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## Section 1 - Overview of FRA

### 1.1 FRA's mandate

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. 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 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 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, such as the European Convention on Human Rights, 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.

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. In particular, FRA takes into account in its research (initiated by the European Commission – for example) those done 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 the one 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 work 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

To implement its long-term strategic approach, FRA has adopted a multi-annual planning method: its Annual Work Programmes are prepared three years in advance with inputs 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 on-going 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: the departments Equality and Citizens' Rights (ECR) and Freedoms and Justice (FJ) cooperate and engage with project stakeholders, undertake research and analysis to develop opinions and expert advice ; the Communication and Outreach (COR) department carries out communication and awareness raising activities, and cooperates and engages with the agency's key partners (such as National Liaison Officers, EU institutions, Fundamental Rights Platform, national human rights institutions (NHRIs), equality bodies and Ombudsperson institutions) . Much of the agency's work is accomplished through multi-annual 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. To ensure a flexible implementation of the Annual 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 – FRA activities

### 2.1 Providing evidence-based advice

FRA 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 through scientific research; 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 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 Ombudsman 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 2016 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.

Scientific research undertaken by the agency is interdisciplinary - covering both legal and social research, as well as statistical analysis. 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 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.

FRA'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 FRA's own research network (Franet), which is composed of contracted national focal points for 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. 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, 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 review and an in-house language editing process 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 debates. FRA maintains close working relations with the European Union institutions, namely the European Parliament, the Council of the EU and 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, EAHC, eu-LISA and CEPOL). It co-chaired the Frontex Consultative Forum, set up by Regulation 1168/2011 to provide fundamental rights expertise to Frontex. As a specific focus in 2016, FRA will coordinate the cooperation of EU agencies in the context of Justice and Home Affairs (JHA inter-agency cooperation).

FRA is part of the EU framework to promote, protect and monitor the UN Convention on the rights of persons with disabilities (CRPD), which was set up following the EU's accession to the convention in 2010. FRA cooperates closely with the other members of the framework, including the European Parliament, the European Ombudsman and the European Commission, to fulfil the framework's tasks. In the context of its work in the framework, FRA also cooperates with OHCHR in the application of the Office's structure-process-outcome methodology for human rights indicators.

Following one of the six strategic priorities (see FRA Strategic Plan 2013–2017), the agency cooperates with the EU Member States with the aim of increasing the impact of its work at the national level.. Another key action for 2016 is to optimise cooperation with the network of National Liaison Officers (NLOs). NLOs are the main contact points for the agency in the different 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, FRA also reach out and disseminate its reports and other deliverables to national parliaments via focal points in each national parliament of EU Member States (2<sup>nd</sup> key action). At the national level, also National Human Rights Institutions, Equality Bodies and Ombudsperson institutions, together with local and regional authorities and other institutions working in the area of fundamental rights, are important partners (3<sup>rd</sup> and 4<sup>th</sup> key actions). To achieve progress, regular visits to the Member States or visits by national member states stakeholders are indispensable (5<sup>th</sup> key action).

Finally, FRA has a close working relationship with the Council of Europe, employing its standards and engaging in joint projects, for example developing a series of legal handbooks on particular issues. A Cooperation Agreement determines the scope and nature of the cooperation. FRA also cooperates with the United Nations system and the Organization for Security and Co-operation in Europe (OSCE). In addition, the agency has embarked on an administrative cooperation with the Financial Mechanism Office for the European Economic Area (EEA) and Norwegian Financial Mechanisms which are made available by the EEA EFTA states Iceland, Liechtenstein and Norway. FRA is also 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.

FRA also ensures 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. 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.

FRA 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 EU agencies' human rights training – for example, Frontex and Cepol.

## 2.4 Communication and awareness raising

In 2016, 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 FRA's Strategic Plan 2013–2017 (see strategic priority "improving the impact of FRA's communication and awareness raising, and embedded in the agency's

Communication and Cooperation Framework and, more concretely, in its Annual Communication Plans.

To ensure that its work impacts on policies, FRA develops communication products, tools and services for institutions, organisations and actors who are human rights stakeholders, and ensures that they receive FRA products and services at the right time and in the most appropriate format. In this way, the agency provides evidence-based, objective, relevant and useful data, as well as information and advice in a user-friendly style and format, in a targeted and timely way.

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

## Section 3 –FRA’s multi-annual objectives

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

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 Ombudsman. In order to respond promptly to such requests, 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

- FRA enhances its relevance for legal and policy processes at EU level
- FRA responds to requests for opinions and advice in a timely and competent manner
- FRA enhances its coordination with the European Commission, the European Parliament and the Council of the European Union
- 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, 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 ombudsman institutions) – at national level. It will explore methods to engage with associations of local and regional authorities and civil society organisations to raise awareness of its work. FRA will evaluate pilot exercises that have been developed in 2015 and building upon lessons learned will seek ways to efficiently operationalise in 2017 the most useful and effective methods of outreach and cooperation in Member States piloted. This will allow FRA to continue strengthening and tailoring its work 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. 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

- FRA increases the uptake of its work for national level stakeholders
- FRA increases its cooperation with National Liaison Officers and key national level stakeholders and multipliers
- 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

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 such as EU-MIDIS – which are intended to 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

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

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

FRA already has some experience conducting fieldwork research and providing evidence based advice in crisis situations: the agency 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 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

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

### 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 available staff and budget. In order to boost FRA's impact at national level, the way this information is presented will be further improved, where possible with the support of national institutions. 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 FRA's efforts by helping to communicate FRA results, by organising round tables, etc. When possible, targeted multilingualism will be applied. 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 FRA's project results will involve the web: FRA will make sure its website displays data, with a tool to visualise survey data in a tailor-made way. 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

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

### 3.6 Planning FRA work and evaluating its impact

FRA already has a number of instruments in place to help plan and prioritise its work: 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. FRA reference database helps the agency to track external references to its work, which are one of the indicators currently in use. 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, 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

- 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 – 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 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 a large number of secondary law instruments in this field. The Court of Justice of the EU has increasingly been called to clarify the meaning of provisions included in these instruments. Today, asylum, visa policy, border management and return are largely regulated by EU law.

##### Previous work

In 2010–2015 FRA has focused on border control, irregular migration, including returns, and asylum, publishing 15 reports. Since 2013, the agency has also devoted resources to project work on severe forms of labour exploitation. In addition, in 2013 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 FRA is regularly providing fundamental rights expertise to these two European 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 in close cooperation with eu-LISA, CEPOL and the Commission so as to ensure synergies and avoid duplication. As regards external borders, in 2013 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 border crossing points. In the area of irregular migration, four reports were released in 2010–2011: one on immigration detention (a comparative legal analysis of 27 EU Member States) and three on the rights of migrants in an irregular situation. The latter include a comparative report covering policies in 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, which was complemented in 2015 by an analysis on the costs of excluding migrants in an irregular situation from healthcare. In the area of asylum, 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.

In 2014, FRA started its work on a project covering the fundamental rights challenges of processing biometric data in large IT databases set up in the field of home affairs at the EU level. The agency's project on severe forms of labour exploitation, which started in 2013 and encompasses victims of exploitation who are both EU and non-EU citizens, was launched in 2015 – the findings of which will continue to be presented in the course of 2016.

In 2015, FRA initiated work on developing fundamental rights indicators for migrant integration following the OHCHR model of structure-process-outcome indicators, which builds on work carried out by the European Commission, Eurostat and other actors. During 2015 FRA also conducted the fieldwork for the second wave of its EU-



MIDIS survey, which provides data contributing to the population of these indicators, alongside the agency's collection of secondary data and information on migrant integration issues that will serve to contextualise the analysis for EU-MIDIS and other agency research.

#### Projects and activities planned in 2016

In 2016, 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. Where required, selected publications or parts thereof will be updated. The results of the agency's project on severe forms of labour exploitation are presented and promoted in 2015-2016. In addition, in 2016 the first results of the research into the fundamental rights implications of large IT databases established or planned at EU level will become available. 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 analysis and possible publication in 2016. The results of this work will provide valuable evidence on the situation on the ground concerning integration and will populate the relevant indicators that will be further elaborated and refined during 2016.

#### Expected outcomes

The overall goal of 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. 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 labour exploitation – migrant workers' perspectives (SELEX II)**
- 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. 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 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 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;
- To develop human rights- based indicators in the area of privacy rights.

### 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, encompassing both preventive measures and remedies. 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 FRA Symposium on fundamental rights indicators. In May 2012, 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, 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, FRA analysed the current situation regarding funding and staffing of data protection authorities.

### Projects and activities planned in 2016

In 2016, the agency will assess further – building on previous analysis undertaken in 2015 – how data protection awareness and the behaviour of internet users could be included in the scope of the agency's Fundamental Rights Barometer – 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, FRA will publish the findings from the second stage – involving fieldwork interviews - of the project on 'National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies', which builds on research undertaken in 2014 and 2015.

### 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**
- Project fiche 5.7.2 **Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights**

# 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

The fight against racism, xenophobia and related intolerances is a permanent feature of FRA's multi-annual framework. The agency's activity in the area extends to hate crime and extremism. Next to international treaties, the principal instruments of relevance in the area are 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 Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law. The Commission's report on the implementation of the Framework Decision on Racism and Xenophobia, the conclusions of FRA's Fundamental Rights Conference on hate crime and the Council conclusions on combating hate crime offer further guidance as to how to take forward FRA's work in the field.

### Previous work

The agency continuously collects evidence and publishes comparative reports on racism, xenophobia and related intolerance including hate crime and extremism. The overall aim of this body of work is to provide evidence based advice to EU institutions and Member States to support their efforts to these phenomena. FRA continued collecting data on racism, xenophobia and related intolerances, as part of its work on the Annual Report on the situation of fundamental rights in the EU.

In 2015, the agency updated its annual overview report on antisemitism and disseminated the results of its work on racism examining the possibilities of covering other grounds of discrimination. FRA continued 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 training. In close cooperation with the European Commission and ODIHR, the agency continued its engagement with Member States to facilitate exchange of good practices to assist them in their effort to improve reporting and recording of hate crime.

In 2014, the Agency updated its annual overview report on antisemitism, facilitated a training for EU officials on antisemitism and established a Working Party on Improving Reporting and Recording of Hate Crime in the EU composed of 59 members appointed by 27 Member States in addition to five members from the European Commission and ODIHR.

In 2013, the agency updated its annual report on antisemitism in the European Union and disseminated the findings of its survey discrimination and hate crime against Jews. Finally, it published a report on responses to phenomena of racism, discrimination, intolerance and extremism. FRA finalised the 'Survey on discrimination and hate crime against Jews in selected EU Member States'. FRA's hosted its main annual Fundamental Rights Conference in November 2013 in cooperation with the Lithuanian Presidency of the Council of the EU, with the theme of the conference being hate crime. The project "Raising awareness of Human Rights Education" developed a training module for EU officials in close cooperation with the European Commission. In December, FRA published a report on Racism, discrimination, intolerance and extremism: learning from experiences in Greece and Hungary. The findings of the report are relevant to all Member States. For work in previous years, please consult previous versions of FRA's annual work programme.

### Projects and activities planned in 2016

FRA will continue to collect secondary data on racism, xenophobia and related intolerances, including hate crime and extremism. Primary data were collected through the second wave of EU-MIDIS and will be analysed in 2016. The agency will update relevant sections of its annual report and update its annual overview report on antisemitism in the EU. FRA will continue to communicate the results of its relevant work and reinforce cooperation between Member States in improving the recording and reporting of hate crime through the activities of FRA's Working Party on hate crime, established in 2014. Finally, FRA will carry out background research to contextualise the findings of EU-MIDIS II relevant to the thematic area of racism, xenophobia and related intolerances, including hate crime and extremism.

### Expected outcomes

Next to standing deliverables such as the annual report and the annual update on antisemitism, one expected outcome of the work carried out in 2016 includes a fully functional FRA Working Party on

hate crime. This entails that FRA and Member States will continue working together in 2016 on how to improve recording and reporting of hate crime. Other expected outcomes include policy papers and briefs that will serve to contextualise the findings of EU-MIDIS relevant to racism, xenophobia and related intolerances, including hate crime and extremism.

#### 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"**

#### Other projects linked to thematic area

- Project fiche 5.5.1 **EU MIDIS II**
- Project fiche 5.5.5 **Additional activities in the area of "Non-discrimination"**
- Project fiche 5.8.2 **Additional activities in the area of "Victims of Crime"**

## 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. 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;

- 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, and the Commission Joint Report on the application of the Council antidiscrimination Directives 2000/43/EC and 2000/78/EC adopted in 2014. Discussions on the proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation are also of particular relevance. In addition, the EU is party to the Convention on the Rights of Persons with Disabilities (CRPD), with the Council of the European Union having adopted the EU-level framework for the implementation and monitoring of the CRPD. The framework is made up of the European Commission, the European Parliament, the European Ombudsman, FRA and the European

Disability Forum. As part of its role in the EU-level monitoring framework, the FRA raises awareness of the CRPD, collects and analyses data and, in cooperation with the Commission, develops indicators and benchmarks to support the monitoring process. 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. The case law of the Court of Justice of the European Union and that of the European Court of Human Rights, as well as relevant Council of Europe recommendations, in particular Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity, is of particular relevance to the policy context relating to equality and non-discrimination.

