Staff Regulations and in conformity with the Financial Regulation and the Data Protection rules.

Human Resources service provides a full range of centralised, comprehensive human resource management services for FRA staff and assists management in attracting, motivating and retaining qualified employees. It enables and further enhances a sustainable, high performing work environment that facilitates a culture of teamwork, integration and adaptability of people. Planning services include the coordination of the Annual Work Programme definition and implementation (ensuring the transparency, communication and openness in the formalised stakeholder involvement at all levels in this process) as well as the management and implementation of the monitoring and evaluation activities.

### Principal activities in 2015

In 2015, HR will continue to deliver effective HR services and focus on the implementation of the reform of the Staff Regulations, the advancement of the evaluation of its services and the continuous development of the knowledge and skills set of the FRA staff in order to guarantee that the Agency and its workforce are modern and fit for purpose. HR will ensure this by providing effective learning/training activities as to the needs of both the Agency and the individual. The staffing resources for the EU institutions and agencies including FRA are, subject to a reduction of 5% during the years 2013-2017, as part of the next Multi Financial Framework (MFF). FRA will thus be faced with a reduction of its staff. Planning will focus on the consolidation of the planning procedures as well as the implementation of the several Monitoring and Evaluation activities.

### Principal outputs in 2015

- Ensure excellence, quality and efficiency of all standard HR services (rights and obligations, appraisal and career advancement, wellbeing, staff learning and development, leaves and absences, staff missions)
- Implementation of the 2014 reform of the Staff Regulations Management of title I of the Agency's budget-in collaboration with Administration
- Management of staff reduction following the Communication "A Budget for Europe 2020"
- Implementation of the Equal Opportunity and Diversity Action Programme 2013-2015
- Management of social dialogue and health and safety at work
- Updating HR procedures and processes when necessary Consolidated Planning procedures and elaboration of AWP
- Consolidated Monitoring and Evaluation framework
- Enhanced framework of key performance indicators
- Elaboration of Project and Annual Work Programmes and Annual Performance reports
- Implementation of surveys, desk research, focus group meetings for monitoring and evaluation purposes
- Training initiatives on Planning Monitoring and Evaluation

FINANCIAL AND HUMAN RESOURCES ALLOCATED TO THE ACTIVITIES				
	Temporary Agents	Contract Agents	Seconded National Experts	Total
Human Resources	3	4	--	7
Planning	2	1	--	3*
<b>Total</b>	<b>5</b>	<b>5</b>	<b>--</b>	<b>10</b>

## Directorate

The Directorate guides the implementation of the tasks of the Agency in accordance with the direction given by the Management Board.

### Principal activities in 2015

In 2014 Directorate will coordinate the implementation of the Annual Work Programme and Budget 2014 and prepare the ground for the Multi-Annual Framework 2014-2017 and implementation of the 2014 Annual Work Programme. It will provide guidance to the external and internal evaluation process and continue cooperation with National Liaison Officers and civil society.

### Principal outputs in 2015

- Results of external evaluation of FRA achievements during the first five years of operations

FINANCIAL AND HUMAN RESOURCES ALLOCATED TO THE ACTIVITIES				
	Temporary Agents	Contract Agents	Seconded National Experts	Total
Directorate	7	1	1	9
<b>Total</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>9*</b>

## ANNEX II: ADMINISTRATIVE ACTIVITIES

## Administration

## INFORMATION COMMUNICATION TECHNOLOGY &amp; FACILITIES (ICTF)

## Description

The ICTF team is within the Administration department and it is responsible for the provision of ICT infrastructure, systems and Facilities services including building maintenance, security and reception services.

## Objectives

The ICTF team aims to provide effective ICT and Facilities support services in a paperless and environmentally friendly way. It is responsible for the underline ICTF infrastructure that offers uninterrupted access to the Agency's information systems and facilities; develops and manages the Agency's information systems that address stakeholders' and user needs; provides support services related to information systems as well as in-house facilities to ensure appropriate working conditions.

## Activities and results achieved so far

- Set up and development of the ICT infrastructure including network, telecommunication and ICT security services
- Development of the Business Continuity Plan
- Development of office automation and collaboration intranet applications
- Introduction of ICT solutions replacing existing paper based solutions contributing to a paperless administration.
- Development of innovative information systems for planning, management and procurement.
- Enhancement of building facilities providing furnishing and state of the art solutions for the conference, meeting and training rooms
- Introducing a "green office" approach to enhance the environmental footprint of the Agency.

## Planned activities in 2015

- Manage and further develop the core administrative, financial, human resources and planning information systems.
- Manage and maintain the ICT underline infrastructure and policies ensuring high availability and BCP.
- Develop internal workflow applications that will minimise paper-based processes and enhance the existing reporting mechanisms.
- Enhance extranet applications offering quality services to external stakeholders.
- Provide internal facilities and audio-visual related infrastructure, services and ensuring appropriate working conditions.
- Develop further the environmentally friendly culture and take actions towards an EMAS certification.

## Planned outputs in 2015

- Maintenance of ICT infrastructure and applications
- Implement business continuity actions
- Proactive management and maintenance of Facilities and building equipment
- Reduce the ecological footprint of the Agency.

## Indicators

- 99,98% uptime of ICT systems (excluding defined maintenance windows)
- 100% remote data back recovery
- 99% adherence to Facilities Work plan activities
- 5-10% reduction of energy, water and paper usage

## ACCOUNTING

FINANCIAL AND HUMAN RESOURCES ALLOCATED TO THE ACTIVITIES					
	Temporary Agents	Contract Agents	Seconded National Experts	Total	Budget 2014
ICT & Facilities	6	3	--	9	2,466 million
<b>Total</b>	<b>6</b>	<b>3</b>	<b>--</b>	<b>9</b>	

## ANNEX II: ADMINISTRATIVE ACTIVITIES

The mission of the Accounting function, which is functionally independent, is to implement payments and recover funds in accordance with the instructions of the responsible authorising officer and to provide quality annual accounts, in compliance with the applicable financial and implementing rules. The Accounting function also ensures that all budgetary and financial information can be input, filed and registered in order to prepare the annual accounts on a true and fair basis.

### Principal activities in 2015

- Maintain treasury so as to ensure all payments are implemented without undue delay
- Lay down and validate the accounting systems
- Maintain and prepare the annual accounts in accordance with the financial rules
- implement all payments and collect revenue

### Principal outputs in 2015

- Production of the Agency's 2012 annual accounts

### FINANCE & PROCUREMENT

The Finance and Procurement sector provides service-oriented financial services, ensures sound financial management of the Agency's financial resources (effectiveness, efficiency and economy of operations) as well as compliance with the applicable financial rules (legality and regularity). The sector produces reliable financial management reporting in order to facilitate the decision-making process. The Agency manages its resources following the ABM (Activity Based Management) approach. The presentation of the budget per activity takes into account all operational components (research and communication) under the same budget line. This allows having a clear picture on the use of resources per project. The Agency has also in place a time recording software where staff enters the actual number of hours worked per project. This resource allocation is consistent with the Agency's priorities and pre-defined objectives, and ensures a common framework for planning, budgeting, monitoring and reporting.

FINANCIAL AND HUMAN RESOURCES ALLOCATED TO THE ACTIVITIES				
	Temporary Agents	Contract Agents	Seconded National Experts	Total
Administration Office	2	1	--	3
Finance & Procurement	5	3	--	8
Accounting	1	--	--	1
Quality Management	1	1	--	2
<b>Total</b>	<b>9</b>	<b>5</b>	<b>--</b>	<b>14</b>

### Principal activities in 2015

- Providing planning, carrying out and monitoring procurement and contracting for operational and administrative needs.
- Providing forecasting, implementation and monitoring on budget execution.
- Financial Initiation of all financial transactions.
- Updating finance and procurement procedures, when necessary
- Regular presentations on finance and procurement issues to staff (including newcomers and trainees).
- Enhancing current IT applications (TCM, ABB, etc.)
- Providing reporting according to the Financial Rules requirements as well as upon ad hoc requests.
- Liaising with the Court for external audits.
- Liaising with the Quality Manager for internal audits.

### Principal outputs in 2015

- Ensure excellence, quality, efficiency and legality and regularity of all transaction and procedures monitored; targeting no final remarks from auditing entities.
- Budget execution target above 95%.
- Delayed payments target less than 10%
- Failed procurement procedures target less than 5%.
- Number of complaints received from unsuccessful bidders, target less than 2%
- Numbers of complaints after the General Court, presented by (possible) bidders and/or contractors, target none.
- Number of exceptions registered, target equal or less than the previous year.

### QUALITY MANAGEMENT

Quality management provides support to the management and staff in setting the FRA Quality Management System and ensuring its continual improvement with a view to deliver to internal and external stakeholders the highest process outcome.

### Principal activities in 2015

In 2015, the quality sector will consolidate the implementation of the Quality management system through the following:

- Full coverage and consolidation of the Quality documentation (policies, procedures) and the appropriate description of lean administrative and operational processes, continual revision and update for effectiveness.
- Consolidation of quality management measures at project level (research)
- Assessment of full compliance with ISO 9001 Standards, implementation of the necessary actions and internal discussion for third party certification readiness
- Annual risk management
- Consolidation of ex post controls methodology and introduction of internal quality assessments at process level
- Communication and training on Quality assurance issues
- Liaise with external auditing bodies for the follow up of corrective and preventive actions
- Implementation of management reviews and consequent improvement initiatives

### Principal outputs in 2015

- 100% process description in the appropriate procedures and continual update for effectiveness
- 90% compliance with ISO Standards
- Risk register adopted and risks properly managed
- Communication and training initiatives on Quality assurance
- Management review meetings and improvement initiatives
- Follow up of corrective/preventive actions

