

**2019-2021**

**FRA**  
PROGRAMMING  
DOCUMENT  
*AMENDMENT NO: 1*

## SECTION 3: WORK PROGRAMME 2019

### Area of activity 3: Information society and, in particular, respect for private life and protection of personal data

#### A 3.1 – Advising on how to prevent unlawful profiling

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2016

#### DESCRIPTION and ADDED VALUE of the PROJECT

In 2018, FRA published the up-dated Guide on unlawful profiling. The new Guide took into account developments, in recent years, concerning the context and use of profiling with respect to two main factors:

1. the rapid development of data technologies coupled with the increased use of these technologies by law enforcement authorities;
2. the development and increased use of similar technologies for border management.

These two factors impact on various fundamental rights such as data protection, privacy and non-discrimination. Previous and current FRA research is already looking into some aspects of this, such as the projects on biometrics, surveillance and artificial intelligence.

FRA updated the Guide to reflect these new realities and assessed how they are having an impact on profiling methods and fundamental rights. [It analysis fundamental rights such as data protection, privacy and non-discrimination in the context of law enforcement work and provides advise on how unlawful profiling can be prevented.](#) It provides a general update of the analysis, taking into account legal and technological developments and expand the scope to include border management. FRA will contribute to strengthening fundamental rights compliance within the areas of criminal and immigration law enforcement in particular, by advising officials in Member States on how to avoid practices that risk resulting in discriminatory profiling. [Developing positive relations between police and the population as a whole and in its diversity fosters trust. The guide was translated into a number of EU languages to increase impact at national level and could further be translated into other EU languages.](#)

#### PROJECT OBJECTIVES

- Enhance cooperation with Member State authorities as well as Europol, Frontex and CEPOL
- Raise awareness and build capacities of law enforcement officers and border guards on the practical application of legal framework governing profiling
- Strengthen awareness on the data protection dimension and artificial intelligence of law enforcement and border management

#### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analyzing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms;
1. Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

#### PROJECT PLAN FOR 2019

##### ACTIVITIES

- Cooperation with JHA agencies
- Contributing to the Council of Europe's, Parliamentary Assembly on a motion for a resolution on ethnic profiling
- Joint engagement with OHCHR on predictive profiling
- Joint engagement with other actors, such as the Open Society on collecting and analyzing profiling data
- Cooperation with those equality bodies, in charge of handling police complaints to improve their data collection methods
- Assessing with Member States' authorities the need for tailored workshops on the prevention of unlawful profiling
- Translations based on assessed needs.
- Dissemination of the guide.

##### OUTPUTS

- Inputs at strategic/ policy level to trigger awareness on the fundamental rights dimension of unlawful profiling
- Advise to JHA agencies on integrating unlawful profiling related elements into their activities/ trainings
- Capacity building workshops in cooperation with key actors for various audiences to improve data collection, to improve the quality of the analyzed data, and to prevent unlawful profiling
- Setting up a network of engaged authorities, organizations, equality bodies and NGOs
- Development of accessible check lists/ guidelines on how to prevent unlawful profiling.
- Guide translated into selected EU languages

#### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data		-	-
Temporary Agents	0.75	Technical Assistance & Capacity building	48,000	-	-
Contract Agents	1.00	Institutional Cooperation & Networks	-	-	-
SNEs	-	Communications & Events	6,000	-	66,000
<b>Total</b>	<b>1.75</b>	<b>Total</b>	<b>54,000</b>	-	<b>66,000</b>

## A 3.2 – Providing advice on European data protection law

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2018 FRA, the Council of Europe and the EDPS launched the updated handbook on European data protection law. The updated handbook considers the recent adoptions of the General Data Protection Regulation (EU)2016/679 (GDPR), the Directive for the police and criminal justice sector (EU) 2016/680 (Police Directive), the Protocol amending the Convention for the Protection of Individuals with regard to Automatic Processing of Personal Data (ETS No. 223) as well as up-to-date case law of the Court of Justice of the European Union (CJEU) and European Court of Human Rights (ECtHR).

Similarly to its previous edition, the Handbook highlights and summarises in a didactical way the key legal and jurisprudential principles of European data protection law, including those in the field of transborder data flow. For instance, the handbook will contribute to promoting and better understanding the rights stemming from the new EU data protection rules. The update of the Handbook was developed in 2017 in close co-operation with FRA key partners in this field: the Council of Europe (CoE), the European Court of Human Rights and the European Data Protection Supervisor (EDPS). FRA will strengthen capacities of Member State authorities as well as civil society actors to process personal data in line with fundamental rights by contributing to improved knowledge and understanding of European data protection law.