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 takes into account the Council of Europe 'Human Rights Education for Legal Professionals' (HELP) e-learning course focusing on discrimination based on race and ethnic origin, disability and sexual orientation and gender identity.

### Previous work

The agency continuously collects evidence and publishes and selectively updates comparative reports on issues of discrimination on all grounds. The overall aim of this body of work is to provide evidence based advice to EU institutions and Member States to support their efforts to tackle discrimination and unequal treatment. FRA continued collecting data on equality and non-discrimination as part of its work on the Annual Report on the situation of fundamental rights in the EU.

In 2015, based on its previous work on the situation of persons with disabilities, FRA further developed 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 the 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. The agency also published the findings of the project on practices and policies of public authorities in Member States that contribute towards creating equality for LGBT persons. FRA also updated its previous legal analysis on the fundamental rights situation of LGBT persons.

In 2014, the agency continued analysing evidence collected in relation to the rights of LGBT persons, including through further analysis of the EU-LGBT survey results, continued its work on both the public authorities project, and initiating its work to update the report on the legal situation of LGBT persons. On disability, FRA continued to implement two projects in the area of disability, one focusing on political participation and the other on children with disabilities' experiences of targeted hostility and abuse, which was published in 2015. For the project on political participation, FRA collected data and

populated a set of indicators in close cooperation with the European Commission and ANED and published relevant reports.

In 2013, the agency's work in this area focused mainly on discrimination on the grounds of sexual orientation and gender identity and on disability. In May, FRA published the results of the first ever EU-wide survey on the experiences of discrimination and hate crime of lesbian, gay, bisexual and transgender (LGBT) people in the EU and launched a project on the fundamental rights of LGBT persons from the perspective of public authorities. On disability, FRA published the final report from the project on the fundamental rights of persons with mental health problems and intellectual disabilities, and continued to develop methods to collect comparable evidence on the fundamental rights challenges of persons with disabilities taking. FRA finalised its project on the fundamental rights of persons with intellectual disabilities and persons with mental health problems with the publication of a socio-legal report focused on Article 12 of the CRPD on equal recognition before the law, commonly known as 'legal capacity'.

For work in previous years, please consult previous versions of FRA's annual work programme.

### Projects and activities planned in 2016

FRA will carry out background research to contextualise the findings of EU-MIDIS II, with a number of deliverables foreseen in 2016 and 2017 related to discrimination on grounds of racial or ethnic origin and religion or belief. FRA will also carry out background research to support the development of the Fundamental Rights Survey (see project fiche 5.7.2), which will be rolled out in 2017. In the context of its project on the transition from institutional to community-based care and support for persons with disabilities, which began in 2014, FRA will undertake in 2016 fieldwork research in selected municipalities to identify drivers and barriers to deinstitutionalisation processes affecting persons with disabilities, also taking into account the situation of older people. Dissemination and stakeholder engagement will continue with regard to the agency's work on LGBT persons. FRA will also continue work for the project identifying barriers to EU citizens and family members of third country nationals from enjoying free movement across the European Union. The agency will also update its handbook on anti-discrimination law.

### Expected outcomes

The evidence collected to contextualise the findings of EU-MIDIS II and to support the development of the Fundamental Rights Survey will increase the impact and policy relevance of findings of these surveys relevant to issues of equality and non-discrimination. Work on disability will support the development of more effective EU policies in the field, as well as it will support national and local authorities and other actors in improving the life of persons with disabilities. It is also expected that FRA will be actively engaged in the EU-level monitoring framework on the CRPD. The stakeholder engagement work in relation to FRA's previous body of work on LGBTI issues will lead to better protection of the rights of LGBTI persons. Updating the anti-discrimination law handbook will provide practitioners in the field with easily accessible tools to facilitate their work.

### List of projects under thematic area

- Project fiche 5.5.1 **EU MIDIS II**
- Project fiche 5.5.2 **Rights of persons with disabilities**
- Project fiche 5.5.3 **Handbook of European non-discrimination law**
- Project fiche 5.5.4 **Living in another Member State: barriers to EU citizens' full enjoyment of their rights**

- Project fiche 5.5.5 **Additional activities in the area of "Non-discrimination"**

#### Other projects linked to thematic area

- Project fiche 5.3.4 **Additional activities in the area of "Racism, xenophobia and related intolerance"**
- Project fiche 5.7.2 **Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights**

## 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 the tools and mechanisms for monitoring the implementation of the National Roma Integration Strategies;
- To identify and promote promising practices on implementing and monitoring local Roma integration policies and actions at central and local level;
- 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's Communication of April 2011, which was endorsed by the 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 the agency developed a multi-dimensional and multi-annual programme from 2012 to 2020, which included a large scale surveys conducted in 2011 and in 2015 under EU-MIDIS II." 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 will continue its work in the broad context of Europe 2020 goal of elimination of poverty and increasing social inclusion. The outputs of this programme (monitoring tools and methods, data sets, thematic and country reports, and other deliverables) feeds into an annual FRA report timed to contribute to the Commission's annual report to the European Parliament and to the Council on progress made on the integration of the Roma population. FRA also participates in cooperation networks 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 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 contributes to the contextualisation of statistical data, and informs the activities of the Working Party on Roma Integration Indicators. In 2012, FRA set-up and coordinates this Working Party with the participation of 17, in 2015, 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. In 2015 FRA is also supporting selected Member States' efforts to test new monitoring methods that allow disaggregation of statistical data on the basis of ethnic origin.

#### Projects and activities planned in 2016

FRA will analyse the findings of the EU-MIDIS II survey, which has a dedicated component targeting Roma in selected EU Member States. The survey will generate data for populating the fundamental rights-based indicators assessing progress in implementing National Roma Integration Strategies. In addition, FRA will provide analysis and data from its qualitative action research and engagement project on local Roma integration (LERI), which continues its main phase in 2016, and will test the feasibility of local monitoring system for tracking progress at community level. FRA will also continue throughout 2016 its support of the Member States in the framework of the Ad-hoc

Working Party on Roma Integration developing monitoring tools and mechanisms for implementation of the national Roma integration strategies with a special focus on regional and local level. For that purpose FRA, in close cooperation with selected Member States, the Commission, Eurostat, other EU Agencies, e.g. Eurofound, the CoE and relevant international organisations, will support selected Member States' efforts to test new monitoring methods that allow disaggregation of statistical data on the basis of ethnic origin.

#### Expected outcomes

Data and analysis from the agency's Roma Multi-Annual programme support the European Commission's annual reporting on the implementation of the EU Framework on national Roma integration strategies. The analysis will also assist national and local authorities, in designing, reviewing, implementing and monitoring effective and inclusive Roma integration actions. Upcoming surveys and qualitative field research and the municipal-level data matched by community-level engagement will provide further information and data on challenges and opportunities with regard to inclusion of Roma at the regional and local level. The outputs of the work will allow the agency to provide assistance to Member States in the deployment of fundamental rights-based indicators to measure progress of Roma integration. In the context of the LERI project, the work is expected to facilitate cooperation between Roma communities, local authorities, and other stakeholders, such as the business sector. 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"**

## 4.6 The rights of the child

### Thematic objectives 2013-2017

To mainstream child rights issue throughout the agency's work, in line with the need for a holistic approach, and thus 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 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

Article 24 of the EU Charter of Fundamental Rights recognizes the right of the child to protection and well-being. In 2006 the Commission adopted its first ever framework on rights of the child, 'Towards an EU Strategy on the rights of the child (2006-2010)', which set out broad targets in the area of rights of the child at EU level, including the establishment of the role of a Commission coordinator for the rights of the child. In 2011, the Commission adopted the EU Agenda for the rights of the child (2011-2014), focusing on areas where EU can bring added value. It sets out 11 actions to promote in particular child-friendly justice and on protection of children when they are most vulnerable (including child poverty). The EU Agenda also promotes the Council of Europe Guidelines on child-friendly justice; and recalls that the standards and principles of the United Nations Convention on the rights of the child (UNCRC) must continue to guide EU policies and actions that have an impact on children. The actions set out in the EU Agenda have largely been completed.

When developing its policies and initiatives the Commission cooperates with international organisations such as the UN and the CoE and take account of their mandate and work, in view of shared objectives. 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. FRA has collected data on children in vulnerable situations through child-focused projects (for instance regarding child victims of trafficking) but also paid particular attention to engaging children in its research work. During 2012-2015 FRA carried out a major project on child friendly justice through fieldwork research with judicial and other practitioners and children assessing 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 related work done by the European Commission. In 2014 following a Commission request the agency also mapped child protection systems in all EU Member States in order to contribute to related policy developments in 2015. In 2015 FRA also published in co-operation with the Council of Europe a Handbook on European Law on the Rights of the Child for legal practitioners.

#### Projects and activities planned in 2016

In 2016, based on preparatory work carried out in 2015, FRA will collect and analyse secondary data relevant to the Commission’s indicator based monitoring framework on child poverty and well-being annexed in Commission Recommendation of 20.2.2013 ‘Investing in children: breaking the cycle of disadvantage’, which calls for strengthening evidence-based policy development. 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. It is expected that the work will identify specific data gaps and propose solutions.

In addition, FRA will continue engaging with stakeholders to communicate the results of its work on the treatment of children in criminal and civil judicial proceedings, and to disseminate the Handbook on European Law on the Rights of the Child.

#### Expected outcomes

The findings of the research will provide evidence concerning the implementation of Commission Recommendation of 20.2.2013 ‘Investing in children: breaking the cycle of disadvantage’ and also help in identifying gaps in data collection.

#### List of projects under thematic area

- Project fiche 5.6.1 **Children and justice**
- Project fiche 5.6.2 **Child well-being and poverty**
- Project fiche 5.6.3 **Handbook of European Case law on the Rights of the Child**
- Project fiche 5.6.4 **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 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 European Union has developed an area of justice to supplement the internal market; in previous years this was mainly civil justice but the last two decades have also seen progress on criminal justice. With the Lisbon treaty and the Stockholm Programme in particular, fundamental rights have been raised on the legislative agenda to match developments related to criminal justice, ensuring in particular procedural rights in cross-border justice.

The Stockholm Programme triggered a roadmap with various measures on procedural rights in criminal cases, that lead to legislation in relation to, for instance, interpretation and translation for suspects and accused persons. Additional instruments were also proposed, such as on presumption of innocence and legal aid. The strategic guidelines of 2014 for the ensuing five years, which follow on from the Stockholm Programme, seek to consolidate what has been achieved, while ensuring correct transposition of law and the enhancement of mutual trust and judicial co-operation.

In relation to civil justice, the EU has achieved results in improving cross-border justice with, for instance, mutual recognition of judgments and a series of measures that facilitate justice across borders. Access to justice is not only related to 'traditional' avenues such as courts but also includes non-judicial or quasi-judicial bodies, such as national human rights institutions (NHRIs), ombudsperson institutions and equality bodies. The EU has strengthened its attention to 'EU-law-required' entities such as equality bodies and data protection authorities, paying more attention to their independence and capacity to act effectively. But also NHRIs have become increasingly important in the EU. Even though not required under EU law, they do play an important role, something that the EU recognises by promoting them externally, including in accession countries, but increasingly also internally.

### 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. FRA has also undertaken work related to human rights education, and has developed a manual on human rights and policing that was launched in 2013. In 2010 FRA published a report mapping NHRIs in the EU Member States and in 2012 a handbook on the establishment of NHRIs and their accreditation under the so-called Paris Principles. 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 2014, and were followed up by other activities related to targeted communication and use of the findings at Member State level.

In 2014, work commenced on a handbook on access to justice based on European law. This handbook was developed in cooperation with the Council of Europe (CEPEJ – the expert body on judicial efficiency, and the ECtHR).

The Annual Work Programme 2014 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.

Two projects started their data collection in 2015: the first one mapping and providing promising practices related to specific aspects of EU common rules for people sentenced or awaiting trial in another Member State; the second one involving research on the right to interpretation and translation and the right to information in criminal proceedings in the EU. Both projects were initiated on the request of the European Commission.

### Projects and activities planned in 2016

The fundamental rights survey was initiated in 2014, starting with desk research, pre-testing for the survey in 2015, and data collection beginning in 2016. Data from the survey will feed into fundamental rights indicators across key areas of the agency's work – encompassing different MAF areas. The agency's handbook on access to justice will be launched in 2016.

The project related to people sentenced or awaiting trial in another Member State continues in 2016, with the focus on dissemination of identified promising practices. In parallel, the project on the right to interpretation and translation and the right to information will also be finalised in 2016 with the dissemination of results. A project is also considered for development (3<sup>rd</sup> priority) on improved access to justice through, for example, widened legal standing, pro bono support, and e-justice.

### 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 provides 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 (see thematic area 4.8).

### List of projects under thematic area

- Project fiche 5.7.1 **Gender-based violence against women: from childhood to adulthood**
- Project fiche 5.7.2 **Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights**
- Project fiche 5.7.3 **Handbook on Access to Justice in Europe**
- Project fiche 5.7.4 **Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial**
- Project fiche 5.7.5 **Improving access to justice for people living in the EU** (third priority)
- Project fiche 5.7.6 **The right to interpretation and translation and the right to information in criminal proceedings in the EU**
- Project fiche 5.7.7 **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 often invisible victims of, in particular, gender-based violence and 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 update an overview of existing models and significant 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;
- To increase its research on victims of hate crime, of gender-based violence, and of labour exploitation as well as on children as victims of crime;
- To contribute to the development of criminal justice systems that place victims of crime in the centre, as primary stakeholders.