Prompt closure of Audit entities recommendations target 100%

## ANNEX III: FINANCING DECISION

Immigration and integration of migrants, visa and border control and asylum	
Legal basis:	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
Budget line:	B0-3230
<b>Project fiche 5.1.1</b>	<b>SEVERE FORMS OF LABOUR EXPLOITATION</b>
Objectives:	See AWP2015 page 21
Budget:	€ 150.000
Description of the action:	Publication and communication of results
Subject matter of the contracts envisaged:	Editing and publication
Type of contracts:	Service contract based on Framework Contract and Service Level Agreement with PO
Type of procurement:	Specific contracts
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	1st-3 <sup>rd</sup> quarter 2015
Indicative budget for procurement:	€ 135.000
Description of the action:	Missions
Subject matter of the contracts envisaged:	Travel agency services
Type of contracts:	Use of existing contract for travel agency services
Type of procurement:	n/a
Number of contracts envisaged:	n/a
Indicative timeframe for launching the procurement procedure:	n/a
Indicative budget for procurement:	€ 15.000
<b>Project fiche 5.1.2</b>	<b>INTER-AGENCY COOPERATION AND OTHER ACTIVITIES IN THE AREAS OF BORDERS, IMMIGRATION AND ASYLUM</b>
Objectives:	See AWP2015 page 22
Budget:	€ 310.000
Description of the action:	Issue ad hoc reports, making findings available to policy makers, ensure effective co-operation with other EU agencies and institutions.
Subject matter of the contracts envisaged:	Asylum, migration, borders and visa
Type of contracts:	Framework contracts including FRANET
Type of procurement:	Contract
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	Ad-hoc, could be though out the year
Indicative budget for procurement:	€ 310.000
<b>Project fiche 5.1.3</b>	<b>BIOMETRIC DATA IN LARGE IT BORDERS, VISA AND ASYLUM DATABASES – FUNDAMENTAL RIGHTS CONCERNS</b>
Objectives:	See AWP2015 page 23
Budget:	€ 600.000
Description of the action:	In 2014 main fundamental rights implications were mapped, as well as relevant regulatory provisions per Member State. Based on this detailed mapping exercise the field research will be carried out (qualitative, quantitative and observations etc).
Subject matter of the contracts envisaged:	Field research
Type of contracts:	Open tender
Type of procurement:	Contract
Number of contracts envisaged:	1
Indicative timeframe for launching the procurement procedure:	First quarter
Indicative budget for procurement:	€ 595.000

## ANNEX III: FINANCING DECISION

Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	Missions related to fieldwork quality control and stakeholders' engagement Travel agency services Use of existing contract for travel agency services n/a n/a n/a € 5.000
<b>Project fiche 5.1.4</b>	<b>SOCIAL INCLUSION AND MIGRANT PARTICIPATION IN SOCIETY</b>
Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	See AWP2015 page 24 € 30.000 Stakeholder/expert meeting, missions and possibly focus papers Travel agency services Use of existing contract for travel agency services n/a n/a n/a € 30.000

<b>Information society and, in particular, respect for private life and protection of personal data</b>	
Legal basis:	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
Budget line:	B0-3211
<b>Project fiche 5.2.1</b>	<b>NATIONAL INTELLIGENCE AUTHORITIES AND SURVEILLANCE IN THE EU: FUNDAMENTAL RIGHTS SAFEGUARDS AND REMEDIES</b>
Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	See AWP2015 page 25 € 320.000 The project focuses on fundamental rights safeguards in the context of large-scale communication surveillance. The project analyses the way institutions in EU Members States that are in charge of upholding fundamental rights safeguards ensure democratic oversight over intelligence authorities and facilitate remedies against fundamental rights abuses. We plan to launch a call for tenders to conduct a field research aimed at assessing surveillance practices currently in place and the effectiveness of Fundamental Rights safeguards. 2d quarter of 2015 € 320.000
<b>Project fiche 5.2.2</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF "INFORMATION SOCIETY AND, IN PARTICULAR, RESPECT FOR PRIVATE LIFE AND PROTECTION OF PERSONAL DATA"</b>
Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement:	See AWP2015 page 26 €10.000 Missions Travel agency services Use of existing contract for travel agency services n/a



## ANNEX III: FINANCING DECISION

Number of contracts envisaged:	n/a
Indicative timeframe for launching the procurement procedure:	n/a
Indicative budget for procurement:	€10.000

<b>Racism, xenophobia and related intolerance</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3311
<b>Project fiche 5.3.1</b>	<b>ANTISEMITISM: DATA COLLECTION AND ANALYSIS</b>
Objectives:	The objective of this project is to provide evidence based advice to EU and national policy makers in regard to combating antisemitism effectively and raising awareness on preserving the memory of crimes committed by totalitarian regimes See AWP2015 page 27
Budget:	€5,000
Description of the action:	
Subject matter of the contracts envisaged:	Missions and possibly focus papers
Type of contracts:	
Type of procurement:	
Number of contracts envisaged:	28
Indicative timeframe for launching the procurement procedure:	September 2015 (part of the data collection for the Annual Report)
Indicative budget for procurement:	€5,000
<b>Project fiche 5.3.2</b>	<b>WORKING PARTY ON COMBATING HATE CRIME IN THE EU</b>
Objectives:	See AWP2015 page 28
Budget:	€70.000
Description of the action:	Conference ii) Consultancy
Subject matter of the contracts envisaged:	Conference organizations ii) compilation of practices Framework ii) low value
Type of contracts:	
Type of procurement:	
Number of contracts envisaged:	Two
Indicative timeframe for launching the procurement procedure:	December 2014 for the Conference ii) beginning 2015 for consultancy
Indicative budget for procurement:	€70.000
<b>Project fiche 5.3.3</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF "RACISM, XENOPHOBIA AND RELATED INTOLERANCE"</b>
Objectives:	See AWP2015 page 29
Budget:	€10.000
Description of the action:	
Subject matter of the contracts envisaged:	Missions and possibly focus papers
Type of contracts:	
Type of procurement:	
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	
Indicative budget for procurement:	€10.000
<b>Roma Integration</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3340

## ANNEX III: FINANCING DECISION

<b>Project fiche 5.4.1</b>	<b>ROMA MULTIANNUAL PROGRAMME</b>
Objectives:	The objective of the programme is to support the European Institutions in their efforts to improve the social inclusion of Roma in the European Union. See AWP2015 page 30.
Budget:	€ 550.000
Description of the action:	Conduct the second wave of the Roma survey in the context of EU-MIDIS II; continue the qualitative research (project Local Engagement on Rome Integration - LERI); continue the support provided to EU Member States in developing indicators and data collection methods to monitor progress of Roma integration through the FRA-MS Working Party on Roma integration.
Subject matter of the contracts envisaged:	Qualitative participatory action research and engagement; meeting of the Working Party
Type of contracts:	Specific contracts based on existing Framework Contracts
Type of procurement:	
Number of contracts envisaged:	2-3 specific contracts
Indicative timeframe for launching the procurement procedure:	1st quarter 2015; 3rd quarter
Indicative budget for procurement:	€550,000
<b>Project fiche 5.4.2</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF "ROMA INTEGRATION"</b>
Objectives:	See AWP2015 page 31
Budget:	€20.000
Description of the action:	Missions, cooperation with CoE's ROMED 2 and ROMACT projects, possibly focus papers
Subject matter of the contracts envisaged:	Missions and publications
Type of contracts:	Framework contracts
Type of procurement:	
Number of contracts envisaged:	2 indicative
Indicative timeframe for launching the procurement procedure:	2nd and 3rd quarters
Indicative budget for procurement:	€20.000

### Discrimination based on 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

<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3321
<b>Project fiche 5.5.1</b>	<b>EU-MIDIS II</b>
Objectives:	To collect robust comparable data that can support the EU in protecting the rights of persons with a migrant or ethnic minority background, including Roma; and to refine survey methodologies for hard to reach population groups. See AWP2015 page 32.
Budget:	€ 1.511.000
Description of the action:	Survey of migrant and minority ethnic groups – fieldwork phase
Subject matter of the contracts envisaged:	Implementation of survey in 28 EU Member States
Type of contracts:	Direct service contract
Type of procurement:	Open call for tender
Number of contracts envisaged:	One
Indicative timeframe for launching the procurement procedure:	Completed in 2014
Indicative budget for procurement:	€ 1.466.000
Description of the action:	Missions related to the fieldwork quality control
Subject matter of the contracts envisaged:	Travel agency services
Type of contracts:	Use of existing contract for travel agency services
Type of procurement:	n/a
Number of contracts envisaged:	n/a
Indicative timeframe for launching	n/a

## ANNEX III: FINANCING DECISION

the procurement procedure: Indicative budget for procurement:	€ 25.000
Description of the action:	Survey expert meeting
Subject matter of the contracts envisaged:	Meeting organisation
Type of contracts:	Framework contract “conferences & events”
Type of procurement:	Specific contract
Number of contracts envisaged:	Max. two
Indicative timeframe for launching the procurement procedure:	3 <sup>rd</sup> quarter
Indicative budget for procurement:	€ 20.000
<b>Project fiche 5.5.2</b>	<b>SURVEYING LGBT PEOPLE AND AUTHORITIES</b>
Objectives:	Collection of evidence to enhance understanding of the policy and legislative responses to the persisting phenomena of homophobia and transphobia. See AWP2015 page 33.
Budget:	€ 50.000
Description of the action:	Editing, translation, lay-out and production for publication and communication of results
Subject matter of the contracts envisaged:	Communication services
Type of contracts:	Service contract based on Framework Contract and Service Level Agreement with PO
Type of procurement:	Service
Number of contracts envisaged:	2-3
Indicative timeframe for launching the procurement procedure:	1 <sup>st</sup> & 2 <sup>nd</sup> quarter 2015
Indicative budget for procurement:	€ 50.000
<b>Project fiche 5.5.3</b>	<b>RIGHTS OF PERSONS WITH DISABILITIES</b>
Objectives:	In accordance to the role assigned to FRA in the EU-level CRPD Monitoring Framework, FRA will conduct desk research on legal and policy measures to support the transition from institutional to community-based care, drawing on preparatory work carried out in 2014; development and population of indicators; engagement with stakeholders. See AWP2015 34.
Budget:	€ 220.000
Description of the action:	Data collection, research activities, stakeholder cooperation.
Subject matter of the contracts envisaged:	Data collection
Type of contracts:	Specific contracts based on FRANET Framework Contract
Type of procurement:	FWC
Number of contracts envisaged:	28
Indicative timeframe for launching the procurement procedure:	Q2 2015
Indicative budget for procurement:	€ 220.000
<b>Project fiche 5.5.5</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF “NON-DISCRIMINATION”</b>
Objectives:	See AWP2015 page 36
Budget:	€10.000
Description of the action:	
Subject matter of the contracts envisaged:	missions and possibly focus papers
Type of contracts:	
Type of procurement:	
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	
Indicative budget for procurement:	€10.000