### Policy context

FRA's second 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 legislation 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 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 FRA to initially undertake research on victim support services in the EU, specifically with respect to crime victims, and subsequently two projects at the core of EU's criminal justice area, 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 FRA's work. To this end, in 2015, 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 are published on-line and were 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 2016

#### 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 FRA 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 5.8.1 **Rights of crime victims to have access to justice – a comparative analysis**
- 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.

FRA regularly contacts and consults EU institutions and bodies, Council of Europe, 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 FRA's outputs are policy relevant and linked to priority areas of the European Union. In addition, the continuous feedback from the EU partners will support the tailoring of outputs. There is a 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 FRA's 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 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 2014 the coordination of the different networks of all EU Agencies including the Heads of Agencies and coordinated during 2015 the cooperation of EU Agencies in the context of Justice & Home Affairs (JHA inter-agency cooperation).

In the area of communication and awareness raising, cross cutting activities complement those related to particular projects, based on a FRA Awareness Raising Strategy developed during 2014 and fully implemented in 2015. This includes information and awareness raising about fundamental rights issues, including in particular those related to the EU Charter of Fundamental Rights on the one hand, and information about 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.

#### Activities planned in 2016

- 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 the network of Agencies in the field of Justice & Home Affairs;
- 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; establishment of new partnerships, networks and communities working on fundamental rights; creation of new knowledge, know-how and practice related to fundamental rights; 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 the Commission, the Council and the Parliament (according to Art 4 of FRA Founding Regulation) adding value to the EU's policy responses; improve quality and usefulness of FRA's Annual Report; increase FRA's profile with stakeholders and general public; develop concrete fundamental rights indicators through data collection and reporting on the situation in the EU; increase 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 Fundamental Rights Forum and other conferences**

- 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**
- Project fiche 5.9.8 **Raising Awareness of Fundamental Rights**
- Project fiche 5.9.9 **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 and analysis to support evidence based advice for stakeholders**

The next section in the Annual Work Programme refers to specific projects and activities undertaken by the agency in 2016.

Please note that the following projects have been requested by the European Commission:

- **5.2.1 National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies**
- **5.5.4 Living in another Member State: barriers to EU citizens' full enjoyment of their rights**
- **5.7.4 Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial**
- **5.7.6 The right to interpretation and translation and the right to information in criminal proceedings in the EU**

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

**FREEDOMS****NEW** Project fiche 5.1.1

third priority

## Severe labour exploitation – migrant workers' perspectives (SELEX II)

### Description

The project follows on from FRA's project 'Severe labour exploitation: (SELEX I)' which was carried out from 2013–2015. Whereas 'SELEX I' consisted of desk research in all 28 Member States, alongside fieldwork interviews and focus group discussions in 21 EU Member States with different professional groups – such as the police, labour inspectorates and trade unions – SELEX II will directly interview groups that are vulnerable to severe labour exploitation, including individuals who have experienced exploitation. The research aims to fill a gap in existing knowledge regarding the experiences of and responses to severe labour exploitation of workers who move within or into the EU. In addition to SELEX I, the project builds on previous FRA research, in particular the report on migrants in an irregular situation employed in domestic work, and will be linked to other work relating to victims' rights and support.

In SELEX II, FRA will explore the views of rights-holders, interviewing workers who are at risk of experiencing or have experienced severe forms of labour exploitation in selected Member States in which interviews with professional groups were conducted in SELEX I (2013–2015). SELEX II complements SELEX I by extending the scope of the research beyond professional groups that deal with labour exploitation to cover interviews with workers themselves – thus allowing for a comparison of responses by duty bearers and rights holders.

The project background is based on the following: 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 absence of sufficient inspections and monitoring of severe forms of labour exploitation by authorities – such as labour inspectorates – means that these abuses often 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 participate actively in criminal proceedings and receive appropriate support. It is apparent that severe forms of labour exploitation 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. The Employers' Sanctions Directive (2009/52/EC), the Anti-Trafficking Directive (2011/36/EU), the EU Victims' Directive (2012/29/EU) and the Seasonal Workers Directive (2014/36/EU) serve as benchmarks for the research. At the international level, law created in the framework of the International Labour Organisation (ILO) is of crucial importance, including the Forced Labour Convention of 1930 and the ILO Convention on Decent Work for Domestic Workers of 2011. From the Council of Europe treaty law, the Revised European Social Charter and the Anti-Trafficking Convention should be highlighted.

### Objectives

- To collect information in selected EU Member States on the experiences of workers who are either at risk of being severely exploited, or where there are indications that they have actually experienced severe labour exploitation – thus filling a gap in existing evidence concerning the situation on the ground.

### Overall outputs

- A report will be produced in late 2017 or first half of 2018.
- Engagement with stakeholder groups in the development of the project and targeted outputs.

### Activities and results achieved so far

In 2011 the FRA collected data and published reports on the situation of migrants in an irregular situation, 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 FRA, a project was initiated on severe forms of labour exploitation (SELEX I), with desk research and fieldwork carried out in 2013 and 2014. FRA also collected over 200 case studies (descriptions of incidents of severe labour exploitation) as part of this phase.

In 2015 the results of 'SELEX I' were published and communicated to relevant stakeholders in the form of a comparative report entitled 'Severe labour exploitation: workers moving within or into the European Union. States' obligations and victims' rights.

### Beneficiaries and target groups

Government authorities (in particular, justice and labour ministries), labour inspectorates, police, trade unions, victim support services; Victims of severe forms of labour exploitation; Workers at risk of severe labour exploitation; EU institutions and EU agencies, in particular the European Union's justice and home affairs agencies, the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and the European Agency for Safety and Health at Work (EU-OSHA); International (both public and civil society) bodies working in the field of combatting labour exploitation, such as the International Labour Organization, the International Trade Union Confederation, the International Centre for Migration Policy Development, the United Nations, and the Organization for Security and Co-operation in Europe.

### Planned activities in 2016

- Project planning and drafting of guidelines/technical specifications.
- Contracting the fieldwork research.
- Possible expert meeting(s) – engagement with stakeholder groups in the planning phase of the project. We envisage the formation of an 'advisory board' of experts to help inform the research; from the planning stage right through to the communication of results.

### Planned outputs in 2016

- Finalise guidelines/technical specifications.
- Development of a communication and awareness raising strategy.

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
			-
Prior years' budget total	1,413,413.55 €	-	-
Multiannual	Yes		
Year of origination	2016		

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

## FREEDOMS

ON-GOING Project fiche 5.1.2

first priority

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

### Description

FRA has completed several research activities in these areas during 2009-2015, 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, including FRA's active role in the Consultative Forum of both agencies. In addition, the agency will strengthen its cooperation with eu-LISA, the EU agency responsible for the management of large IT databases in the field of home affairs. This project fiche combines follow-up activities to past FRA projects and the implementation of the cooperation agreements with other EU agencies.

### Objectives

- Issue ad hoc reports in the above fields of borders, immigration, asylum and visas, when required, and update selected publications or parts thereof, including the handbook on European law in the field of asylum, immigration and border control
- Make findings of 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, eu-LISA and other JHA agencies, enabling them to benefit from the fundamental rights expertise 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

- 15 FRA reports published on these themes; further publications in 2016;
- A joint legal handbook on asylum with the European Court of Human Rights released in several languages in 2013 and an updated version of the handbook issued in 2014
- A handbook on guardianship systems published in 2014;
- 2011 and 2014 Fundamental Rights Conferences (FRC) identified a number of areas for further work by FRA in the field of asylum, immigration and borders;
- Tools for practitioners developed and published;
- Fundamental rights analysis provided to the European Commission for Schengen evaluation purposes;

- FRA is an active member of the Frontex Consultative Forum, a body providing fundamental rights expertise to Frontex

### Planned activities in 2016

- Undertake research and draft reports, including updating past reports or parts thereof;
- 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;
- Communicate research findings to EU institutions and bodies and deliver tailor-made input upon request;
- Draft legal opinions if requested by EU institutions;
- 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 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 agreement with EASO and support the Office with expert advice when required;
- Intensify cooperation with eu-LISA – particularly with regard to 'Smart Borders' and in relation to FRA's biometrics project
- Communicate research findings to key policy makers at national level and other relevant stakeholders, as appropriate

### Planned outputs in 2016

- Fundamental rights expertise provided to EU institutions, bodies and agencies;
- Expert advice delivered to stakeholders
- Selected publications (or parts thereof) updated
- Research findings published in paper and electronic form

### 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 2016:</b>	<b>330,000 €</b>	-	-
Prior years' budget total	893,500 €	-	-
Multiannual	Yes		
Year of origination	2013		

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

## FREEDOMS

ON-GOING Project fiche 5.1.3

first priority

## 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 visa 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. 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, propose the collection of biometric data and the use of new technologies to calculate and monitor short stay of third country nationals and identify over-stayers and to simplify the crossing of EU external borders for pre-screened, pre-vetted and frequent travelers. The "Smart Borders" package foresees the creation of a Registered Traveler Programme and the introduction of an Entry-Exit System.

The 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. In this regard – FRA is keeping eu-LISA informed with respect to the project's development and findings.

### 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 practical challenges that may impact on fundamental rights; such as the quality of the fingerprints collected. 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

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

The project started in 2014, when FRA undertook stakeholder consultations, including with EDPS and eu-LISA. FRA also carried out initial desk research with the support of Franet, with the overall objective of planning the field research. The field research was launched in 2015 to be carried out in 2016.

### Beneficiaries and target groups

The findings will assist the EU Member States as well as EU institutions and bodies, such as Frontex, EASO and eu-LISA in the implementation of EU law. The project results can also serve to inform the debate on the smart borders package.

### Planned activities in 2016

The results of the research carried out in 2016 will be analysed to identify the fundamental rights risks and opportunities relating to the collection, storage, and usage of biometric data stored in large scale IT-systems. Any remaining legal and policy gaps, identified during the first phase of the research in 2014-2015, will be addressed. Prior to the publication of a research report, results will be shared and discussed with key stakeholders. The project will be implemented in close co-operation with EU institutions and bodies as well as EU Member States; notably eu-LISA.

### Planned outputs in 2016

Publication planned for 2017

### 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 2016:</b>	20,000	-	-
Prior years' budget total	1,021,997 €	-	-
Multiannual	YES		
Year of origination	2014		



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

## FREEDOMS

ON-GOING Project fiche 5.1.4

first priority

## 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 and the upcoming European Agenda on Migration, as well as the European Agenda on Security is expected to contribute to this end.

In order to assess the protection, respect, promotion and fulfilment of the fundamental rights of migrants the agency will be developing indicators under the area of 'active participation', non-discrimination and social cohesion which will be gradually populated in the context of the present multi-annual project (2014-2017), 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.

The existing EU indicators aim to measure outcomes of policies in relation to different aspects of migrant integration, such as education, employment, social inclusion and active citizenship. This project will contribute in enriching the work on indicators in the areas of 'active participation' and non-discrimination. The FRA work focusses and on the process aspect for the implementation of social inclusion and integration policies with a view to integrating them into a broader rights-based indicator model, which measures progress in achieving policy goals in reference to fundamental rights standards.

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, disability and child rights. The project will avoid any duplication of efforts with respect to the work currently undertaken by the Commission, Eurostat and OECD in this field. The new indicators will focus on specific areas that are currently less developed, such as non-discrimination and active participation of migrants.

Data that could be used to populate indicators was collected through desk research in 2014-2015 (mapping relevant national legal and policy provisions) and through the analysis of results of the first and second wave of EU-MIDIS, as well as through analysis of existing relevant statistical data at national level and Eurostat. The data collection will focus on fundamental rights issues, in particular political participation, participation in associative life and other aspects of active participation, as well as on issues of equality and non-discrimination.

## Objectives

- To review and refine fundamental rights-based indicators on specific aspects of migrant integration in the areas of active participation, non-discrimination and social cohesion to complement existing EU migrant integration indicators

- To collect and analyse relevant data in order to populate the indicators

## Overall outputs

- Data collection, analysis and related publications
- Fundamental rights-based indicators on migrant integration

## Activities and results achieved so far

- Preparatory work carried out in 2014 and 2015

## Beneficiaries and target groups

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

## Planned activities in 2016

- Analysis of FRA research and survey findings to draft publications and development of forthcoming research
- Translate and re-print existing reports as required;
- Communicate research findings to EU institutions and bodies and deliver tailor-made input upon request;
- Communicate research findings to key policy makers at national level and other relevant stakeholders, as appropriate
- Developing and refining structure-process-outcome fundamental rights-based indicators through consultation with stakeholders
- Populating selected indicators through secondary and primary data, as it becomes available through EU-MIDIS II

## Planned outputs in 2016

- Fundamental rights expertise provided to EU institutions, bodies and agencies, as well as to MS;
- Expert advice delivered to stakeholders
- Research findings published in paper and electronic form
- FRA research publications

## 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 2016:</b>	<b>50,000 €</b>	-	-
Prior years' budget total	<b>30,000 €</b>	-	-
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 Member 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.

An EU 28 comparative legal study, carried out in 2014, analysed the national legal frameworks in place. The legal study was complemented during a second research phase in 2015 by further research analysing the implementation of fundamental rights and in particular data protection safeguards; including existing administrative, parliamentary or judicial oversight mechanisms. Key stakeholders and duty-bearers were asked to participate in the fieldwork research.