## ANNEX III: FINANCING DECISION

<b>The rights of the child</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3350
<b>Project fiche 5.6.1</b>	<b>CHILDREN AND JUSTICE</b>
Objectives:	The objective of this project is to examine how children are treated as victims and witnesses in criminal proceedings and as parties to civil proceedings in different EU Member States assessing whether and how the Council of Europe Guidelines on child friendly justice are applied. See AWP2015 page 37.
Budget:	€ 150.000
Description of the action:	Publication and communication of results
Subject matter of the contracts envisaged:	Editing and publication
Type of contracts:	Service contract based on Framework Contract and Service Level Agreement with PO
Type of procurement:	Specific contracts
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	1 <sup>st</sup> and 4 <sup>th</sup> quarter 2015
Indicative budget for procurement:	€ 130.000
Description of the action:	Missions to EU Member States, institutions and other key stakeholders
Subject matter of the contracts envisaged:	Travel agency services
Type of contracts:	Use of existing contract for travel agency services
Type of procurement:	n/a
Number of contracts envisaged:	n/a
Indicative timeframe for launching the procurement procedure:	n/a
Indicative budget for procurement:	€ 20.000
<b>Project fiche 5.6.2</b>	<b>HANDBOOK OF EUROPEAN CASE-LAW ON THE RIGHTS OF THE CHILD</b>
Objectives:	The Handbook produced by FRA in close cooperation with the CoE aims to encapsulate the 'European standard' of child protection, including as derived from European jurisprudence: case-law of the European Court of Human Rights (ECtHR), the European Committee of Social Rights (ECSR), and the Court of Justice of the European Union (CJEU). See AWP2015 page 38.
Budget:	€ 315.000
Description of the action:	Editing and publication; translation into selected EU languages
Subject matter of the contracts envisaged:	Editing, publication and translation
Type of contracts:	Service contract based on Framework Contract and Service Level Agreements
Type of procurement:	Specific contracts
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	4 <sup>th</sup> quarter 2015
Indicative budget for procurement:	€ 315.000
<b>Project fiche 5.6.3</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF "RIGHTS OF THE CHILD"</b>
Objectives:	See AWP2015 page 39.
Budget:	€70.000
Description of the action:	In 2015 one of the Agency's focus will be on communication and European and national stakeholder engagement of the RoC sector's work and output which will include regular missions as well as output of projects of previous AWP's including layout, printing and translations of focus papers on mapping child protection systems and children with disabilities; in preparation of AWP 2016 project on child well-being and poverty stakeholder meetings are planned
Subject matter of the contracts envisaged:	Missions, meetings and focus papers
Type of contracts:	Framework contracts
Type of procurement:	Contracts
Number of contracts envisaged:	6

## ANNEX III: FINANCING DECISION

Indicative timeframe for launching the procurement procedure:	Missions: throughout the year
	Stakeholder meetings: second and fourth quarter
	Mapping child protection systems: second quarter
	Children with disabilities: third quarter
Indicative budget for procurement:	€70.000

<b>Access to justice including judicial cooperation</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3620
<b>Project fiche 5.7.2</b>	<b>GENDER-BASED VIOLENCE AGAINST WOMEN: FROM CHILDHOOD TO ADULTHOOD</b>
<b>Objectives:</b>	See AWP2015 page 41.
<b>Budget:</b>	€ 10.000
<b>Description of the action:</b>	Missions related to communicating the survey results, awareness-raising and stakeholder engagement
<b>Subject matter of the contracts envisaged:</b>	Travel agency services
<b>Type of contracts:</b>	Use of existing contract for travel agency services
<b>Type of procurement:</b>	n/a
<b>Number of contracts envisaged:</b>	n/a
<b>Indicative timeframe for launching the procurement procedure:</b>	n/a
<b>Indicative budget for procurement:</b>	€ 10.000
<b>Project fiche 5.7.3</b>	<b>FUNDAMENTAL RIGHTS SURVEY – ESTABLISHING AN EU-WIDE SURVEY ON TRENDS IN FUNDAMENTAL RIGHTS</b>
<b>Objectives:</b>	See AWP2015 page 42.
<b>Budget:</b>	€ 400.000
<b>Description of the action:</b>	Assessing the feasibility of different options for the survey methodology and design
<b>Subject matter of the contracts envisaged:</b>	Pre-test study/feasibility assessment for the Fundamental Rights Survey
<b>Type of contracts:</b>	Direct (service) contract
<b>Type of procurement:</b>	Open call for tender
<b>Number of contracts envisaged:</b>	One
<b>Indicative timeframe for launching the procurement procedure:</b>	First quarter of 2014
<b>Indicative budget for procurement:</b>	€ 350.000
<b>Description of the action:</b>	Stakeholder and expert consultation activities to develop the methodology and content of the survey
<b>Subject matter of the contracts envisaged:</b>	Meeting organisation
<b>Type of contracts:</b>	Service contract based on an existing FWC
<b>Type of procurement:</b>	Reopening of competition for service contracts
<b>Number of contracts envisaged:</b>	Two
<b>Indicative timeframe for launching the procurement procedure:</b>	2 <sup>nd</sup> quarter and 4 <sup>th</sup> quarter of 2014
<b>Indicative budget for procurement:</b>	€ 40.000
<b>Description of the action:</b>	Missions related to the development of the survey and stakeholder engagement.
<b>Subject matter of the contracts envisaged:</b>	Travel agency services
<b>Type of contracts:</b>	Use of existing contract for travel agency services

## ANNEX III: FINANCING DECISION

Type of procurement:	n/a
Number of contracts envisaged:	n/a
Indicative timeframe for launching the procurement procedure:	n/a
Indicative budget for procurement:	€ 10.000
<b>Project fiche 5.7.4</b>	<b>HANDBOOK ON ACCESS TO JUSTICE IN EUROPE</b>
Objectives:	See AWP2015 page 43.
Budget:	€ 40.000
Description of the action:	Stakeholder consultation and research, piloting of online version, possible layout and print
Subject matter of the contracts envisaged:	Research
Type of contracts:	Service contract
Type of procurement:	Negotiated procedure
Number of contracts envisaged:	One
Indicative timeframe for launching the procurement procedure:	1st quarter of 2015 (the procedure was launched in October 2014 and will be completed in 2015)
Indicative budget for procurement:	€ 40.000
<b>Project fiche 5.7.5</b>	<b>REHABILITATION AND MUTUAL RECOGNITION – PRACTICE CONCERNING EU LAW ON TRANSFER OF PERSONS SENTENCED OR AWAITING TRIAL</b>
Objectives:	See AWP2015 page 44
Budget:	€ 175.000
Description of the action:	Stakeholder consultation and research, possible layout and print
Subject matter of the contracts envisaged:	Research, including possible interviews
Type of contracts:	Service contract
Type of procurement:	Existing framework (FRANET)
Number of contracts envisaged:	2
Indicative timeframe for launching the procurement procedure:	1st and 2 <sup>nd</sup> quarter of 2015
Indicative budget for procurement:	€ 175.000
<b>Project fiche 5.7.7</b>	<b>THE RIGHT TO INTERPRETATION AND TRANSLATION AND THE RIGHT TO INFORMATION IN CRIMINAL PROCEEDINGS IN THE EU</b>
Objectives:	See AWP2015 page 46
Budget:	€91.850
Description of the action:	Mission expenses, layout and print of final report
Subject matter of the contracts envisaged:	
Type of contracts:	Existing framework contracts
Type of procurement:	Framework contracts
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	Continuously during the year
Indicative budget for procurement:	€91.850
<b>Project fiche 5.7.8</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF “ACCESS TO JUSTICE”</b>
Objectives:	See AWP2015 page 47
Budget:	€10.000
Description of the action:	Mission expenses not related only to specific projects; preparation of projects in upcoming AWP; following up on past projects; work not directly related to existing AWP-projects such as in relation to requested opinions or informal consultation with the EU Institutions or Member States
Subject matter of the contracts envisaged:	
Type of contracts:	
Type of procurement:	
Number of contracts envisaged:	
Indicative timeframe for launching the procurement procedure:	

## ANNEX III: FINANCING DECISION

Indicative budget for procurement: €10.000

<b>Victims of crime, including compensation to victims</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3630
<b>Project fiche 5.8.1</b>	<b>RIGHTS OF CRIME VICTIMS TO HAVE ACCESS TO JUSTICE – COMPARATIVE ANALYSIS</b>
<b>Objectives:</b>	See AWP2015 page 48
<b>Budget:</b>	€ 8.000
<b>Description of the action:</b>	Budgeted amount foreseen for missions related to the implementation of the project fiche, in addition to purchase of publications needed for background research and ongoing developments related to the project and the area of victims of crime
<b>Subject matter of the contracts envisaged:</b>	
<b>Type of contracts:</b>	Use of existing contract for travel agency services (for the missions)
<b>Type of procurement:</b>	n/a
<b>Number of contracts envisaged:</b>	n/a
<b>Indicative timeframe for launching the procurement procedure:</b>	n/a
<b>Indicative budget for procurement:</b>	€8.000
<b>Project fiche 5.8.2</b>	<b>ADDITIONAL ACTIVITIES IN THE AREA OF “VICTIMS OF CRIME”</b>
<b>Objectives:</b>	See AWP2015 page 49
<b>Budget:</b>	€10.000
<b>Description of the action:</b>	Budgeted amount foreseen for missions related to the implementation of the project fiche, in addition to purchase of publications needed for background research and ongoing developments related to the project and the area of victims of crime
<b>Subject matter of the contracts envisaged:</b>	
<b>Type of contracts:</b>	Use of existing contract for travel agency services (for the missions)
<b>Type of procurement:</b>	n/a
<b>Number of contracts envisaged:</b>	n/a
<b>Indicative timeframe for launching the procurement procedure:</b>	n/a
<b>Indicative budget for procurement:</b>	€10.000

<b>Cross-cutting projects and activities covering all MAF areas</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3701-3711
<b>Project fiche 5.9.1</b>	<b>ANNUAL REPORTS</b>
<b>Objectives:</b>	The Agency presents each year an Annual Report on the situation concerning the respect, protection, promotion and fulfilment of fundamental rights in the EU based on its own analysis of data and information collected in the course of its research activities and additional material collected specifically for this purpose. See AWP2015 page 50.
<b>Budget:</b>	€ 400.000
<b>Description of the action:</b>	Data collection and analysis
<b>Subject matter of the contracts envisaged:</b>	
<b>Type of contracts:</b>	FRANET Framework Contracts
<b>Type of procurement:</b>	Service Contract based on Framework Contract
<b>Number of contracts envisaged:</b>	56 FRANET Specific contracts
<b>Indicative timeframe for launching the procurement procedure:</b>	3 <sup>rd</sup> quarter 2015