### Objectives

- The project provides evidence based advice to the EU and its Member States on the protection of fundamental rights in the context of large-scale surveillance, and in particular 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.
- The research will also contribute to the development of human rights based indicators in the area of privacy rights.

### Overall outputs

- Speeches and papers feeding into relevant policy discussions
- Socio-legal comparative report and summary 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, comparative legal analysis and fieldwork research
- Stakeholder meetings held in 2014 and 2015
- Engagement with key stakeholders in the EU Institutions, CSO, academia and 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, NGO, private sector and professional organizations.

### Planned activities in 2016

- In-house desk research
- Speeches and papers feeding into relevant policy discussions
- Analysis of the data for the socio-legal report
- Peer-review meeting with key experts by the end of 2016.

### Planned outputs in 2016

- Socio-legal report
- Paper(s) to be delivered in relevant seminars/conferences during 2016

### 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 2016:</b>	<b>80,000 €</b>	-	-
Prior years' budget total	388,500 €	-	-
Multiannual	Yes		
Year of origination	2014		

## 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 FRA 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.

During 2016, FRA intends to examine further the role of ICT with respect to its impact on key fundamental rights – looking at both the negative and (potentially) positive implications of increased use of ICT. To this end, the agency will explore the possibilities of launching a project in 2016 to further examine this field, building on research work already undertaken by FRA on information society, privacy and data protection.

### 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 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, 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 activities in 2016

- 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

### Planned outputs in 2016

- 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 2016	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	200,000 €	-	-
Prior years' budget total	10,000 €	-	-
Multiannual	Yes		
Year of origination	-		

Racism, xenophobia and related intolerance

EQUALITY

ON-GOING Project fiche 5.3.1

first priority

## Antisemitism: Data collection and analysis

### Description

FRA collects regularly existing data and information on the situation regarding antisemitism in the EU, and has conducted a specific multi-annual project on Holocaust education and a survey on discrimination and hate crime against Jews in EU Member States. This body of work consistently shows that antisemitism remains a problem in the EU. FRA will therefore continue to collect, analyse and publish secondary data on the situation of antisemitism in the EU.

### Objectives

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

### Overall outputs

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

### 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

### Activities and results achieved so far

The agency collected data 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 2014 FRA also conducted work on developing training module, beta version of 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 2016

- Data collection and analysis
- Publication and communication of results

### Planned outputs in 2016

- Analysis on the situation of antisemitism in the EU
- Meetings with stakeholders  
Crime

### 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 2016:</b>	<b>5,000 €</b>	-	-
Prior years' budget total	30,000 €	-	-
Multiannual	Yes		
Year of origination	2014		

Racism, xenophobia and related intolerance

With **ON-GOING** Project fiche 5.3.2

first priority

**EQUALITY**

## Working Party on Improving Reporting and Recording of Hate Crime in the EU

### Description

As a direct follow up to the Council Conclusions of 5 December 2013 on combating hate crime in the European Union, FRA has set up 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

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.

### 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
- Development of progress indicators in relation to the three areas

### 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
- Collection of practices across the EU that proved to combat hate crime
- Workshops and trainings on various practices and models that improve reporting and recording of hate crime, therefore building the respective skills relevant civil servants

### Planned activities in 2016

- Working meetings of the three determined areas in order to implement the plan of activities
- Capacity building workshops on various reporting models (including anonymous and third party reporting)
- Training on the identification and recording of hate crime
- Capacity building workshops for FRA's hate crime networks concerning the preparation and application to various funding streams
- National mini launches of the 'Compendium of practices' collected throughout the lifetime of the Working Party
- Assistance to MSs to test practices

### Planned outputs in 2016

- Development of progress indicators and testing of these for measurement
- Establishment of communities of practices
- Maintenance of the compendium of practices on how to improve the reporting mechanisms for victims of hate crime and improving official recording of hate crime

### 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 2016:</b>	<b>80,000 €</b>	-	-
Prior years' budget total	70,000 €	-	-
Multiannual	Yes		
Year of origination	2015		

Racism, xenophobia and related intolerance

**ON-GOING** Project fiche 5.3.3

first priority

**EQUALITY**

## 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. For example, FRA will follow the activities of the International Holocaust Remembrance Alliance. FRA will also cooperate with the European Commission in events addressing fundamental rights and commemorating relevant moments of European history.

### Objectives

- To provide opinions and evidence based advice
- Issues analysis and papers based on existing materials, when required and update selected publications,
- Make findings of FRA available to policy makers
- 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
- Development and update of indicators on specific issues relevant to the area and specific projects, as relevant
- Updating selected reports

### 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 2016

- 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
- Within this AWP the Working Group Party on combating hate crime in the EU so far linked to this project fiche is presented now as specific project – see project fiche 5.3.3

### Planned outputs in 2016

- 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 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	10,000 €	-	-
Multiannual	Yes		
Year of origination	-		

## Roma integration

ON-GOING Project fiche 5.4.1

first priority

## EQUALITY

analysis of the situation of Roma across Europe. In 2015 participants of this Working Party tested the population of these indicators with data and refined methodological and statistical tools.

## Roma Multi-Annual Programme

## Objectives

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

- Meetings with stakeholders and experts (LERI project);
- Refining monitoring tools (e.g. indicators) on 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 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. 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 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, 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, FRA also worked with Member States to develop monitoring methods (e.g. indicators) which can provide a comparative

## Planned activities in 2016

- Analysis of relevant EU-MIDIS II findings (internal output)
- Continue and complete 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 Rome Integration - LERI) LERI project activities include training, capacity-building, forward looking, consensus and trust building processes, may need to be continued 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 establishing a clear link between ESIF inputs and tangible outcomes for their target groups at local level.
- Continue work with Member States in developing and populating indicators, as well as developing data collection methods to monitor progress of Roma integration identifying bottlenecks and obstacles in the implementation of NRIS, especially in regard to disbursing European Structural and Investments Funds (ESIF). This activity is carried out in close collaboration with the European Commission, in particular its services responsible for the implementation of ESIF, 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 2016

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

## Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	90,080 €	-	250,000 €
Prior years' budget total	2,044,000 €	-	-
Multiannual	Yes		
Year of origination	2013		

Roma integration

EQUALITY

ON-GOING Project fiche 5.4.2

first priority

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

### Description

FRA 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. Strategic cooperation with EEA/N Grants was established to support Roma integration at local level.

### Objectives

- To provide opinions and evidence based advice
- Issues analysis and papers based on existing materials, when required and update selected publications,
- Make FRA findings 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 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; Specialised Agencies; EU Agencies; Civil Society; Professional organisations

### Planned activities in 2016

- Explore the feasibility of establishing local monitoring systems for tracking progress at community level
- Establish strategic partnerships with relevant stakeholders
- Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;
- Develop targeted analysis and briefs;
- Re-print existing reports as required; publish additional material.
- Participation in meetings and events

### Planned outputs in 2016

- 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

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2016:</b>	<b>20,000 €</b>	-	-
Prior years' budget total	20,000 €	-	-
Multiannual	N/A		
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 5.5.1

first priority

## EU-MIDIS II

### Description

In 2007-2008 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 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 FRA launched the second wave of EU-MIDIS to assess progress made over the past five years. The results 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 interviewed persons with a migrant or ethnic minority background across the Member States, including Roma in selected Member States. EU-MIDIS II covered core socio-economic indicators used in the first wave to assess changes over time, and it focused on discrimination experiences, hate crime and access to justice, and other issues related to fundamental rights. The results of this work provide valuable evidence on the situation on the ground concerning integration supporting also work on developing fundamental rights indicators on migrant integration building upon relevant work on outcome indicators within the frame of the Zaragoza pilot study on common integration indicators by Eurostat and other key actors.

### 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

- Survey data collected
- Data analysis
- Production and publication of results in different formats (including visualisation of results on FRA's website)
- Launch of results
- Stakeholder communication and consultations

### Beneficiaries and target groups

European Parliament; Council of the European Union; European Commission; Member States; Civil society; Local authorities; Council of Europe/ECRI; UN CERD; NHRIs/Equality Bodies

### 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 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 that took place in 2015.

EU-MIDIS II is the first large-scale survey that the agency has repeated – which allows 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 2016

- Analysis of survey data; Production and publication of results; Launch of results ; Cooperation with stakeholders

### Planned outputs in 2016

- Publication of results in different formats (including visualisation of results on FRA's website)

### 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 2016:</b>	<b>345,000 €</b>	-	150,000 €
Prior years' budget total	3,131,000 €	581,000 €	-
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

## Rights of persons with disabilities

### 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 FRA. In line with its role in the monitoring framework, the agency has collected and analysed relevant data, and in close cooperation with the European Commission, developed indicators and benchmarks, applying the structure-process-outcome framework developed by OHCHR.

The results of this research indicated that many persons with disabilities face barriers when trying to exercise choice and control over their daily lives, preventing them from exercising their right to live independently and be included in the community, as set out in Article 19 of the CRPD. Reflecting the particularly acute obstacles faced by persons living in residential institutions, policy actions have increasingly concentrated on the process of deinstitutionalisation and promoting community living. Moreover, supporting the transition from institutional to community based care is included as one of the ex-ante conditionalities to be met prior to the disbursement of the EU structural and investment funds, and plays an important role in the European Disability Strategy 2010-2020.

In 2014, FRA began implementing a multi-annual project on the right to independent living of persons with disabilities, with a particular focus on the transition from institutional to community-based care and support. In the first and second phases of the project, FRA developed human rights indicators on Article 19 and began populating them with information on laws and policies being developed by EU Member States to support the process of transition to community living.

Drawing on the results of this research, in 2016 FRA will undertake fieldwork in selected municipalities to identify drivers of and barriers to deinstitutionalisation of persons with disabilities. The fieldwork will also take into account the situation of older people. The selection of the municipalities will be based on the analysis of the data on laws and policies to promote the transition from institutional to community-based care and support collected in 2015. While the in depth nature of the fieldwork means that the number of case studies will be small, they will be chosen to reflect the different administrative arrangements, social welfare traditions and approaches to transition taken across the EU, as well as taking into account geographical balance and the different stages Member States have reached in the deinstitutionalisation process.

Drawing on this evidence, FRA will continue to provide evidence-based advice engaging closely with key stakeholders at the UN, European and national levels, with a particular focus on the EU institutions and national level CRPD monitoring frameworks as well as, through the EU CRPD monitoring framework, OHCHR and the CRPD Committee.

### Objectives

- To feed into the EU CRPD monitoring framework with data and comparative analysis;
- To identify barriers and drivers of deinstitutionalisation at local level;

- To populate human rights indicators on the right to independent living;
- To deliver targeted outputs of use to key stakeholders;
- Engagement of stakeholders and representative organisations of persons with disabilities.

### Overall outputs

- Analysis and population of indicators with data
- Publication of results in different formats
- Networking activities and stakeholder engagement

### Beneficiaries and target groups

European Parliament; Council of the EU; European Commission; EU monitoring framework under Article 33 (CRPD); UN CRPD Committee; OHCHR; 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

### Activities and results achieved so far

FRA's research from 2009-2013 focused on issues of independent living of persons with intellectual disabilities and persons with mental health problems. In 2013-2014 FRA completed a project on the right to political participation of persons with disabilities, which developed human rights indicators and populated them with data. In 2014 and 2015 preparatory work was carried out to develop indicators on Article 19 of the CRPD, and secondary data was collected and analysed on the transition from institutional to community-based care.

### Planned activities in 2016

- Fieldwork in a selected number of Member States
- Data analysis
- Production of communication outputs based on the results of research findings
- Participation in meetings and activities of the EU CRPD monitoring framework
- Cooperation with stakeholders, especially monitoring frameworks set up in the EU Member States under Article 33 (2) CRPD.

### Planned outputs in 2016

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

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	500,000 €	-	-
Prior years' budget total	320,000 €	-	-
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**

**NEW** Project fiche 5.5.3

first priority

## Handbook of European non-discrimination law

### Description

In 2010, FRA and the European Court of Human Rights (ECtHR) developed a common handbook on European case-law on non-discrimination - this was the first collaboration effort between the two institutions. The handbook highlighted and summarised in a didactical way the key legal and jurisprudential principles on European non-discrimination law.

By this, FRA and the ECtHR aimed to improve the capacity of national courts and law enforcement authorities in EU Member States to apply the EU's non-discrimination law and the non-discrimination standards of the Council of Europe. In addition, the handbook contributed to making access to courts easier for members of minorities and persons with vulnerabilities who wished to complain about discriminatory acts they were victims of.

### Objectives

- Enhance cooperation with the European Court of Human Rights and the Court of Justice of the European Union;
- Improve the capacity of national courts and law enforcement authorities in EU Member States to apply the EU's non-discrimination law and the non-discrimination standards of the Council of Europe.

### Overall outputs

- Updated handbook on non-discrimination law;
- Stakeholder meetings

### Beneficiaries and target groups

European Court of Human Rights; Court of Justice of the European Union; judges, prosecutors, lawyers; law enforcement officials; NHRIs/Equality Bodies; victim support services.

### Activities and results achieved so far

Handbook published in 2011

### Planned activities in 2016

- Update the handbook on non-discrimination law;
- Participation in meetings and events.

### Planned outputs in 2016

- Updated handbook on non-discrimination law

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	40,000 €	-	-
Prior years' budget total	-	-	-
Multiannual	Yes		
Year of origination	2016		

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**

**NEW** Project fiche 5.5.4

first 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, conferred directly on every EU citizen by Article 21 of the Treaty on the Functioning of the European Union, there are still many instances in which EU nationals are not entitled to the same treatment as host country nationals. All Member States have reiterated their support for free movement on many occasions acknowledging its mutual benefits. In 2009, the Commission provided guidance to Member States on the correct application of the rules pursuing a rigorous enforcement policy. In addition, in 2013 the Commission issued a Communication on the Free movement of EU citizens and their families: Five actions to make a difference. The 2014 European Report on the Free Movement of Workers in Europe in 2012-2013, developed by the Commission funded network of independent experts FreSsco (Free movement of workers and Social security coordination) provides a detailed analysis of the free movement issues, including examples of national case law.

The objective of this project is to collect and analyse relevant EU and national case law reflecting the barriers that prevent EU citizens from enjoying their fundamental rights when living in another Member State in close cooperation with the Commission and the European Court of Justice in order to develop a Handbook that can assist justice professionals when dealing with relevant cases – in accordance with EU law. Such cases may involve issues identified already in past reports, such as the 2014 FreSsco report and the Commission's EU Citizenship Report 2010 – Dismantling the obstacles to EU citizens' rights, where 25 obstacles EU citizens still encounter are identified, when exercising their rights under EU law across national borders, which includes 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 examples of relevant EU and national case law focusing on issues such as recognition of professional qualifications, trans-border healthcare, recognition of social security, etc. , as will be established specifically through stakeholder and experts' consultation.

### Overall outputs

Collection and analysis of case law in order to develop a Handbook for justice professionals.

### Activities and results achieved so far

This is a new area of research for the agency.

### Beneficiaries and target groups

Commission, Member States, legal professionals, such as judges and lawyers and their professional associations, Equality bodies.

### Planned activities in 2016

Expert and stakeholder meetings to define the scope of the work.

Relevant case law will be identified and analysed at EU and national level focusing on a selected number of Member States.

NOTE: the agency's Fundamental Right Survey may cover some of the issues addressed by the project – which is dependent on the populations identified for surveying, given that the survey intends to focus on citizens who reside in their own Member State.

### Planned outputs in 2016

- Collection of relevant case law and analysis.

### Financial resources allocated to the project

Total budget in 2016	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	23,500 €	-	148,500 €
Prior years' budget total	-	-	-
Multiannual	YES		
Year of origination	2016		

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

Additional activities in the area of non-discrimination entail that the agency follows up its evidence based advice through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU and national levels. One of the principal additional activities to be conducted in 2016 will consist of collecting and analysing evidence allowing for the contextualization of the findings of EU MIDIS and supporting the development of the Fundamental Rights Survey. This will be achieved through a combination of desk research, meetings with stakeholders and participation at relevant events. Another activity in the area will be further dissemination and stakeholder engagement with regard to FRA's body of work on LGBTI issues

### Objectives

- Contextualize the findings of EU MIDIS and to support the development of the Fundamental Rights Survey
- Provide opinions and evidence based advice
- Issues analysis and papers based on existing materials, when required and update selected publications,
- Make FRA findings available to policy makers in a proactive manner
- Dissemination and stakeholder 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; Specialised Agencies; Union Agencies and bodies; Civil Society; Professional organisations

### Planned activities in 2016

- Desk research to contextualize the findings of EU MIDIS and to support the development of the Fundamental Rights Survey;
- Communicate the 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 2016

- 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

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2016</b>	<b>10,000 €</b>	-	-
Prior years' budget total	10,000 €	-	-
Multiannual	Yes		
Year of origination	-		

## 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 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, 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 is carried out in order to finalize and publish reports of the first phase. FRA has been engaging with stakeholders to follow-up on the results in cooperation with Commission services and the Council of Europe. In 2015 findings of the first phase of the research (interviews with professionals) are launched, followed up by Member States visits. In 2016 findings of the second of the research (interviews with children) will be published, including a child-friendly version and technical report to raise awareness of children as well as to provide information on research with and for children.

## 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

- Fieldwork research on children's treatment when involved in judicial proceedings
- Communication of findings to key stakeholders
- Providing evidence based advice to beneficiaries and target groups
- Stakeholder engagement on international, European and national level

## Beneficiaries and target groups

European Parliament; Council of the EU; European Commission; Member States (Ministries of Justice, Parliaments, Courts, Public Prosecutor's Offices, Police); Council of Europe; UN (UN CRC Committee, UNICEF); NHRIs/Equality Bodies and Ombuds institutions for children; Professional associations; Civil society; Children and parents

## Activities and results achieved so far

- Completed collection and analysis of qualitative data through fieldwork research

- Refinement of structure, process and outcome indicators and population of indicators
- Presentations of preliminary findings to key stakeholders
- Background paper provided to DROIPEN Council Working party on draft procedural safeguards directive
- Joint presentation of findings to FREMP Council Working party with the Rights of the Child Unit of the Commission
- Mapping of stakeholder engagement and communication on national level (lined with National Impact Task Force)
- Production and dissemination of tools (cards, leaflets, videos) to raise children's awareness on rights and procedures
- Web-publication on procedures of informed consent and ethical approval when involving children in research

## Planned activities in 2016

- Publishing related reports
- Meetings and cooperation with stakeholders
- Awareness raising

## Planned outputs in 2016

- Conference on Rights of the Child related to the reports
- Meetings with beneficiaries/stakeholders
- Awareness raising of target groups via social media, internet, and gatekeepers
- Production of research output, such as targeted papers and analysis

## 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 2016:</b>	<b>40,000 €</b>	-	70,000
Prior years' budget total	150,000 €	-	-
Multiannual	yes		
Year of origination	2012		

## The rights of the child

**NEW** Project fiche 5.6.2

first priority

EQUALITY

## Child well-being and poverty

**Description**

The promotion and protection of the rights of the child is one of the objectives of the EU. Article 3(3) of the Treaty on European Union explicitly requires the EU to promote the protection of the rights of the child enshrined in Article 24 of the EU Charter of Fundamental Rights. In addition, all EU Member States ratified the United Nations Convention on the Rights of the Child (UNCRC). There is evidence that in the EU children are over-represented among those at risk-of-poverty, material deprivation and social exclusion. Poverty seriously hinders children's development and opportunities in later life, often depriving them of the capability to thrive and reach their full potential. Children most vulnerable to poverty include those with an ethnic minority or migrant background, children with a disability, children in institutions, etc.

Europe 2020 Strategy includes a focus on children. In March 2014, the European Commission in its Communication "Taking stock of the Europe 2020 strategy for smart, sustainable and inclusive growth" acknowledges that "complementary indicators, more specific analysis as well as qualitative information are thus important to interpret the targets and the actual situation in Member States." In line with the Europe 2020 Strategy's headline targets, child poverty and the rights and needs of children living in deprivation have been specifically addressed within the Commission's 2013 Recommendation 'Investing in children: breaking the cycle of disadvantage'. It calls for a child rights approach and integrated strategies and sets up a common indicator-based monitoring framework to ensure progress and monitoring.

**Objectives**

The objective of this project is to collect and analyse available statistical data on child wellbeing and poverty that can provide evidence on progress made. This analysis will be useful for the Commission's mid-term review of its Recommendation 'Investing in children: breaking the cycle of disadvantage'. In parallel, and in close cooperation with the Commission FRA will further develop indicators in the Recommendation following the Agency's rights-based approach to indicators and examine ways of populating them with data.

**Overall outputs**

Collection and analysis of available statistical data.

**Beneficiaries and target groups**

European Union institutions and agencies; EU Member States; National Human Rights Institutions; Civil society organisations; Council of Europe; UNICEF

**Activities and results achieved so far**

Preparatory work carried out in 2015

**Planned activities in 2016**

FRA will collect and analyse in house secondary statistical and other data with a view to contribute to the Commission's mid-term review on the "Recommendation investing in children" based on the indicators appended to the Recommendation. This work shall be carried out in close cooperation with the Commission services and Eurofound based on the cooperation agreement between the two Agencies. In addition, this work will take into account and foster synergies with other initiatives underway such as the child well-being indicators developed under EU-SILC and child rights indicator-related work in DGs EAC, SANCO and RTD.

**Planned outputs in 2016**

- Analysis of data relevant to the Commission Recommendation "Investing in children"
- Rights-based indicators, and other deliverables
- Meetings with experts and stakeholders

**Financial resources allocated to the project**

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	30,000 €	-	172,000
Prior years' budget total		-	-
Multiannual	YES		
Year of origination	2016		

## The rights of the child

ON-GOING Project fiche 5.6.3

first priority

## Handbook of European case-law on the rights of the child

## Description

The Council of Europe four year plan for children's rights: the 'Council of Europe Strategy for the Rights of the Child' concludes in 2016. To contribute to the Council of Europe Strategy for the Rights of the Child (2012-2016) and to the objectives of the EU Agenda on the Rights of the Child, FRA, in co-operation with the Council of Europe, in particular the Registry of the European Court of Human Rights, elaborated a Handbook of European Law on the Rights of the Child, which was published in 2015. The Handbook aims to encapsulate the 'international 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 2016 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 international fundamental rights guarantees concerning the rights of the child. An additional objective is to support the daily work of these practitioners. Since the handbook was originally produced in one EU language, during 2016 it will be translated into selected EU languages to facilitate its broadest possible dissemination within EU Member States and beyond, especially 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, including within the EU Member States, the EU Institutions and beyond; 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 FRA conducted preparatory research on the handbook, and procured its elaboration in cooperation with amongst others, the Council of Europe, and the EU Commission. In 2014 FRA worked on the handbook continuing that co-operation. In line with the planned activities and adopted methodology, FRA analysed and presented a selection of extracts from key judgements and decisions delivered by the ECtHR, the ECSR, and the CJEU, in cooperation with the Registry of the Court, highlighting the path of the cases through the domestic courts, and the manner in which EU law, the ECHR, the ESC, the UN CRC, and other instruments relevant to child protection were applied. The Handbook complements the FRA's project on developing indicators for the protection, respect and promotion of the rights of the child in the EU, and the mainly sociological projects on child-friendly justice. Finally it also builds on FRA's continued support for the implementation of the Council of Europe Strategy for the Rights of the Child (2012-2016) and the EU Agenda for the rights of the Child. Following planning, preparation and research conducted in 2013 and

## EQUALITY

2014, and dissemination activities after its launch in 2015, in 2016 the Handbook will be translated from its original version in English into other selected EU languages.

Beneficiaries and target groups

Legal and other professionals and practitioners dealing with the protection of the rights of the child in the EU and Council of Europe Member States (judges, legal counsellors, public prosecutors, social workers, health officials, education authorities, the police, civil society organisations etc.); Public officials and regulatory bodies of the EU, the Council of Europe and Member State administrations.

## Planned activities in 2016

Translation and preparation of the Handbook for publication in selected EU languages; Publication of the Handbook, on-line and in printed versions in selected EU languages; Developing targeted analysis and briefs on the handbook in order to facilitate the knowledge and promotion of its results; 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; Specific stakeholder communication and awareness raising activities, including in Member States and in the framework of events in connection with the Council of Europe Strategy for the Rights of the Child.

## Planned outputs in 2016

Translation of the Handbook into selected EU languages so that the expert advice contained therein can be provided to stake-holders in their own language to the larger possible extent; Publication of Handbook online and in print and its dissemination across EU Member States; Distribution of the handbook both in the EU Member States, and in the framework of EU bodies and institutions as well as in Council of Europe structures and its Member States; Provision of advice in connection with the promotion of the project results to the EU Institutions, Agencies and Member States as appropriate; Further development of FRA's indicators on the rights of the child on the basis of the handbook research outcomes.

## 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 2016:</b>	-	-	150,000
Prior years' budget total	355,000 €	-	-
Multiannual	Yes		
Year of origination	2014		



## The rights of the child

**ON-GOING** Project fiche 5.6.4

first priority

**EQUALITY****Additional activities in the area of rights of the child****Description**

The agency follows up its relevant research work on the rights of the child (including regarding indicators, the situation of trafficked children and migrant children - both unaccompanied and separated and as part of families in an irregular migration situation-, children in their interaction with the justice system, etc.) 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, as done in the field of data protection , for instance
- Issue analysis and papers based on existing materials and update selected publications, when required
- Make FRA findings available to policy makers in a proactive manner
- Relevant communication & cooperation activities
- Develop further EU rights based indicators on specific issues relevant to the rights of the child and specific projects

**Overall outputs**

- Participation in and organisation of meetings and events
- Preparation and presentation of relevant opinions papers, presentations and other input
- Analysis and briefing
- Further development and update of indicators on the rights of the child.

**Beneficiaries and target groups**

European Commission and other EU Institutions; Member States; NHRIs/Equality Bodies/Ombudspersons for Children and Ombudsperson Institutions; Specialised Agencies; Union Agencies and bodies; Civil Society; Professional organisations

**Planned activities in 2016**

- 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

**Planned outputs in 2016**

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

**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 2016:</b>	<b>10,000 €</b>	-	56,000
Prior years' budget total	70,000 €	-	-
Multiannual	Yes		
Year of origination	-		

Access to Justice including judicial cooperation

**ON-GOING** Project fiche 5.7.1

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 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 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 engaged EIGE as part of the survey's expert stakeholder group to ensure their incorporation 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 FRA's survey. Follow up on the launch of the survey results will continue to take into account relevant policy developments, including debates on the Istanbul Convention and the Council of Europe's work on women's access to justice and monitoring of existing Council of Europe recommendations.