## ANNEX III: FINANCING DECISION

Indicative budget for procurement:	€ 300,000
Description of the action:	Editing, publication, translations and dissemination
Subject matter of the contracts envisaged:	Editing, publication, translations and dissemination of the data collected and analysed in 2014
Type of contracts:	Service contract based on Framework Contract and Service Level Agreements
Type of procurement:	
Number of contracts envisaged:	6-8
Indicative timeframe for launching the procurement procedure:	1 <sup>st</sup> quarter 2015
Indicative budget for procurement:	€ 100,000
<b>Project fiche 5.9.2</b>	<b>FRA "MEETING OF FRA NETWORKS" AND OTHER CONFERENCES AND STAKEHOLDER MEETINGS</b>
Objectives:	See AWP2015 page 51
Budget:	€120.000
Description of the action:	Communication and cooperation activity
Subject matter of the contracts envisaged:	Framework contract "conferences & events"; Framework contract "catering"
Type of contracts:	specific contract based on an existing FWC
Type of procurement:	Reopening of competition
Number of contracts envisaged:	Max. 3
Indicative timeframe for launching the procurement procedure:	2 <sup>nd</sup> quarter for 1 of the 3, unknown for the other 2
Indicative budget for procurement:	€120.000
<b>Project fiche 5.9.3</b>	<b>COOPERATING WITH EU INSTITUTIONS, AGENCIES AND OTHER BODIES</b>
Objectives:	See AWP2015 page 52
Budget:	€ 90.000
Description of the action:	Communication and cooperation activity
Subject matter of the contracts envisaged:	Framework contract "conferences & events"; Framework contract "catering"
Type of contracts:	specific contract based on an existing FWC
Type of procurement:	Reopening of competition
Number of contracts envisaged:	Max. 4
Indicative timeframe for launching the procurement procedure:	Throughout the year
Indicative budget for procurement:	€ 90.000
<b>Project fiche 5.9.4</b>	<b>COOPERATING WITH STAKEHOLDERS IN EU MEMBER STATES</b>
Objectives:	See AWP2015 page 53
Budget:	€120.000
Description of the action:	Communication and cooperation activity; increasing FRA's impact at the national level
Subject matter of the contracts envisaged:	Framework contract "conferences & events"; Framework contract "catering"
Type of contracts:	Specific contract based on an existing FWC
Type of procurement:	Reopening of competition
Number of contracts envisaged:	Max. 8
Indicative timeframe for launching the procurement procedure:	Throughout the year
Indicative budget for procurement:	€120.000
<b>Project fiche 5.9.5</b>	<b>ONLINE COMMUNICATION AND DOCUMENTATION</b>
Objectives:	See AWP2015 page 54
Budget:	€ 200.000
Description of the action:	Communication and cooperation activity
Subject matter of the contracts envisaged:	ICT, FWC Web Development
Type of contracts:	Specific contract based on an existing FWC
Type of procurement:	
Number of contracts envisaged:	Max. 4



## ANNEX III: FINANCING DECISION

Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	Throughout the year € 200.000
<b>Project fiche 5.9.6</b>	<b>PRODUCTION AND DISSEMINATION OF COMMUNICATION PRODUCTS</b>
Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	See AWP2015 page 55 € 105.000  Service Level Agreement with Publications Office of the European Union (PO) and the Translation Center for the Bodies of the European Union (CdT) Not applicable 150 Not applicable €90.000 Layout, graphic design and printing services; translation and revisions Framework Services Contract (FWC) for editorial services in English (EN) and in German (DE) (Lot 1) and into French (FR) (Lot 2) FWC  Q1-Q4 € 4,000 for EN; € 6,000 for DE; € 5,000 for FR
<b>Project fiche 5.9.7</b>	<b>INFORMATION ABOUT FRA WORK AND AWARENESS RAISING</b>
Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	See AWP2015 page 56 € 200.000 Communication and cooperation activity Communication services  FWC in cascade Not known 2 <sup>nd</sup> quarter € 200.000
<b>Project fiche</b>	<b>MONITORING AND EVALUATION</b>
Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:	See AWP2015 page 57 € 40.000 Monitoring and Evaluation activities Performance monitoring and reporting tools  Framework contract Reopening of competition - Specific contract 1 2 <sup>nd</sup> quarter € 40.000

<b>Bodies of the Agency and consultation mechanism</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3801

## ANNEX III: FINANCING DECISION

<p><b>Project fiche 5.10.1</b></p> <p>Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:</p> <p>Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:</p> <p>Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:</p> <p>Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:</p>	<p><b>BODIES OF THE AGENCY</b></p> <p>See AWP2015 page 58 € 270.000 Organization of Management Board Meetings Catering, Interpretation, Dinners, Organisation of a meeting at venue outside FRA Order form, purchase order, Negotiated procedure, Framework contract 3 order forms, 7 purchase orders 2<sup>nd</sup> quarter, 3<sup>rd</sup> quarter, 4<sup>th</sup> quarter € 65.000</p> <p>Organization of Executive Board Meetings Catering Order Form Framework contract 2 1<sup>st</sup> and 3<sup>rd</sup> quarter € 3.000</p> <p>Organization of Scientific Committee Meetings Catering Order Form Framework contract 2 1<sup>st</sup>, 3<sup>rd</sup>quarter € 3.000</p> <p>Translations for the Management Board</p> <p>N/A Service agreement with the Translation Centre for the Bodies of the European Union N/A N/A 1<sup>st</sup> quarter € 90.000</p>
<p><b>Project fiche 5.10.2</b></p>	<p><b>CONSULTATION AND COOPERATION MECHANISM – NATIONAL LIAISON OFFICERS</b></p>
<p>Objectives: Budget: Description of the action: Subject matter of the contracts envisaged: Type of contracts: Type of procurement: Number of contracts envisaged: Indicative timeframe for launching the procurement procedure: Indicative budget for procurement:</p>	<p>See AWP2015 page 59 € 80.000 Communication and cooperation activity Framework contract “conferences &amp; events” Missions Translations Specific contract Reopening of competition Max. 2 1<sup>st</sup> and 3<sup>rd</sup> quarter € 80.000</p>
<p><b>Project fiche 5.10.3</b></p>	<p><b>CONSULTATION AND COOPERATION MECHANISM – FUNDAMENTAL RIGHTS PLATFORM</b></p>

## ANNEX III: FINANCING DECISION

Objectives:	See AWP2015 page 60
Budget:	€ 140.000
Description of the action:	Communication and cooperation activity
Subject matter of the contracts envisaged:	Framework contract "conferences & events"
Type of contracts:	Specific contract
Type of procurement:	Reopening of competition
Number of contracts envisaged:	Max. 3
Indicative timeframe for launching the procurement procedure:	1 <sup>st</sup> and 3 <sup>rd</sup> quarter
Indicative budget for procurement:	€ 140.000

<b>Operational reserves</b>	
<b>Legal basis:</b>	Council Regulation (EC) No 168/2007 / Council Decision of 28 February 2008 implementing Regulation 168/2007
<b>Budget line:</b>	B0-3900
<b>Project fiche 5.11.1</b>	<b>COMPLEMENTARY DATA COLLECTION AND ANALYSIS TO SUPPORT EVIDENCE BASED ADVICE FOR STAKEHOLDERS</b>
Objectives:	See AWP2015 page 61
Budget:	€ 139.150
Description of the action:	Research and data collection activities
Subject matter of the contracts envisaged:	
Type of contracts:	Framework contract
Type of procurement:	
Number of contracts envisaged:	28 or more depending on the needs
Indicative timeframe for launching the procurement procedure:	Within 2015
Indicative budget for procurement:	€ 139.150

## ANNEX IV: EVALUATION POLICY

**1. External evaluation of the FRA****1.1 The purpose**

The Agency, in compliance with its Founding Regulation 168/2007 (art. 30) commissioned in 2011 an independent external evaluation to undertake a review of progress and achievements during the first five years of operations of the Agency.

According to the mentioned article, the external evaluation shall:

- (a) Take into account the tasks of the Agency, the working practices and impact of the Agency on the protection and promotion of FR;
- (b) Assess the possible need to modify the Agency's tasks, scope, areas of activity or structure;
- (c) Include an analysis of the synergy effects and the financial implications of any modification of the tasks;
- (d) Take into account the views of the stakeholders at both Community and national levels."

Within the procurement procedures for selecting the external evaluators, the terms of reference were issued in-house (inspired by good practises of other Agencies by the Management Board in agreement with the EC. The final terms of reference were adopted in July 2011 and the related call for tender launched.

As stated in the Terms of Reference, the overall objective of the study is to evaluate the effectiveness, efficiency, added value, utility, coordination and coherence of the contribution made by the Fundamental Rights Agency while the main specific objectives are as follows:

- To identify instruments for evaluating the FRA effectiveness, efficiency and its added value;
- To assess the FRA usefulness in assisting EU institutions and Member States to ensure fundamental rights are respected;
- To assess the overall ability of the FRA to sustain its activities and meet future challenges;
- To define the barriers and obstacles to optimal performance;
- To identify relevant actions to improve the performance and added value;
- To identify actions needed to eliminate or reduce possible inefficiencies;
- To identify challenges as regards the FRA governance (including managerial issues, planning and priority setting and working practices);
- To benchmark the overall efficiency, balance of resources, budget distribution and resource allocation with other organisations carrying out similar tasks.

The contract was awarded to Ramboll Management Consulting, leader in the field of Evaluation and M&E Systems (it was charged by the Commission to carry out an extensive evaluation of the 26 EU decentralized Agencies).

**1.2 The criteria**

Ramboll Management started its activities in January 2012, when the inception meeting was held. The inception report outlined the work plan from the early stages till the preparation and finalization of the External Evaluation Report, planned for November 2012.

The external evaluator, in order to perform its tasks, referred to the following criteria:

- Effectiveness, to assess the extent to which objectives are achieved, including the quality and timeline of its achievements;
- Efficiency, to assess the extent to which it has conducted its activities and achieved its objectives at a reasonable cost
- Added value, to assess the extent to which it has been successful in addressing needs for the full respect of FR in the framework of Union law
- Utility, to assess the extent to which it has been more effective and efficient in achieving its results and impacts
- Coordination and coherence, to assess the extent to which it coordinates with relevant bodies and agencies in the field of FR carrying out similar tasks

**1.3 The operations and coordination**

Ramboll Management Consulting started its activities in January 2012, when an inception meeting was held. The inception report outlined the work plan from the early stages until the preparation and finalization of the External Evaluation Report, planned for November 2012.

Since the beginning of operations the FRA set up a Steering Group composed by the heads of department and the planning team.