### 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 monitoring mechanism of this Convention.

### Overall outputs

The results are communicated through a series of reports, following the approach developed for the EU-MIDIS survey.

### 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 FRA's VAW survey data set in 2014 for utilisation in its gender-equality index. In 2015–16, the OSCE plans to pilot FRA's survey on violence against women in selected non-EU countries. To this end, FRA has agreed to support the OSCE as part of a 'steering' committee to inform the survey's development.

### Planned activities in 2016

Based on the results of the survey that were published in 2014, the agency will continue – upon request – to present the survey results and accompanying opinions, and also to raise awareness about the survey dataset (which was released in the public domain in 2015). Engagement will be targeted at the national level to selected practitioners and authorities working in the area of violence against women, as well as providing relevant (inter)governmental stakeholders (incl. Council of Europe, OSCE, UN), EU institutions and civil society with information upon request.

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

FRA submitted the survey dataset to EIGE in 2014 to allow for its further use, and in this regard will continue to cooperate with EIGE in the dissemination and use of the survey results in relation to EIGE's work. In addition – all FRA surveys can be analysed with respect to respondents' gender, and to this end EIGE can be encouraged to draw on other FRA research findings.

### Planned outputs in 2016

- Presentations based on the results
- Meetings with stakeholders

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		10,000 €	-
Prior years' budget total	4,035,300 €	-	-
Multiannual	Yes		
Year of origination	2010		

Access to Justice including judicial cooperation

**ON-GOING** Project fiche 5.7.2

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.

FRA 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 (through each successive round of the survey) in the EU. Unlike Eurobarometer surveys, 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 few years will collect data on a wide spectrum of fundamental rights issues, such as freedom of movement, data protection, discrimination on different grounds, rights awareness, consumer protection, and the right to good administration – focusing on where data is not available through Eurostat, Eurobarometer or other existing EU-wide surveys. In addition, the survey can also ask about people's experiences as victims of crime, including their patterns of reporting to the police and different services. 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 would 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 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. In 2015, the pre-test study was carried out and FRA continued to develop the survey tools based on the feedback from the pre-test and stakeholder feedback. In parallel in 2015, and continuing into 2016, the agency has convened meetings with stakeholders and experts – as indicated below under beneficiaries and target groups – to ensure that the survey data is targeted appropriately at key fundamental rights areas.

### Beneficiaries and target groups

EU Institutions (Commission DGs and the EP); Member States; Equality Bodies and NHRIs; Council of Europe; OHCHR and other UN entities; Eurostat, national statistical offices.

### Planned activities in 2016

In 2016 FRA will undertake the pilot component of the full-scale survey launch. The full-scale survey will be initiated in 2016 and will continue in 2017 with completion of fieldwork.

### Planned outputs in 2016

Results of the pilot component to inform the full-scale survey (not for publication).

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	2,000,000 €	-	500,000 €
Prior years' budget total	570,000 €	-	-
Multiannual	Yes		
Year of origination	2014		

Access to Justice including judicial cooperation

**ON-GOING** Project fiche 5.7.3

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 European Union 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. 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 will include substantive as well as procedural and institutional aspects of access to justice, arising from various fields, including the area of non-discrimination (for example, with respect to access to justice for persons with disabilities), as well as more ‘progressive’ approaches to access to justice, such as environmental litigation. 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 all 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 2016

- Stakeholder communication, dissemination and awareness raising activities
- The Handbook finalized in collaboration with the project partners
- Pilot an online version of the Handbook
- Translation of the Handbook

### Planned outputs in 2016

- A final Handbook on Access to Justice in Europe, including an online version
- Translations 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 2016:</b>	<b>175,000 €</b>	-	-
Prior years' budget total	40,000 €	-	-
Multiannual	Yes		
Year of origination	2015		

## Access to Justice including judicial cooperation

ON-GOING Project fiche 5.7.4

first priority

JUSTICE

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

### Description

FRA was requested by the European Commission in 2014 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). In 2015 the request was elaborated to look more specifically at conditions of pre-trial detention and imprisonment and analyse how existing monitoring mechanisms and promising practices could be best used in the EU. The three FDs allow for measures to be executed in an EU Member State 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 Member State 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 (ESO). 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. The project explores these themes with regard to the implementation of the FDs in practice, whilst giving due regard to relevant standards and monitoring mechanisms from the Council of Europe and the United Nations with a view to suggest promising practices. In particular, the project can explore – through desk research – the monitoring mechanisms with respect to core fundamental rights considerations – such as the rights of the child and discrimination on different grounds. In this regard, due consideration can also be given in the project to radicalisation as it relates to key fundamental rights questions with respect to pre-trial detention and post-trial imprisonment conditions.

### 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

- Case study examples of promising practices at Member State level as well as how existing monitoring mechanisms at Council of Europe and UN level best can be made use of in the EU.

### Activities and results achieved so far

- Project initiated in 2015 looked at specific aspects of the three FDs; consent, information to victims of crime, and social rehabilitation.
- Building on work undertaken by the agency in the field of Access to Justice as well as in the area of asylum.

### 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 2016

- Finalisation of comparative report based on research findings
- Dissemination of results
- Mapping pre-trial detention and post-trial imprisonment conditions and analysis of how existing monitoring mechanisms and promising practices best could be made used of in the EU

### Planned outputs in 2016

- Comparative report, including case study examples of promising practices
- Results of mapping and analysis made available

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	75,000 €	-	-
Prior years' budget total	175,000 €	-	-
Multiannual	Yes		
Year of origination	2015		

Access to Justice including judicial cooperation

Project fiche 5.7.5

third priority

**JUSTICE**

## 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.

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 (such as the rights of the child, and specifically the project on children and access to justice) and further explored during the 2012 FRA Fundamental Rights Conference, 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 2016

- Analysis of collected data and innovative practices across the EU that aim at improving access to justice.
- Follow up on desk research (and selected interviews, where necessary) conducted after identification of innovative/promising practices.

### Planned outputs in 2016

- Identification of obstacles and collect related information on innovative practices
- Data analysis, including analysis of interviews where necessary – to clarify info concerning innovative practices
- 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 2016:</b>	-	-	500,000 €
Prior years' budget total	-	-	-
Multiannual	N/A		
Year of origination	N/A		

Access to Justice including judicial cooperation

ON-GOING Project fiche 5.7.6

first priority

JUSTICE

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

### Description

Note: The European Commission requested FRA 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 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 will provide an overview of promising practices across the EU 28 in this respect. Due regard will also be 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 desk research
- Comparative analysis of the Franet data and the preliminary comparative findings

### 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 2016

- Dissemination of the comparative legal analysis
- Engagement with key stakeholders in the EU Institutions, Member States, NGOs, academia and relevant professional associations

### Planned outputs in 2016

- Short paper(s) drawing on the preliminary comparative findings to be delivered in relevant seminar/conferences in the beginning of 2016
- Final comparative legal analysis

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	20,000 €	-	-
Prior years' budget total	175,800 €	-	-
Multiannual	Yes		
Year of origination	2014		

## Access to Justice including judicial cooperation

ON-GOING Project fiche 5.7.7

first priority

JUSTICE

## 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 FRA findings 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 2016

- 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 2016

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

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	10,000 €	-	-
Multiannual	Yes		
Year of origination	-		



Victims of crime including compensation to victims of crime

**ON-GOING** Project fiche 5.8.1

first priority

**JUSTICE**

## 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.

The project will draw on the Agency's previous research on victims of crime, and the results of its large-scale survey research that shows under-reporting of crime to the authorities (FRA's Violence against Women Survey) – including data on victims' satisfaction with the response they receive having reported criminal victimisation.

### 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 published 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 2016

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

### Planned outputs in 2016

Presentations of preliminary 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 2016:</b>	550,000 €	-	-
Prior years' budget total	8,000 €	-	-
Multiannual	Yes		
Year of origination	2015		

Victims of crime including compensation to victims of crime

**ON-GOING** Project fiche 5.8.2

first priority

**JUSTICE**

## 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 FRA findings 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 2016

- 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 2016

- 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 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	10,000 €	-	-
Prior years' budget total	10,000 €	-	-
Multiannual	Yes		
Year of origination	-		

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

Project fiche 5.9.1

first priority

## 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 (Annual Activity Report) describes in more detail the specific activities of the agency to achieve its key objective.

## Objectives

- The Annual Reports contribute 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 2016

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 (supplemented by a Summary report) will be produced, translated, published, disseminated and presented to the European Parliament; an accompanying media launch will be carried out.

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

## Planned outputs in 2016

- 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 2016:</b>	<b>400,000 €</b>	-	-
Prior year's budget total	400,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

Cross-cutting projects of activities covering all MAF areas

Project fiche 5.9.2

first priority

## FRA Fundamental Rights Forum and other conferences

As one of its ways of cooperating with its key stakeholders, FRA regularly hosts meeting with its 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 national 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 2016, FRA will invite for a 3-day forum of intensive fundamental rights dialogues centring on EU policies. The forum will draw on the positive experiences stemming from FRA's successful annual Fundamental Rights Conference (FRC) and other multi-stakeholder events. FRA will merge its Fundamental Rights Conference with its other FRA flagship events and network meetings. The agency will also closely cooperate with EC and especially here with the EC organisers of the Colloquium in 2015 dedicated to combat anti-Semitic and anti-Muslim hatred.

This will allow for an intense exchange between the different networks and bring together at least 600 key players from the EU fundamental rights field - from grass root practitioners to European policy makers. It will be important to include all relevant actors, including from academia, the corporate sector and the arts. In order to ensure policy-relevance, FRA will develop and host the forum together with its partners and stakeholders.

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 fundamental rights representatives and bodies.

### 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; Service sector and victim support organisations and networks.

### Planned activities in 2016

Based on the experience with this new format for FRA flagship events, the Fundamental Rights Forum in 2016 will be organised 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 2016 to the relevant thematic area of AWP in hand.

### Planned outputs in 2016

- Fundamental Rights Forum (incl. report)

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	275,000 €	-	-
Prior year's budget total	120,000 €	30,000 €	-
Multiannual	N/A		
Year of origination	N/A		

Cross-cutting projects of activities covering all MAF areas

Project fiche 5.9.3

first priority

## Cooperating with EU institutions, agencies and other bodies

The agency cooperates closely with EU institutions, agencies and other bodies at EU level, which are key beneficiaries of FRA's evidence based advice and expertise. Regular exchange with actors at EU level helps FRA to define, develop and coordinate its work priorities in the way that ensures best policy relevance and timeliness of the agency's work, is complementary to the work of other institutions and bodies and makes best use of existing synergies.

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.

As a specific focus in 2016, FRA will coordinate the cooperation of EU Justice and Home Affairs agencies ensuring complementarity and synergies – a network of nine agencies working in the area of freedom, security and justice.

### Objectives

- Provide timely and evidence based evidence to stakeholders
- Ensure that the agency's stakeholders' needs are incorporated into the agency's work plan 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.

### 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 2016

#### 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
- FRA will coordinate the network of JHA 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 2016

- Contribution to legislative and policy discussion at EP, Council and Commission
- Improved cooperation, coordination and communication between FRA and EU stakeholders
- Regular coordination meetings of JHA agencies network, annual Heads of JHA agencies meeting and other thematic meetings in the context of JHA agencies cooperation.
- Joint conferences and events 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

### 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 2016</b>	<b>125,000 €</b>	-	-
Prior year's budget total	90,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

Cross-cutting projects of activities covering all MAF areas

Project fiche 5.9.4

first priority

## Cooperating with stakeholders in EU Member States

FRA 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 FRA'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 external evaluation. FRA has already set up mechanisms for cooperating with National Human Rights Institutions and Equality Bodies as well as with its network of National Liaison Officers. In 2014 it 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 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 2016

### Cooperating with National Human Rights Institutions, Equality Bodies and Ombudsperson institutions

- Further enhancing FRA cooperation and communication with national NHRIs, EBs, and Ombuds institutions, including in the context of the 2015 Fundamental Rights Forum
- 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

- Updating the mapping of relevant national parliamentary committees
- Looking proactively for further opportunities for outreach and dissemination of relevant FRA findings to parliamentary committees
- Continue liaising with national parliaments

Cooperation with these institutions will continue in 2016. However, based on experiences of 2014/2015, priorities might be rearranged and decisions about new priorities might be taken during the second half of 2015

## Planned outputs in 2016

- 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 2016	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	150,000 €	-	-
Prior year's budget total	120,000 €	30,000 €	-
Multiannual	N/A		
Year of origination	N/A		

Cross-cutting projects of activities covering all MAF areas

Project fiche 5.9.5

first priority

## Online communication and documentation

FRA has redeveloped its online communications over the last years to conform to modern web standards, with new technology enabling the introduction of additional features such as multilingual capability, data visualisation and making it more user-friendly, accessible to people with disabilities and interactive. These channels, in combination with other new tools such as an online-mail newsletter, enabled FRA to address its stakeholders in an interactive manner, allowing online collaboration and exchange of information on and offsite. The main objective is targeted to 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 FRA's strategic priorities as defined in FRA strategic plan 2013–2017, mainly to priority 3.5

- Improving the impact of FRA communication Awareness raising

### Planned outputs

- On-going development of new FRA website
- Analysis and starting implementation process of external online communication evaluation recommendations
- Websites for flagship and other events
- Further data visualization of surveys/projects
- Social media campaigns in support of projects
- Further development of social media profiles on main social media platforms (Facebook, Twitter, YouTube etc.)
- Other online tools (e.g. online-newsletter, apps etc.)

### Beneficiaries and target groups

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

### Activities and results achieved

- Updated and further developed website in EN, FR and DE; multilingual homepages in all EU languages, flagship event websites; Multi-dimensional data explorer, online-newsletter, further exploration of social media channels (Instagram); online communication & social media policy, external evaluation of online communication

## Planned activities and output in 2016

**Continuous website development:** The process of a re-launch of FRA website will be started, taking into consideration the outputs and results of the external online communication evaluation. FRA findings and outputs will be made more visible and more targeted to the key audience of the FRA website. Web based information will be made further accessible. User and stakeholder needs will continue to be addressed via features and technical improvements.

Web site security policy will be further improved.

**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. The statistics tools have been upgraded and statistics are examined regularly so as to provide inputs for the Online Communications Strategy.

**Social media:** Support for projects will be provided via social media campaigns and posts. The existing social media tools will be constantly explored and ways of enhancing their effectiveness further will be looked at. Further social media channels will be examined and their effectiveness assessed in order to decide whether to add them to FRA's range of social media channels.

The EU – Charter web-section and app, online information tools on the state of protection of fundamental rights will be further updated and maintained constantly on the basis of FRA studies and findings.

**Case Law Database:** FRA's Case Law Database will continue to collect and classify decisions of the European Court of Justice, the European Court of Human Rights and leading decisions of national court decisions, with specific reference to the Charter of Fundamental Rights of the EU.

## 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 2016:</b>	<b>210,000 €</b>	-	-
Prior year's budget total	200,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

Cross-cutting projects of activities covering all MAF areas

Project fiche 5.9.6

first priority

## Production and dissemination of communication products

In addition to a great number of deliverables related to research outputs – as listed under the different project fiches outlined in the previous sections – the agency will also produce a number of FRA information products, including awareness-raising material, to disseminate it to the main stakeholder groups, key actors and other target audiences.

### Objectives

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

- informing target audiences through print material;
- identifying and disseminating examples of promising practices.

### Planned outputs

- FRA information and awareness-raising material supplementing the publication of project-specific deliverables and their language versions.
- Further develop accessibility of FRA deliverables, including research outputs, for people with disabilities.
- Improved work processes for layout and print production, and dissemination of FRA material to events.

### Beneficiaries and target groups

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

### Planned activities and output in 2016

In 2014, the agency increased its overall output of print material by 18 % compared with 2013. FRA also recorded an increase of almost 12 % in dissemination of its print publications in 2014, being one of the EU bodies which disseminated the highest number of print material through the EU bookshop.

#### Production of various types of print material

Based on the experiences with the different types of print publications, including research and information materials on general fundamental rights issues, for dissemination at FRA events, the agency will continue to produce and disseminate these products in line with its communication strategy and targeting various audiences. The agency will further adapt and update FRA information material on fundamental rights already available.

For layout production, the agency will use the Publications Office K4 platform, which gives the FRA editing team direct access to the layout copy of any print publication to insert required corrections. Consequently, the proofing of print publications will become more efficient.

#### Dissemination policy and stock management

In 2016, FRA seeks to further its stakeholder-oriented dissemination strategy, by ensuring, for instance, regular mailings of newly issued FRA publications to its key stakeholders. The agency will therefore fine-tune its dissemination policy by responding to new and changing needs, such as broader dissemination of FRA reports through the EU bookshop website and in the context of extended FRA contributions at national events and international days.

Stock management will continue to follow a two-pronged approach, with FRA print publications being available through the Publications Office's Framework Contractor Arvato, France, while also ensuring sufficient availability of stock in Vienna to satisfy dissemination requests at short notice. The agency's stock management system will be further improved, linking the publications' dispatch to events to the online mission request system MIMA.

In addition, direct access to the Integrated Logistics Management System (ILMS) of the Publications Office will further the timely delivery of material and reports in printed form to conferences and events or to main stakeholder group. 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 2016	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	155,000 €	-	-
Prior year's budget total	105,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		



Cross-cutting projects of activities covering all MAF areas

Project fiche 5.9.7

first priority

## Information about FRA work

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

### Objectives

The project contributes to FRA strategic priorities as defined in FRA strategic plan 2013-2017 "following FRA objectives, mainly to priority 3.5 "Improving the impact of FRA communication and awareness raising

### Planned outputs

- Constant FRA communication activities on FRA activities, outputs, mandate
- Ad hoc communication activities upon requests in crisis situation
- 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)
- Media monitoring
- Targeted networking with relevant multipliers of FRA's evidence based advice

### 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 2016

### Information activities and 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; further develop and updated non project related ("horizontal") Fact-sheets and infographics ; brochures and other promotional material; audio-visual material.

For FRA conferences, stakeholder meetings and other events in 2016.

### 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 2016.

### Other communication activities

Programme receiving visitors and delegations

Public Information Inbox

Corporate identity / branding of FRA

## 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 2016:</b>	<b>130,000 €</b>	-	-
Prior year's budget total	100,000 €	-	-
Multiannual	N/A		
Year of origination	N/A		

Cross-cutting projects of activities covering all MAF areas

**NEW** Project fiche 5.9.8

**first priority**

## Raising Awareness of Fundamental Rights

### Description

This project aims to raise awareness of fundamental rights in areas of FRA work, in a targeted and timely way. FRA's Strategic Plan for 2013-2017 identifies the need to raise awareness of fundamental rights with its stakeholders on a range of thematic areas and the necessity of reviewing and expanding FRA's awareness-raising strategy, detailing its approach to awareness raising for each specific target audience, as well as reaching out to the general public. The Strategic Plan regards awareness-raising activities aimed at stakeholders and the provision of advice and guidance to national governments and legislators at the EU level to be complementary to each other (p.3). Taking into account the priorities of the presidencies of the Council of the EU in 2015-2017 and those of the European Commission, the Council of Europe as well as the needs of stakeholders in Member States, this project will allow FRA to provide awareness-raising tools and services for institutions, organisations and other human rights stakeholders.

FRA's awareness raising will highlight specific values such as respect for human dignity; non-discrimination; equality; autonomy and dignity in fair access to public services; and respect and safety. More broadly, FRA will contribute to the European debate through its targeted awareness-raising activities at the political, public and education levels on values, rights and responsibilities. Reaching out to relevant audiences, FRA will cooperate with the European Commission to raise awareness about the Charter of Fundamental Rights of the EU. The awareness-raising activities developed within the framework of the project will examine a number of challenges that may impact on fundamental rights, including the prevention of hate crime, community cohesion, learning from the past, and promotion of fundamental rights and freedoms.

### Objectives

The project will conduct awareness-raising activities, building on FRA projects that have been implemented previously. In line with the agency's strategic priorities, the following areas have been earmarked for the project awareness-raising activities with specific target audiences.

- (1) Charter of Fundamental Rights of the EU – toolkit and training
- (2) Rights of the Child – toolkit and training for professional groups
- (3) Human Rights Education including remembrance of Holocaust and fundamental rights - toolkit adaptation and training for officials in Member States
- (4) Fundamental Rights Media Toolkit – toolkit and training for journalists, media professionals, public bodies, and external relations staff in public institutions
- (5) Roma/ community cohesion – training and toolkit for the public and private sectors
- (6) Expanding FRA communication activities to increase outreach to the general public
- (7) Fundamental Rights training toolkit for police – toolkit translations and training in usage at national level
- (8) Violence against women – toolkit and training

- (9) FRA Toolkit for local and Regional Authorities “Joining up Fundamental Rights” and its multilingual booklet “Making Rights real: a guide for Local and Regional Authorities”.

The awareness-raising activities will target FRA stakeholders, including those who are responsible for implementing fundamental rights (such as government officials at different levels, professional groups, police officers and border guards), multipliers (such as journalists and educators), and an interested public. The awareness-raising activities will be developed on the basis of a needs assessment in cooperation with partners and stakeholders, e.g. the European Commission, and the outcomes of projects already implemented. The delivery mechanisms for implementation will be calls for tender, and structured engagement, as well as consultation with the public, private and voluntary sectors to improve and inform FRA's work. Cooperation and synergies will be sought actively with the Network of JHA Agencies, the Council of Europe and the UN.

### Overall outputs

Consultations and needs assessment takes place in 2015

Calls for tender will be issued in 2016

Toolkits will be provided and pilot trainings will take place in 2016

Toolkits and Handbooks are planned for publication, in English and in selected number of other community languages

Trainings to be conducted

### Activities and results achieved so far

The research outcomes and consultations identified needs to raise awareness of fundamental rights for specific audiences. In 2015, FRA conducted preparatory work to expand its awareness-raising activities.

### Beneficiaries and target groups

The trainings and toolkits will assist specific target audiences in implementing fundamental rights by acquiring necessary skill sets. Outreach to the general public will achieve greater awareness of fundamental rights and of the mechanisms and organisations available to ensure their fulfilment. It will also increase knowledge of FRA's work and the efforts of the EU, including EU Agencies, in the protection and promotion of fundamental rights.

### Planned activities in 2016

The activities will focus on piloting trainings and toolkits, with a view to turning insight gained through research and from stakeholders into practice. Any remaining legal and policy gaps identified during the piloting phase of this project will be addressed. The project will be implemented in close cooperation with EU institutions and bodies as well as EU Member States, the Council of Europe and the UN.

### Planned outputs in 2016

Pilot trainings; Pilot toolkits; Focus papers; Revised section of FRA web site, dedicated to awareness raising material, toolkits and educational material.

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	150,000 €	-	350,000
Prior years' budget total	---	-	
Multiannual	YES		
Year of origination	2015		

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

Project fiche 5.9.9

first priority

## Performance Monitoring and Evaluation

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 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 outputs and outcomes. FRA performance's monitoring 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 2016

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 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 2016

- 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 2016:</b>	-	-	-
Prior year's budget total	-	-	-
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

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 2016

- 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 2016:</b>	<b>255,000 €</b>	-	-
Prior year's budget total	270,000 €	-	-
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

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 ex-change;
- 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 2016

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

Two meetings will be held in 2016 to update each other's work in the area of fundamental rights and collect NLOs' feedback on the FRA's activities. These will be complemented with other forms of cooperation and consultations, using email and online communication means, to support an open and continuous dialogue between FRA and Member States representatives according to real-time needs.

Additionally, National Liaison Officers will be invited to participate in FRA Fundamental Rights Forum that will be organised in June 2016 and contribute actively in the discussions.

### Planned outputs in 2016

- 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

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Total budget in 2016:</b>	<b>80,000 €</b>	-	-
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

The agency closely cooperates with civil society organisations, active in the field of fundamental rights at national, European or international level. In order to facilitate this cooperation, the agency established – as per Founding Regulation - a cooperation network (Fundamental Rights Platform), 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 a mechanism for the exchange of information and pooling of knowledge.

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.

### 8<sup>th</sup> FRP meeting

In 2016, the agency will again host a meeting of the entire Fundamental Rights Platform (FRP) as part of its engagement with civil society. This meeting will be embedded into the Fundamental Rights Forum, a 3-day meeting of at least 400 key fundamental rights players, in June 2016.

In addition, relevant CSOs will be linked with specific FRA projects, to support in particular the impact and dissemination of results. As per budget constraints, in 2016 this will happen mainly via conference calls and email communication.

The FRP will also again be consulted to provide suggestions for 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 FRA's work together with civil society;
- 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;
- Communicates relevant outcomes and recommendations from civil society activities and products.