The purpose of the Steering Group was to act as the external evaluator's counterpart, performing the following functions:

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- supervising all operations and tasks carried out both in technical and administrative terms;
- ensuring a coordinated and timely delivery of all information and data the contractor might have required
- Ensuring that all aspects related to the functioning of the FRA were well represented in the evaluation documents.

In particular, the planning team of the FRA supported the external evaluator by acting as contact person in order to ensure the necessary daily link between the evaluator and the FRA.

**1.4 The methodology**

According to the proposed and adopted methodology, the evaluation was performed using a combination of tools and data collection activities which fit the Agency's profile best.

More specifically:

- Systematic review of secondary data
- An online survey directed towards the key stakeholders of the FRA, as defined in the Founding Regulation
- A second survey was directed towards the FRA's staff, members of the Management Board and members of the Scientific Committee
- Interviews carried out both with key stakeholders and FRA staff.
- Benchmarking with other organisations
- Case studies, i.e. in-depth investigations used to examine the identified assumptions and mechanisms in the FRA intervention logic and to explore causation between different levels of results.

The mentioned in – depth investigations carried out during the external evaluation exercise, played a relevant role for two reasons: the first is that the external evaluator used for the reconstruction of FRA intervention logic the performance measurement framework, an Agency's internal document drafted as an essential step towards the designing of its internal and monitoring and evaluation system; the second is that they referred to the contribution analysis.

The approach of contribution analysis is to verify and to validate assumptions behind the program where causality between results' levels (outputs – outcomes) is inferred from the following evidence:

- The programme is based on a reasoned theory of change: the assumptions behind why the programme is expected to work are sound, plausible and agreed upon by at least some of the key players;
- The activities have been already implemented;
- The theory of change is verified by evidence and the chain of expected results occurred;
- Other factors influencing the programme were assessed and were either shown not to have made a significant contribution or, the relative contribution was recognised.

**1.5 The conclusion of operations**

The FRA external evaluation report has been finalized on 15th November 2012, in compliance with the contract and the work plan.

The presentation of the main findings and recommendations will be made during the Management Board meeting scheduled on 14<sup>th</sup> December 2012.

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**2. Monitoring and Evaluation of the FRA performance****2.1 The Purpose**

The adoption of a monitoring and evaluation system and implementation of related activities usually cover an important role for assessing how work programmes are carried out.

According to the Article 15, co. 4 f) of the FRA's founding regulation (168/2007) effective monitoring and evaluation procedures shall be implemented relating to the performance of the FRA against its objectives according to professionally recognised standards. The Director shall report annually to the Management Board on the results of the monitoring system.

The Monitoring and Evaluation activities will serve three purposes:

- Provide reliable performance information to assist management to deliver against targeted results, to address problems promptly and to take planning and budget decisions;
- Improve learning through regular review of strategies, projects and other activities improving internal functioning and providing staff and stakeholders with opportunities to learn more about the effectiveness and performance of the Agency;
- Strengthen accountability and transparency providing empirical evidence on the outcomes of the FRA activities and thus providing reliable information on results to EU institutions, Member states, and relevant stakeholders and to the public

The FRA, both in compliance with provisions of the founding regulations and in coherence with the content of the above mentioned requests contained in the joint statements of the Inter – Institutional Working Group in 2011 launched its road map to set up its internal monitoring and evaluation system.

The main idea is that monitoring and evaluation activities are made against the performance measurement framework based on the mandate, main objectives and core tasks of the FRA (as defined in the FRA founding Regulation) and defining long-term, intermediate and immediate outcomes to be achieved. Key performance indicators will serve to determine the extent to which FRA has delivered the expected results (see Annex FRA Performance Measurement Framework).

**2.2 The overall planned activities**

In order to set up Monitoring and Evaluation, the following activities have been planned:

- Review of the Performance Measurement Framework, refining the list of indicators to measure different activities, outputs, and outcomes in the Logic Model;
- Establishment of the FRA baseline situation for measuring change over time and to establish the basis for a 'before and after' assessment, assessing the achievement of the outcomes and outputs as expressed in the Performance Measurement Framework;
- Design and implementation of Monitoring and Evaluation activities based on the Monitoring and Evaluation Action Plan drafted by the FRA, which includes the methodology to be adopted, data collection methods and data sources to be used;
- Gathering any useful information and data to implement the Monitoring and Evaluation activities at the level of outputs, outcomes and processes of the FRA against the key performance indicators defined in the Performance Measurement Framework.
- Drafting the Annual Monitoring and Evaluation Report (interim and final), based on clear and concrete key performance expectations and evaluation of achievements focused on outcomes and outputs attributed in whole or in part to the activities undertaken;
- Advising the FRA on monitoring mechanisms and appropriate tools for data management (for example databases or software).

Within the procurement procedures for selecting contractors for the M&E Activity, the Framework Contract method was used due to the long time-frame (2012-2016) of the activity, the framework contract terms of reference were issued in-house (inspired by good practises of other Agencies by the Management Board in agreement with the EC). The final terms of reference were adopted in XX 2011 and the related call for tender launched.

**2.3 The activities implemented so far**

The FRA is already carrying out the first set of the overall envisaged activities, according to the agreed work plan. This first phase started in August 2012 and ended in March 2013, with the contract signature with the contractor which will support the FRA planning team for all operations. At present, the system is being designed and a pilot phase, with the selection of a number of projects from different thematic areas and the Communication and Awareness Raising cross cutting activity, is being implemented both for assessing the functioning of the designed methods and tools and for the elaboration of first FRA performance report.

According to the adopted methodology for the first FRA Annual Monitoring and Evaluation Report, the monitoring and evaluation to be performed uses a combination of tools and data collection activities. More specifically:

- Review of background documents, selected projects results and outputs, external evaluation results
- Interviews of relevant external parties and experts in the scientific field of the FRA selected projects
- Interviews and data collection with FRA project managers, thematic coordinators and management team

## ANNEX IV: EVALUATION POLICY

- Project case studies, i.e. in-depth investigations, desk research and each project's available documentation used to examine the identified assumptions and mechanisms in the FRA RIL/PMF matrix developed by the contractor

Under this pilot phase the reconstructed intervention logic and the performance measurement framework of FRA have been aligned and combined in a matrix form as an essential step towards finalisation of the monitoring and evaluation system and to facilitate the allocation of baseline and targets of the performance measures (indicators) relevant to the matrix which will be carried out in Specific Contract 2.

The revised PMF / RIL Matrix will form the basis for data collection and monitoring of indicators set in PMF.

The overall organizational and Thematic Area level evaluation will be carried out using SWOT Analysis while the selected projects will be evaluated using contribution analysis. Both these methods are qualitative evaluation methods that can operate in the lack of a baseline and targets

The FRA performance report will be structured as follows:

- I. Executive Summary: with an overview of the evaluation methodology, cases selected, results, conclusions and recommendations
- II. Overview: outlining the framework and purpose of the internal evaluation as well as its relationship with Annual Activity Report
- III. Introduction: presenting the aims of the report, purpose of the evaluation, a brief description of FRA evaluation efforts and its context.
- IV. The FRA: background and mandate of FRA, FRA organization and management, Objectives and activities
- V. Methodology: with the planned survey of project related external stakeholders and experts, interviews, desk research, description of methodology used, including tools, case studies, relevance of data collection methods to PMF, results and reporting on outputs, results and reporting on immediate outcomes, results and reporting on intermediate outcomes, Results and reporting on long term impact.
- VI. Evaluation of FRA Thematic Areas: in terms of contribution made by the FRA in the covered domain
- VII. Case studies (to be defined)
- VIII. Conclusions and Recommendations: This section will discuss the findings from the previous sections, recommendations for further developing and exploiting the Performance Monitoring Framework and for FRA to achieve its PMF goals.
- IX. Monitoring Framework: Description of Monitoring Framework

### 3. Communication and use of evaluation results

Results of the external evaluation will be firstly submitted to the attention of the FRA Management Board. The report will be then transmitted to the European Commission, the European Parliament and Council of the EU and published on the FRA web site to inform the general public.

As for the use of the external evaluation results, according to the adopted methodology, several recommendations for actions have been made. They are based on findings and conclusions of the external evaluation and have been grouped in three categories:

- The usefulness of the FRA
- The organisation of the FRA
- The working procedure of the FRA

As for results coming from the monitoring and evaluation activities, the FRA Annual Monitoring and Evaluation Report represents an internal document, aimed at assisting management in delivering against identified results, addressing problems promptly, planning according to lessons learnt from the past and providing empirical evidence of the outcomes of the FRA activities. Even though the internal monitoring and evaluation activities are mainly designed as an internal managerial tool, their results will be communicated to the general public, too.

### 4. Resources and budget

The FRA, for carrying out the External Evaluation, allocated 245,700.00 EUR, only for 2012.

As for the Monitoring and Evaluation activities, the total amount allocated in four Annual Work Programmes, for the period between 2012 and 2016, is 820,000.00 EUR.

The existing Performance Measurement Framework has been used as the basis of the work developed in the framework of the Agency's external evaluation. The drafted framework has been revised in 2012 according to the reconstruction of intervention logic of the FRA realized by the external valutors and will be annually implemented (and reported on) in the framework of the monitoring and evaluation activities of the FRA.

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

## Performance Measurement Framework

In order to best cater to its stakeholders' needs FRA must be capable of applying the lessons learned and best practices. FRA must strive for continuous improvement to strengthen the effectiveness and impact of its functions. This learning process rests on FRA's ability to carry out its Monitoring and Evaluation activities. The Agency has already introduced project –level indicators describing the planned output of each project (number of reports, number of participants in each event etc.) in order to follow the progress of the implementation of the Annual Work Programme. Monitoring the performance of FRA will be carried out in accordance with a Performance Measurement System which includes a logic model (composed by outputs, immediate, intermediate and ultimate outcomes) and the list of the performance measures (indicators)

The developed indicators, at both project and corporate level ,constitute an integral part of the FRA Performance Measurement Framework, which is a pyramid structure with five levels of indicators has been defined: 1) output, 2) immediate outcomes, 3) intermediate outcomes, 4) ultimate outcome and 5) organisational impact- starting from the project level and finishing with indicators at the corporate level. The framework follows a logical chain where the ultimate outcome determines what intermediate and then immediate outcomes we will seek to reach during the Agency's lifecycle. The Framework thus also gives a set of performance indicators that we will use to assess whether FRA has reached its targets and supplied its products. Each outcome and output has a set of performance indicators (quantitative and qualitative) that will be used to measure FRA's achievement in this area.

Inputs	Activities	Objectives related to outputs	Objectives related to Short term impacts	Objectives related to Long term impacts	Aspirational impacts
Human, intellectual physical and economic capital	Assistance and expertise to EU institutions and Member States	O1: Provide assistance and expertise to EU institutions and Member States	ST1: Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	LT1: FRA's assistance and expertise provided to EU institutions support legal and policy developments related to Fundamental rights	AI1: European and Member States' legislation and policies contribute to ensuring full respect of Fundamental Rights
		O2: Formulate opinions to EU Institutions and Member States			
	Data collection, research and analysis	O3: Develop research analysis, surveys and identify good practices			
		O4: Publish thematic reports and handbooks			
		O5: Disseminate targeted information to the right stakeholders at the right time			
	Cooperation and networking	O6: Develop of relevant scientific methodologies and standards	ST2: Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	LT2: FRA's assistance and expertise provided to Member States support legal and policy developments related to Fundamental rights	A21: Relevant EU and Member State institutions, bodies and agencies increasingly respect, protect and promote Fundamental Rights
		O7: Develop effective networks with key partners and Agency networks			
	Dissemination and awareness raising	O8: Develop awareness raising materials	ST3: Increase awareness of fundamental rights among select professional organisations and stakeholders		AI3: Greater knowledge of, and broader awareness of, fundamental rights issues in the Union are conducive to ensuring full respect of fundamental rights



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Objectives related to outputs	Judgement criteria	Indicators	Measures
01 Provide assistance and expertise to EU institutions and Member States	JC 1 Extent to which FRA provides input to institutional stakeholders at EU and Member State level	I1 Number of hearings or presentations to institutional stakeholders across levels of governance	Count of the number of hearings or presentation to institutional stakeholders across levels of governance
02 Formulate Opinions and other advice to EU Institutions and Member States	JC 2 Extent to which FRA provides timely (and adequate) responses to requests for Opinions and other advice involving research and analysis activities	I26 Percentage of responses to requests for opinions and other advice (i.e. completed)	Number Count of the number of requests for Opinions and other advice responded to / Number of total requests for Opinions and other advice received over a period
		I7 Average response time to request for Opinions and other advice	Total time elapsed between acknowledgement and response to requests for Opinions and other advice / Number of requests over the same period [data to be recorded for EU and MS requests separately]
		I8 I3 Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	Count of number of countries covered by data collection, research and analysis activities (per type of task, per Thematic Area, per type of outputs, per geographical area) over a period
		I9 I4 Number of good practices identified (per Thematic Area)	Count of documents published over a period
03 Develop research analysis and surveys and identify good practices	JC 3 Degree to which FRA's research and analysis are adequate to the scope of FRA's activities	I10 I5 Number of publications produced per thematic area	Count of publications produced per thematic area over a period
		I11 Number of information instruments (leaflets, alerts, flyers etc.) distributed I6 Number of relevant stakeholders receiving FRA information I12 Number of Newsletters / magazines distributed over a period I13 Number of subscribers of Newsletters / magazines over a period I14 Number of visitors to the FRA Website	Count of information instruments distributed [ by type of events, by thematic area, by geography] over a period Count of stakeholders receiving information disseminated by the FRA (by type of information instrument e.g. newsletter, websites, social network applications) Count of the number of newsletter distributed over a period Count of the readers opening the letter over a period Count of the number of recipient of newsletter distributed [Including newsletter downloads from the website]
04 Publish thematic reports and handbooks	JC 4 Degree to which FRA produces publications in relevant thematic areas	I15 I7 Number of stakeholders who receive a copy of the publications I16 Average time to distribute FRA reports and handbook I17 Number of publications downloaded (per thematic area, type of stakeholder and type of report)	Count of stakeholders receiving a copy (hard or electronic copy) of reports [with or without asking for it] [per type of stakeholder / thematic area / and report] Time elapsed between final agreed version of the report and it distribution to stakeholders / number of reports published Count of stakeholders downloading a copy of reports from FRA's website [per type of stakeholder / thematic area / and report]

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Objectives related to outputs	Judgement criteria	Indicators	Measures
O5: Disseminate targeted information to the right stakeholders and at the right time	JC 5 Extent to which FRA adequately and timely disseminates information	I18 I8 Number of documents produced whose purpose is to present methods and standards (including sets of indicators) I19 Proportion of methods and standards delivered according to work programme I20 The proportion of Scientific Committee members that consider that FRA has developed adequate methods and standards	Count of documents published whose purpose is to present methods and standards over a period  Number of methods and standards produced / Number of methods and standards to be produced in the Work programme Number of scientific committee members agreeing with the statement / Number of overall committee members
	JC 6 Degree to which FRA's publications are adequately distributed to stakeholders	I21 I9 Number of meetings networking events organised  I22 Number of relevant participants to meetings  I23 Number of meeting-days attended  I24 Number of networking events / meetings held I25 Number of stakeholders contacted to participate in networking activities / meetings	Count of the number of meetings over a period [broken down by type of meeting, type of thematic area and type of participant profile] over a period  Count of the number of participants over a period [broken down by meeting, type of meeting, type of thematic area and type of participant profile] over a period  Count of the number of meeting days attended over a period [broken down by meeting, type of meeting, type of thematic area and type of participant profile] over a period  Count of networking events held  Count of the stakeholders who attended networking activities [ by type of activities, by type of stakeholder profile, by thematic area] over a period
O6 Develop relevant methods and standards	JC 7 The degree to which adequate methods and standards are being produced	I26 Number of applications for FRP  I27 I10 Number of participants in FRA networksevents I28 Number of stakeholders who have attended networking activities I29 Proportion of stakeholders contacted to attend the networking events vs who actually attend I31 Number of participants in consultations  I32 Number of trainings organised  I33 Number of relevant participants to trainings  I34 Number of training-days attended	Count of applications for FRP [by stakeholder profile, by thematic area] over a period Count of successful applications for FRP [stakeholder profile, by thematic area] over a period Count in the number of participants [by type of participant, by thematic area, by type of networks] over a period Count of the stakeholders contacted to participate in networking activities [ by type of activities, by type of stakeholder profile, by thematic area] over a period Count of stakeholders participating in networks / count of networks Count in the number of stakeholder consultations [by thematic areas, by type of stakeholders] over a period Count in the number of stakeholders per consultations [By type, by thematic area] over a period Count of the number of trainings over a period [broken down by type of meeting, type of thematic area and type of trainee profile] over a period

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Objectives related to outputs	Judgement criteria	Indicators	Measures
			Count of the number of trainee over a period [broken down by training, type of training, type of thematic area and type of trainee profile] over a period Count of the number of training days attended over a period [broken down by training, type of training, type of thematic area and type of trainee profile] over a period
07 Develop effective networks with key partners and Agency networks	JC 8 The degree to which FRA organises relevant meetings with its key stakeholders	I35 I11 Number of materials and tools produced targeted to civil society (e.g. folder, newsletter, brochure, report, guideline, handbook), related to awareness raising materials I 36 Number of multimedia tools adopted to increase the FRA visibility among civil society [e.g. databases, dedicated mobile phone applications, social networking sites, etc.] I37 Proportion of the number of awareness raising activities within a period vs. the number of awareness activities planned I38 Number of FRA speeches/presentations at events and conferences. I39 Number of people reached by awareness raising activities I40 Media coverage of FRA's activities (e.g. events, publications, etc.) I41 Take-up of articles and press releases in professional press I42 Number of social media fans/likes I43 Number of page views and unique visitors, (website) I44 Average time spend by visitors on FRA website, mobile application, etc.	Count of the number of materials procedure over a period Count of the number of multimedia tools adopted over a period Number of awareness raising activities within a period / the number of awareness activities planned Count of speeches or presentation made to events and conferences [ by type of events, by thematic area, by geography] over a period Count of number of persons reached by awareness raising activities [counting information instruments, newsletters, social networks, page downloads, etc.) Count in the number of targeted readership represented by the media reporting on FRA's activities Count of the number of media reporting on FRA's communication outputs (or Number of FRA references in media by type of FRA theme/project) Count of the number of social media fans / likes [by type of social media activity or followers] Count of the number of pages views and unique visitors Time spent by unique visitors on FRA website / total number of unique visitors on FRA website [over a period]
	JC 9 Extent to which FRA networks are attractive to relevant stakeholders		
08: Develop awareness raising materials	JC 10 Extent to which FRA produces awareness raising material		

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Objectives related to short term impacts	Judgement criteria	Indicators	Measures
ST1 Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders.	JC 11 Extent to which FRA provides reliable , high quality and useful evidence based recommendations	I12 Proportion of key stakeholders that consider evidence and opinions provided by FRA are:  - relevant  - reliable - of high quality  - useful	Number of key stakeholders satisfied with relevance, reliability, usefulness and quality of FRA's evidence / Number of key stakeholders receiving FRA's outputs [by thematic area; by type of stakeholder] over a period
	JC 12 Extent to which reliable, relevant and high quality information resulting from Data collection, research and analysis activities is delivered to intended target group	I13 Proportion of key stakeholder and experts who consider that reliable, relevant and high quality information resulting from FRA Data collection, research and analysis activities is delivered to intended target group [by type of outputs]	Number of key stakeholder and experts who consider that reliable, relevant and high quality information resulting from FRA Data collection, research and analysis activities is delivered to intended target group / Overall experts and key stakeholders reached [by type of output] over a period.
ST2: Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	JC 13 Extent to which FRA networking activities are effective in connecting relevant stakeholders / practitioners concerning Fundamental Rights	I14 Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society	Number of stakeholders who agree with the statement / Overall number of stakeholders interviewed
	JC 14 Extent to which FRA networking activities are effective in helping to promote Fundamental Rights in the EU or at Member State level	I15 Proportion of FRP and other network members/ stakeholders who consider the networking/collaboration activities organised by FRA <b>to be useful</b> to their organization in order to promote fundamental rights	Number of network members considering FRA networking activities <b>as useful</b> in order to promote fundamental rights/ number of network members reached
ST 3 Increased awareness of fundamental rights among stakeholders	JC 15 Extent to which FRA contributes to a greater shared understanding of trends in Fundamental Rights	I16 The proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contributes to a greater shared understanding of trends in fundamental rights	Count of key stakeholders agreeing with the statement / overall number of key stakeholders consulted
	JC 16 Extent to which the FRA communication activities are effective in making the Agency's insights and messages on Fundamental rights accessible to civil society	I17 Proportion of stakeholders who came to contact with FRA as a result of the communication activities	Count of organisations or individuals who came to contact with FRA as a result of communication activities [by thematic area; by type of organisation or individuals; by type of communication activities; by status "known / unknown" to the agency] over a period out of a representative sample
		I18 Proportion of outputs [publications, opinions, communications, etc.] translated in all 23 official languages of the EU.	Count of outputs translated in all languages / count of outputs produced
		I19 Proportion of stakeholders who consider that they would not have found out about FRA if the latter was less active in communication	Number of stakeholder considering FRA's communication activities are efficient in providing accessibility / Number of stakeholders targeted by Communication activities [by thematic area; by type of stakeholder] over a period
	JC17 Extent to which FRA undertakes awareness raising activities effectively	I20 Proportion of media coverage of FRA's activities [by type of awareness raising material and media channel]	Number of reached readers or audience represented by the media or social media reporting on FRA's activity/ Total number of potential readers or audience represented by the media or social media targeted