### Planned activities in 2016

- 8<sup>th</sup> Meeting of the entire FRP in the context of the Fundamental Rights Platform
- FRP consultations on FRA AWP and FRA Annual Report
- Regular cooperation and communication exchange with FRP organisations in relation to FRA projects
- Raising awareness on FRA's work and collect feed-back Election and 2 meetings of the FRP Advisory Panel
- FRP strategic expansion

### Planned outputs in 2016

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

### Financial resources allocated to the project

Total budget in 2016:	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	150,000 €		
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

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 2016

- 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 2016:</b>	<b>175,000 €</b>	-	-
Prior year's budget total	185,000 €	-	-
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 labour exploitation – migrant workers' perspectives (SELEX II)	Research and stakeholder cooperation					0		650,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>					<b>0</b>		<b>650,000</b>
5.1.2	Inter-agency cooperation and other activities in the areas of borders, immigration and asylum	Research and stakeholder cooperation					230,000		
		Communication and awareness-raising					100,000		
		<b>TOTAL</b>					<b>330,000</b>		
5.1.3	Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns	Research and stakeholder cooperation					0		
		Communication and awareness-raising					20,000		
		<b>TOTAL</b>					<b>20,000</b>		
5.1.4	Social inclusion and migrant participation in society	Research and stakeholder cooperation					0		
		Communication and awareness-raising					50,000		
		<b>TOTAL</b>					<b>50,000</b>		
<b>AREA GRAND TOTAL</b>			6.54	2.27	0.20	<b>9.01</b>	<b>400,000</b>		<b>650,000</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					80,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>					<b>80,000</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					200,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>					<b>200,000</b>		
<b>AREA GRAND TOTAL</b>			1.71	1.57	0.95	<b>4.22</b>	<b>280,000</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>5,000</b>		
5.3.2	Working Party Improving Reporting and Recording of Hate Crime in the EU	Research and stakeholder cooperation					0		
		Communication and awareness-raising					80,000		
		<b>TOTAL</b>					<b>80,000</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>10,000</b>		
<b>AREA GRAND TOTAL</b>		1.61	0.05	1.10	2.76	95,000		
<b>Roma integration</b>								
5.4.1	Roma Multi-Annual Programme	Research and stakeholder cooperation				90,080		250,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>				<b>90,080</b>		<b>250,000</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>20,000</b>		
<b>AREA GRAND TOTAL</b>		2.91	1.75	1.85	6.51	110,080		250,000
<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				25,000		150,000
		Communication and awareness-raising				320,000		
		<b>TOTAL</b>				<b>345,000</b>		150,000
5.5.2	Rights of persons with disabilities	Research and stakeholder cooperation				500,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>500,000</b>		
5.5.3	Handbook of European non-discrimination law	Research and stakeholder cooperation				40,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>40,000</b>		
5.5.4	Living in another Member State: barriers to EU citizens' full enjoyment of their rights	Research and stakeholder cooperation				23,500		148,500
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>23,500</b>		<b>148,500</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>10,000</b>		
<b>AREA GRAND TOTAL</b>		4.02	3.36	0.05	7.43	918,500		298,500

## 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
<b>The rights of the child</b>								
5.6.1	Children and justice	Research and stakeholder cooperation				0		0
		Communication and awareness-raising				40,000		70,000
		<b>TOTAL</b>				<b>40,000</b>		<b>70,000</b>
5.6.2	Child well-being and poverty	Research and stakeholder cooperation				30,000		172,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>				<b>30,000</b>		<b>172,000</b>
5.6.3	Handbook of European Case-law on the Rights of the Child	Research and stakeholder cooperation				0		150,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>				<b>0</b>		<b>150,000</b>
5.6.4	Additional activities in the area of "The rights of the child"	Research and stakeholder cooperation				10,000		56,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>				<b>10,000</b>		<b>56,000</b>
<b>AREA GRAND TOTAL</b>			3.39	1.36	1.30	6.05	<b>80,000</b>	<b>448,000</b>

**JUSTICE****Access to Justice**

5.7.1	Gender-based violence against women: from childhood to adulthood	Research and stakeholder cooperation				0		
		Communication and awareness-raising				10,000		
		<b>TOTAL</b>				<b>10,000</b>		
5.7.2	Fundamental Rights survey - establishing a EU-wide survey on trends in fundamental rights	Research and stakeholder cooperation				2,000,000		500,000
		Communication and awareness-raising				0		0
		<b>TOTAL</b>				<b>2,000,000</b>		<b>500,000</b>
5.7.3	Handbook on Access to Justice in Europe	Research and stakeholder cooperation				0		
		Communication and awareness-raising				175,000		
		<b>TOTAL</b>				<b>175,000</b>		
5.7.4	Rehabilitation and mutual recognition – practice concerning EU law on transfer of persons sentenced or awaiting trial	Research and stakeholder cooperation				0		
		Communication and awareness-raising				75,000		
		<b>TOTAL</b>				<b>75,000</b>		
5.7.5	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</b>		<b>500,000</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
5.7.6	The right to interpretation and translation and the right to information in criminal proceedings in the EU	Research and stakeholder cooperation				20,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>20,000</b>		
5.7.7	Additional activities in the area of "Access to Justice"	Research and stakeholder cooperation				10,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>10,000</b>		
<b>AREA GRAND TOTAL</b>		5.39	1.84	0.85	<b>8.08</b>	<b>2,290,000</b>		1,000,000
<b>Victims of crime</b>								
5.8.1	Rights of crime victims to have access to justice - a comparative analysis	Research and stakeholder cooperation				550,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>550,000</b>		
5.8.2	Additional activities in the area of "Victims of crime"	Research and stakeholder cooperation				10,000		
		Communication and awareness-raising				0		
		<b>TOTAL</b>				<b>10,000</b>		
<b>AREA GRAND TOTAL</b>		0.81	0.39	0.0	<b>1.20</b>	<b>560,000</b>		
<b>CROSS-CUTTING PROJECTS OR ACTIVITIES COVERING ALL MAF AREAS</b>								
5.9.1	Annual Reports	Research and stakeholder cooperation				270,000		
		Communication and awareness-raising				130,000		
		<b>TOTAL</b>				<b>400,000</b>		
5.9.2	FRA Fundamental Rights Forum and other conferences	Research and stakeholder cooperation				0		
		Communication and awareness-raising				275,000		
		<b>TOTAL</b>				<b>275,000</b>		
5.9.3	Cooperating with EU institutions, agencies and other bodies	Research and stakeholder cooperation				0		
		Communication and awareness-raising				125,000		
		<b>TOTAL</b>				<b>125,000</b>		
5.9.4	Cooperating with stakeholders in EU Member States	Research and stakeholder cooperation				0		
		Communication and awareness-raising				150,000		
		<b>TOTAL</b>				<b>150,000</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				
5.9.5	Online communication and documentation	Research and stakeholder cooperation				0						
		Communication and awareness-raising				210,000						
		<b>TOTAL</b>				<b>210,000</b>						
5.9.6	Production and dissemination of communication products	Research and stakeholder cooperation				0						
		Communication and awareness-raising				155,000						
		<b>TOTAL</b>				<b>155,000</b>						
5.9.7	Information about FRA work	Research and stakeholder cooperation				0						
		Communication and awareness-raising				130,000						
		<b>TOTAL</b>				<b>130,000</b>						
5.9.8	Raising Awareness of Fundamental Rights	Research and stakeholder cooperation				0						
		Communication and awareness-raising				150,000						
		<b>TOTAL</b>				<b>150,000</b>						
5.9.9	Performance, Monitoring and Evaluation	Research and stakeholder cooperation				0,000						
		Communication and awareness-raising				0						
		<b>TOTAL</b>				<b>0</b>						
<b>AREA GRAND TOTAL</b>						20.36	6.63	1.56	28.55	<b>1,595,000</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				255,000						
		<b>TOTAL</b>				<b>255,000</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>				<b>80,000</b>						
5.10.3	Consultation and cooperation mechanism - Fundamental Rights Platform	Research and stakeholder cooperation				0						
		Communication and awareness-raising				150,000						
		<b>TOTAL</b>				<b>150,000</b>						
<b>AREA GRAND TOTAL</b>						3.57	1.63	0.14	5.34	<b>485,000</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
<b>Operational reserves</b>								
5.11.1	Complementary data collection and analysis to support evidence based advice for stakeholders	Research and stakeholder cooperation				0		
		Communication and awareness-raising				175,000		
		<b>TOTAL</b>	0.55	0.15	0.00	<b>0.70</b>	<b>175,000</b>	

\* The allocation of human resources is based on 2015 figures. The annex will be updated in due time with the possible 2015 staff reductions.

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

Area of Activity	TA	CA	SNEs	Total Human resources (Note 1)	Operational expenditure (Note 2)	Overheads (Note 3)	Total Cost  Operational expenditure plus Overheads
Immigration and integration of migrants, visa and border control and asylum	6.54	2.27	0.20	9.01	400,000	1,149,396	1,549,396
Information society and, in particular, respect for private life and protection of personal data	1.71	1.57	0.95	4.22	280,000	538,567	818,567
Racism, xenophobia and related intolerance	1.61	0.05	1.10	2.76	95,000	351,960	446,960
Roma integration	2.91	1.75	1.85	6.51	110,080	830,167	940,247
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	4.02	3.36	0.05	7.43	918,500	947,487	1,865,987
The rights of the child	3.39	1.36	1.30	6.05	80,000	771,507	851,507
Access to justice	5.39	1.84	0.85	8.08	2,290,000	1,029,951	3,319,951
Victims of crime, including compensation to victims	0.81	0.39	0.00	1.20	560,000	152,601	712,601
Cross-cutting projects or activities covering all MAF areas	20.36	6.63	1.56	28.55	1,595,000	3,640,746	5,235,746
Bodies of the agency and consultation mechanisms	3.57	1.63	0.14	5.34	485,000	680,966	1,165,966
Operational reserves	0.55	0.15	0.00	0.70	175,000	680,966	264,265
<b>Total Operational activities</b>	<b>50.85</b>	<b>21.00</b>	<b>8.00</b>	<b>79.85</b>	<b>6,988,580</b>	<b>10,182,611</b>	<b>17,171,191</b>
<b>Total Support activities</b>	<b>22.15</b>	<b>12.00</b>	<b>1.00</b>	<b>35.15</b>	<b>-</b>	<b>4,482,389</b>	<b>4,482,389</b>
<b>TOTAL</b>	<b>73.00</b>	<b>33.00</b>	<b>9.00</b>	<b>115.00</b>	<b>6,988,580</b>	<b>14,665,000</b>	<b>21,653,580</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 2016

In 2016, 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 FRA's 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 2016

- 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
- Implementation of FRA's Competency Framework
- Implementation of FRA's Strategic Learning & Development Framework 2015-17
- 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	--	--	2
<b>Total</b>	<b>5</b>	<b>4</b>	<b>--</b>	<b>9</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 2016

The Directorate is responsible for the day-to-day management of the agency, including staff matters. It will coordinate the implementation of the Annual Work Programme and Budget 2016 and report on the results of the agency's performance monitoring and evaluation in 2016. The Directorate will provide guidance to the operational services on the agency's strategic direction in line with FRA Strategic Plan 2014-2017, and provides guidance and input on legislative and policy developments relevant for the implementation of agency's mandate. The agency's flagship report, the Annual Report 2015 will be produced in close cooperation between the research departments and the Directorate. The Directorate will maintain the relations with the bodies of the agency, including the Management Board and the Scientific Committee. It will continue to cooperate with the agency's National Liaison Officers, the Fundamental Rights Platform, and intergovernmental organisations, including the Council of Europe, United Nations, the Organization for Security and Cooperation in Europe (OSCE) and European Free Trade Association (EFTA). As the Director is representing the agency in its relation with third parties, the Directorate will continue to oversee and guide the agency's relations with EU Governments, EU institutions, bodies and agencies. The Directorate is also responsible for the centralised handling of the agency's translation needs.

### Principal outputs in 2016

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**

- The agency's Annual Report 2015 on the fundamental rights challenges and achievements within the EU covering the period January to December 2015
- Director's Report on the implementation of the Annual Work Programme 2016 and FRA Strategic Plan, including the results of the agency's performance monitoring and evaluation system.
- Input on legislative and policy developments relevant for the implementation of agency's mandate
- Meetings of the Bodies of the Agency
- Meetings with government representatives, IGOs, Civil Society and agency stakeholders

**Administration****INFORMATION COMMUNICATION TECHNOLOGY & 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 ICT 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 and Disaster Recovery Plans
- Implementation of the mobile office concept by offering mobile devices to staff and direct access to the agency's information systems.
- Development of office automation and collaborative 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
- Continuing the implementation of a "green office" approach to enhance the environmental footprint of the agency.

**Planned activities in 2016**

- 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.
- Further enhance the internal workflow applications that will minimise paper-based processes and enhance the existing reporting mechanisms.
- Optimise the 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 2016**

- Maintenance of ICT infrastructure and applications
- Implement disaster recovery and 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)

**FINANCIAL AND HUMAN RESOURCES ALLOCATED TO THE ACTIVITIES**

	Temporary Agents	Contract Agents	Seconded National Experts	Total
ICT & Facilities	6	3	--	8
<b>Total</b>	<b>6</b>	<b>2</b>	<b>--</b>	<b>8</b>



**ANNEX II: ADMINISTRATIVE ACTIVITIES**

- 100% remote data back recovery
- 99% adherence to Facilities Work plan activities
- 5% reduction of energy, water and paper usage

**ACCOUNTING**

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 2016**

- 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 2016**

- 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.

**Principal activities in 2016**

- 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 2016**

- 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 FRA's 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 2016**

In 2016, 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 Internal Control Standards and check of effectiveness
- Assessment of full compliance with ISO 9001 Standards, implementation of the necessary actions and internal discussion for third party certification readiness
- Annual risk management and effective preventive measures
- Extension of ex post controls methodology and introduction of internal quality assessments at process level
- Implementation of antifraud strategy
- Communication and training on Quality assurance issues
- Liaise with external auditing bodies for the follow up of corrective and preventive actions, preparation of Audits
- Implementation of management reviews and consequent improvement initiatives

ANNEX II: ADMINISTRATIVE ACTIVITIES

## Principal outputs in 2016

- 100% process description in the appropriate procedures and continual update for effectiveness
- 90% compliance with ISO Standards
- 100% compliance with Internal controls
- 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%

FINANCIAL AND HUMAN RESOURCES ALLOCATED TO THE ACTIVITIES				
	Temporary Agents	Contract Agents	Seconded National Experts	Total
Administration Office	1	1	--	2
Finance & Procurement	4	3	--	7
Accounting	1	--	--	1
Quality Management	1	1	--	2
<b>Total</b>	<b>7</b>	<b>5</b>	<b>--</b>	<b>12</b>