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Objectives related to long term impacts	Judgement criteria	Indicators	Measures
LT 1 FRA assistance and expertise provided to support legal and policy developments related to Fundamental Rights (EU level)	JC 18 Extent to which FRA's conclusions and recommendations from research findings; Opinions and other policy advice directly used for <b>policy development</b> in a manner which reflects the desired impacts of the Agency	I21 Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings; Opinions and other policy advice influenced <b>policy development</b> in a manner which reflects the desired impacts of the Agency	Number of relevant policy stakeholders who consider that the FRA's conclusions and recommendations from research findings; Opinions and other policy advice directly <b>used for policy development</b> / Number of stakeholder reached who have benefited from FRA's opinion and advice
	JC 19 Extent to which conclusions and recommendations from research findings contributes to <b>EU legislation and policies</b> in a manner which reflects the desired impacts of the Agency	I22 The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings contributes to <b>EU policies and legislation</b> in a manner which reflects the desired impacts of the Agency	Number of stakeholders who agree that as a result of that FRA conclusions and recommendations from research findings contributes to <b>EU policies and legislation</b> in a manner which reflects the desired impacts of the Agency / Number of stakeholder reached
	JC 20 Extent to which FRA Opinions and other policy advice contribute to the <b>development and implementation of EU legislation and policies</b> in a manner which reflects the desired impacts of the Agency	I23 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to <b>the development of EU legislation and policies</b> in a manner which contributes to the desired impacts of the Agency	Number of EU level stakeholders who consider that FRA Opinions and policy advice contribute to <b>the development of EU legislation and policies</b> / Total number of EU level stakeholder reached
		I24 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to <b>the implementation of legislation and policies</b> in a manner which contributes to the desired impacts of the Agency	Number of EU level stakeholders who consider that FRA Opinions and other policy advice contribute to <b>the implementation of EU legislation and policies</b> / Total number of EU level stakeholder reached
		I25 Number of references to FRA's conclusions or recommendations or FRA's activities in EU policies and legislation	Number of references to FRA's conclusions or recommendations or FRA's activities in EU policy statements, legislation or relation documents
LT 2 FRA's assistance and expertise provided to support legal and policy developments related to Fundamental Rights (Member States Level)	JC 21 Extent to which FRA's conclusions and recommendations from research findings; Opinions and other policy advice directly used for <b>policy development at Member State level</b> in a manner which contributes to the desired impacts of the Agency	<b>[similar to I21]</b> <i>I21 Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings; Opinions and other policy advice directly influenced policy development in a manner which reflect the desired impacts of the Agency</i>	Number of relevant policy stakeholders at <b>Member State level</b> who consider that the FRA's conclusions and recommendations from findings; Opinions and other policy advice directly influenced policy development at Member State level/ Number of policy stakeholder reached who have benefited from FRA's opinion and advice

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Objectives related to long term impacts	Judgement criteria	Indicators	Measures
	JC 22 Extent to which conclusions and recommendations from research findings contribute to <b>Member States' legislation and policies</b> in a manner which reflects the desired impacts of the Agency	[similar to I22] <i>I22 The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings contributes to the <b>development policies and legislation</b> in a manner which reflects the desired impacts of the Agency</i>	Number of stakeholders who agree that as a result of that FRA conclusions and recommendations from research findings <b>influences Member States' policies and legislation</b> in a manner which contributes to the desired impacts of the Agency / Number of stakeholder reached
	JC 23 Extent to which FRA Opinions and other policy advice contribute to the <b>development and implementation of Member State legislation and policies</b> in a manner which reflects the desired impacts of the Agency	[similar to I23] <i>I23 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the <b>development of legislation and policies</b> in a manner which reflects the desired impacts of the Agency</i>	Number of Member State level stakeholders who consider that FRA Opinions and policy advice contribute to the <i>development</i> of Member States' legislation and policies/ Total number of Member State level stakeholders reached
		[similar to I24] <i>I24 Proportion of stakeholders who consider that FRA Opinions and other policy advice contribute to the <b>implementation of legislation and policies</b> in a manner which reflects the desired impacts of the Agency</i>	Number of Member State level stakeholders who consider that FRA Opinions and other policy advice contribute to the <i>implementation</i> of Member States' legislation and policies / Total number of Member State level stakeholders reached
		[similar to I25] <i>I25 Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation</i>	Number of references to FRA's conclusions or recommendations or activities in Member States' policy statements, legislation and related documents

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Aspirational objectives	Judgement criteria	Indicators	Measure
AI 1 EU and Member States' legislation and policies contribute to ensuring full respect of fundamental rights	JC 24 Degree to which FRA's range of activities influenced EU and Member States legislation and policies related to Fundamental Rights	I26 Proportion of stakeholders who agree that FRA's range of activities influenced EU and Member States legislation and policies related to fundamental rights (a) at EU level (b) at MS level [By type of activities]	Number of stakeholders who agree that FRA's activities influenced EU and Member States legislation and policies related to Fundamental Rights / Number of stakeholders reached [By type of activities]
	JC 25 Extent to which FRA's range of activities have <b>actively</b> influenced the implementation of Fundamental Right legislation and policies in practice	I27 Proportion of stakeholders who agree that FRA's range of activities have <b>actively</b> contributed to the <i>implementation</i> of fundamental rights legislation and policies in practice (a) at EU level (b) at MS level  [By type of activities]	Number of stakeholders who agree that FRA's activities have actively contributed to the <i>implementation</i> of Fundamental Rights policies in practice (a) at EU level (b) at MS level / Number of stakeholder reached  [By type of activities]
	JC 26 Extent to which existing legislation and policies are effective in guaranteeing the rights of everyone	I28 Proportion of stakeholders who consider that existing legislation and policies are effective in guaranteeing fundamental rights	Proportion of stakeholders who consider that (i) existing legislation and policies are effective in guaranteeing the Fundamental Rights of rights holders / number of stakeholders reached
AI 2: Relevant EU and Member State institutions, bodies and agencies and or civil society increasingly respect, protect and promote Fundamental Rights	JC 27 Extent to which EU and Member State institutions are effective in respecting, protecting and promoting Fundamental Rights	I29 Proportion of stakeholders who consider that EU and Member State institutions effectively respect, protect and promote Fundamental Rights	Number of stakeholders who consider that EU and Member State institutions effectively respect, protect and promote Fundamental Rights / Number of stakeholder reached
	JC 28 Extent to which evidence provided by FRA has influenced the work of non-governmental stakeholders	I30 Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights	Number of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights / Number of non-governmental stakeholders reached [By type of activity]
AI3: Greater knowledge of, and broader awareness of, fundamental rights issues in the Union are conducive to ensuring full respect of fundamental rights	JC 29 Degree to which rights holders are aware of their rights and claim their rights	I31 Proportion of EU citizens who know about their fundamental rights and the Charter	Number of general population (or sample of) who are aware of their fundamental rights or aware of the Charter of FR / number of general population (or sample of)

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
<b><i>Severe forms of labour exploitation</i></b>	<ul style="list-style-type: none"> <li>• Number of publications produced [per thematic area]</li> <li>• Number of stakeholders receiving a copy of the publication</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	
<b><i>Inter-agency activities in the areas of borders, immigration and asylum</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of publications produced (per thematic area)</li> </ul>	
<b><i>Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of relevant stakeholders receiving FRA information</li> </ul>	
<b><i>Social inclusion and migrant participation in society</i></b>	<ul style="list-style-type: none"> <li>• Number of research activities (per type of task, per thematic area, per type of outputs, per geographical area)</li> <li>• Number of documents produced whose purpose is to present methods and standards (including sets of indicators)</li> <li>• Number of networking events organized</li> </ul>	
<b><i>National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies</i></b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of publications produced [per thematic area]</li> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contribute to a greater shared understanding of trends in fundamental rights</li> </ul>
<b><i>Additional activities in the area of 'Information society and, in particular, respect for private life and protection of personal data'</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Percentage of responses to requests for opinions and other advice (completed)</li> <li>• Number of documents published whose purpose is to present methods and standards over a period</li> <li>• Number of publications produced [per thematic area]</li> </ul>	
<b><i>Anti-Semitism: Data collection and analysis</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of publications produced (per thematic area)</li> </ul>	



## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
<b>Working Party Improving Reporting and Recording of Hate Crime in the EU</b>	<ul style="list-style-type: none"> <li>• Number of publications produced (per thematic area)</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	
<b>Additional activities in the area of "Racism, xenophobia and related intolerance"</b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of documents published whose purpose is to present methods and standards over a period</li> <li>• Number of publications produced [per thematic area]</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	
<b>Roma multi-annual programme</b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> </ul>	<ul style="list-style-type: none"> <li>• Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation</li> </ul>
<b>Additional activities in the area of "Roma integration"</b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> </ul>	<ul style="list-style-type: none"> <li>• Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation</li> </ul>
<b>EU-MIDIS II</b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> <li>• Number of relevant stakeholders receiving FRA information</li> </ul>	
<b>Surveying LGBT people and authorities</b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders that consider evidence and opinions provided by FRA are relevant, reliable – of high quality and useful</li> <li>• The proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contribute to a greater shared understanding of trends in fundamental rights</li> </ul>
<b>Rights of persons with disabilities</b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of documents published whose purpose is to present methods and standards over a period</li> <li>• Number of publications produced [per thematic area]</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> </ul>	

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
<b><i>Living in another Member State: barriers to EU citizens' full enjoyment of their rights</i></b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of good practices identified [per thematic area]</li> </ul>	
<b><i>Additional activities in the area of "Non - Discrimination"</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of publications produced [per thematic area]</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders that consider that reliable, relevant and high quality information resulting from FRA Data collection, research and analysis activities is delivered to the intended target group [by type of output]</li> <li>• Proportion of FRP and other network members/ stakeholders who consider the networking/ collaboration activities organized by FRA to be useful to their organization in order to promote fundamental rights</li> <li>• Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the implementation of legislation and policies in a manner which contributes to the desired impact of the Agency</li> <li>• Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation</li> <li>• Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings, Opinions and other policy advice directly influenced policy development in a manner which reflects the desired impact of the Agency</li> </ul>
<b><i>Children and Justice</i></b>	<ul style="list-style-type: none"> <li>• Number of publications produced [per thematic area]</li> <li>• Number of materials and tools produced related to awareness raising materials</li> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of stakeholders receiving a copy of the publication</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the implementation of legislation and policies in a manner which contributes to the desired impact of the Agency</li> <li>• The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings contributes to the development of policies and legislation in a manner which reflects the desired impact of the Agency</li> <li>• Proportion of key stakeholders and experts who consider that reliable, relevant and high quality information results from FRA data collection, research and analysis activities is delivered to intended target group [by type of outputs]</li> <li>• Proportion of key stakeholders that consider evidence and opinions provided by FRA are relevant, reliable – of high quality and useful</li> </ul>
<b><i>Handbook of European case - law on the rights of the child</i></b>	<ul style="list-style-type: none"> <li>• Number of publications produced [per thematic area]</li> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
<b><i>Additional activities in the area of the rights of the child</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of good practices identified [per thematic area]</li> <li>• Number of documents published whose purpose is to present methods and standards over a period</li> <li>• Number of publications produced [per thematic area]</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders that consider that reliable, relevant and high quality information resulting from FRA Data collection, research and analysis activities is delivered to the intended target group [by type of output]</li> <li>• Proportion of FRP and other network members/ stakeholders who consider the networking/ collaboration activities organized by FRA to be useful to their organization in order to promote fundamental rights</li> <li>• Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the implementation of legislation and policies in a manner which contributes to the desired impact of the Agency</li> <li>• Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation</li> <li>• Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings, Opinions and other policy advice directly influenced policy development in a manner which reflects the desired impact of the Agency</li> </ul>
<b><i>'CLARITY' (Complaints, legal assistance and rights information tools for you)</i></b>	<ul style="list-style-type: none"> <li>• Number of relevant stakeholders receiving FRA information</li> </ul>	
<b><i>Gender – based violence against women: from childhood to adulthood</i></b>	<ul style="list-style-type: none"> <li>• Number of participants in FRA events</li> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of stakeholders receiving a copy of the publication</li> </ul>	
<b><i>Fundamental rights survey – establishing an EU-wide survey on trends in fundamental rights</i></b>	<ul style="list-style-type: none"> <li>• Number of documents produced whose purpose is to present methods and standards over a period</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of participants in FRA events</li> </ul>	
<b><i>Handbook on access to justice in Europa</i></b>	<ul style="list-style-type: none"> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of documents produced whose purpose is to present methods and standards (including sets of indicators)</li> </ul>	
<b><i>Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial – PAD (Prisons and</i></b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> </ul>	

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
<i>detentions)</i>		
<b><i>Improving access to justice for people living in the EU</i></b>	<ul style="list-style-type: none"> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> </ul>	
<b><i>The right to interpretation and translation and the right to information in criminal proceedings in the EU</i></b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> </ul>	
<b><i>Additional activities in the area of "Access to Justice"</i></b>	<ul style="list-style-type: none"> <li>• Number of publications produced [per thematic area]</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> <li>• Number of documents produced whose purpose is to present methods and standards (including sets of indicators)</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders that consider evidence and opinions provided by FRA are: relevant, reliable (of high quality) and useful</li> <li>• Proportion of key stakeholders and experts who consider that reliable, relevant and high quality information resulting from FRA data collection, research and analysis activities is delivered to intended target group [by type of outputs]</li> </ul>
<b><i>Rights of crime victims to have access to justice – comparative analysis</i></b>	<ul style="list-style-type: none"> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	
<b><i>Additional activities in the area of "Victims of crime"</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of publications produced [per thematic area]</li> <li>• Number of documents published whose purpose is to present methods and standards over a period</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders that consider evidence and opinions provided by FRA are: relevant, reliable (of high quality) and useful</li> </ul>
<b><i>Annual report</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of good practices identified [per thematic area]</li> <li>• Number of publications produced [per thematic area]</li> <li>• number of stakeholders receiving copy of the publication</li> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders and experts who consider that reliable, relevant and high quality information resulting from FRA data collection, research and analysis activities is delivered to intended target group</li> <li>• The proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contribute to a greater shared understanding of trends in fundamental rights</li> <li>• The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings contributes to the development of policies and legislation in a manner which reflects the desired impact of the Agency</li> <li>• Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation</li> <li>• Proportion of non-governmental stakeholders who agree that FRA's work has</li> </ul>

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
		directly influenced their work and capacity to promote fundamental rights
<b><i>FRA “Meeting of FRA Networks” and other conferences and stakeholder meetings</i></b>	<ul style="list-style-type: none"> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	
<b><i>Cooperating with EU institutions, agencies and other bodies</i></b>	<ul style="list-style-type: none"> <li>• Number of participants in FRA events</li> <li>• Number of networking events organized</li> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of key stakeholders that consider evidence and opinions provided by FRA are: relevant, reliable (of high quality) and useful</li> <li>• Proportion of key stakeholders and experts who consider that reliable, relevant and high quality information resulting from FRA data collection, research and analysis activities is delivered to intended target group [by type of outputs]</li> </ul>
<b><i>Cooperating with stakeholders in EU Member States</i></b>	<ul style="list-style-type: none"> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society</li> <li>• Proportion of FRP and other network members/stakeholders who consider that networking/ collaboration activities organized by FRA to be useful to their organization in order to promote fundamental rights</li> <li>• The proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contributes to a greater shared understanding of trends in fundamental rights</li> </ul>
<b><i>Online communication and documentation</i></b>		
<b><i>Production and dissemination of communication products</i></b>	<ul style="list-style-type: none"> <li>• Number of publications produced (per thematic area)</li> <li>• Number of stakeholders receiving a copy of the publications</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of outputs [publications, opinions, communications, etc.] translated in all 23 official languages of the EU</li> </ul>
<b><i>Information about FRA work and awareness raising</i></b>		
<b><i>Monitoring and evaluation</i></b>	<ul style="list-style-type: none"> <li>• Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]</li> <li>• Number of good practices identified [per thematic area]</li> <li>• Number of publications produced [per thematic area]</li> <li>• Number of relevant stakeholders receiving FRA information</li> </ul>	

## ANNEX V: PERFORMANCE MEASUREMENT FRAMEWORK AND INDICATORS

PROJECT	OUTPUT INDICATORS (short term results)	OUTCOMES INDICATORS (medium/long-term results)
<b><i>Bodies of the Agency</i></b>	<ul style="list-style-type: none"> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> <li>• Number of material and tools produced related to awareness raising activities</li> </ul>	
<b><i>Consultation and cooperation mechanism – national liaison officers</i></b>	<ul style="list-style-type: none"> <li>• Number of hearings or presentations to institutional stakeholders across levels of governance</li> <li>• Number of relevant stakeholders receiving FRA information</li> <li>• Number of stakeholders receiving a copy of the publication</li> <li>• Percentage of responses to requests for opinion and other advice (completed)</li> </ul>	
<b><i>Consultation and cooperation mechanism – Fundamental Rights Platform</i></b>	<ul style="list-style-type: none"> <li>• Number of material and tools produced related to awareness raising activities</li> <li>• Number of networking events organized</li> <li>• Number of participants in FRA events</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society</li> <li>• Proportion of FRP and other network members/stakeholders who consider that networking/ collaboration activities organized by FRA to be useful to their organization in order to promote fundamental rights</li> </ul>
<b><i>Complementary data collection and analysis to support evidence based advice to stakeholders</i></b>		

## ANNEX VI: RISK REGISTER

In compliance with the Internal Control Standards the Agency has performed an annual risk analysis exercise.

Taking into account the existing processes the Agency has assessed its potential risks on the basis of their likelihood of occurrence and potential impact. This assessment has been presented in a risk register where the following information has been identified:

- risk
- criticality
- possible consequence
- likelihood of occurrence on a three level scale (low, medium or high)
- potential impact (objectives, financial, reputation) on a three level scale (limited, significant or severe)

Following the analysis of existing controls and in the cases where the residual risk still needs to be reduced, specific actions have been identified.

**This annex is an extract of the risk register representing the risks that the Management considers relevant to the implementation of AWP 2014 and that will be mitigated with specific preventive actions.**

Risk details			Assessment of the risks					Management of the risks		
Risk #	Type	Description of the risks	Possible consequences	Likelihood of occurrence	Potential impact			Residual risk L*1	Action owner	Action (yellow field) (Only if the residual risk still needs to be avoided/reduced/transferred after evaluation of existing controls)
					Objectives	Financial	Reputation			

## Stakeholder engagement

S4	E	Following elections, persistent delay in establishing contacts to new EP members and new EC	Impossibility to address FRA specific issues in due time.  Delays in introducing new MEPs to FRA work and relevant decision making.  Delays / Impossibility to achieve the strategic objectives.  Loss of confidence in the Agency.  Reputation loss.	Medium  2	Significant  2	Limited  1	Significant  2	Medium  4	COR	Specific measures increasing visibility, reputation and impact are foreseen for 4th quarter 2014 and first quarter 2015, addressing both new European Parliament and new Commission. They aim at familiarising the 4 most relevant new Commissioners and their cabinets, as well as the key interlocutors in the European Parliament's relevant committees with FRA, its reports and policy positions.
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## Research and analysis

P6	E	Difficulties in conducting field work research.	Low quality of results.  Delays or change in a project's scope.	Medium  2	Significant  2	Limited  1	Limited  1	Medium  4	ECR, FJ	Increase the quality of technical specifications for enhancing the capacity of the Agency to evaluate Contractors' capability in doing field research. Reinforce monitoring of Contractors and Sub contractors activities during field work for early detection of potential problems Build in mitigating actions to address data collection difficulties.
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## ANNEX VI: RISK REGISTER

Procurement										
PR9	13	Staff Conflict of interest, unequal treatment of tenderers, for examples via biased selection criteria or partial evaluations	Legal challenge against the Agency. Loss of reputation. Non achievement of objectives	Medium 2	Significant 2	Limited 1	Significant 2	Medium 4	ADMIN	Taking into account the existing rules for the MB and Scientific committee, the Agency will continue to monitor the situation and will develop and implement additional actions for the avoidance and prevention of potential conflict of interest covering also the members of Staff.