### PROJECT OBJECTIVES

- Update the 2014 edition of the Handbook on European data protection law;
- Enhance cooperation with the Council of Europe (CoE), the European Court of Human Rights, the European Data Protection Supervisor (EDPS) and ensure communication with the new European Data Protection Board
- Contribute to raising awareness, knowledge and understanding of the reformed data protection legal frameworks amongst lawyers, judges, legal practitioners and data protection authorities (DPAs), and other relevant 'intermediaries' at national and European level, as well as civil society organisations and interested individuals working at the national and European levels. The communication strategy on the launch of the new Handbook should be ensured.
- Facilitate domestic implementation of European law and relevant international legal instruments in the field of data protection.

### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
2. Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2019

ACTIVITIES		OUTPUTS
<ul style="list-style-type: none"> <li>➤ Production and publication of the handbook on-line and in printed versions;</li> <li>➤ Translation and preparation of the handbook for publication in other EU languages;</li> <li>➤ Communicate research findings in this field to key policy makers at EU as well as national level, alongside other relevant stakeholders;</li> <li>➤ Dissemination of the handbook and its promotion among relevant stakeholders</li> <li>➤ Specific stakeholder communication and capacity-building activities;</li> <li>➤ Participation in meetings and events.</li> </ul>		<ul style="list-style-type: none"> <li>➤ Easily accessible Handbook for legal practitioners;</li> <li>➤ Handbook published in EU languages;</li> <li>➤ Communication activities</li> <li>➤ Meetings with stakeholders and experts.</li> </ul>

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	-
Temporary Agents	1.25	Technical Assistance & Capacity building	-	-	30,000
Contract Agents	0.50	Institutional Cooperation & Networks	-	-	-
SNEs	0.35	Communications & Events	200,000	-	95,000
<b>Total</b>		<b>Total</b>	<b>200,000</b>	-	<b>125,000</b>

**Activity 4: Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality**

**A 4.4– EU LGBTI Survey II**

PRIORITY 1 STATUS: *on-going* TYPE: *multiannual* START: *01/01/2018*

**DESCRIPTION and ADDED VALUE of the PROJECT**

Improvements in legal and policy frameworks at EU and national level to protect the rights of lesbian, gay, bisexual, trans and intersex (LGBTI) persons are encouraging. The Agency will conduct in 2019 the second wave of its EU-LGBTI survey, expanding it to cover also intersex persons, in order to collect evidence of how these improvements are experienced by rights holders on the ground. Other EU level statistical data based on surveys on relevant issues disaggregated by sexual orientation or gender identity are not available. The first wave II of this survey was carried out by the Agency in response to a request of the European Commission in 2012. Some 93,000 LGBT respondents participated, thereby making it the largest survey of its kind. The European Commission, in its List of Actions of December 2015 to Advance Equality for LGBTI people, called on the Agency to repeat the survey in 2019. Several EU Member States, convened in the LGBTI governmental focal point network, as well as NGOs representing LGBTI persons have also proposed for FRA to carry out a new survey. In parallel, FRA's EU-LGBT Survey has inspired other national institutions – such as the French national Institute for Demographic Studies (INED) – to design and conduct similar national surveys on LGBT persons, and international organisations such as the World Bank have set out to collect survey data outside the EU. These efforts have not, however, produced data that would allow comparisons between EU Member States as well as forming an overview of the situation at the EU level, in a way which FRA's EU-LGBT survey was able to do.

Repeating the survey and extending its scope to collect data also on the experiences and opinions of intersex persons will assist the European Union and its Member States in further strengthening the fundamental rights legal frameworks protecting LGBTI persons as well as developing policies addressing challenges to fundamental rights faced by LGBTI people. Relevant EU legislation and policy areas include the EU directives on employment equality, the Victims Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people.

The findings of the second wave of the EU-LGBTI survey will be compared to those of the first wave, as far as the online methodology allows, enabling the Agency and other stakeholders to assess changes over time. Some of the questions will be aligned to those of the Fundamental Rights Survey to compare with the experiences and views of the general population. The results will further inform initiatives undertaken by Council of Europe, United Nations, OSCE as well as civil society organisations and national human rights bodies.

Repeating this survey will allow the Agency to further contribute to “develop[ing] methods and standards to improve the comparability, objectivity and reliability of data at European level”, as set out in Article 4.1.b of the regulation establishing the European Union Agency for Fundamental Rights (Council Regulation (EC) No 168/2007) in a field where reliable, comparative data are necessary but non-existent. Selected results will be shared with the Commission by the end of 2019.

**PROJECT OBJECTIVES**

- To provide comparable evidence on LGBTI people's experiences and opinions concerning various areas of fundamental rights in the EU – such as equality and non-discrimination, victimisation or rights awareness – that will inform EU and Member States' legal and policy making
- To compare results and assess changes between the first and the second surveys.

**LINK TO FRA STRATEGIC PILLARS**

1. Identifying trends: collecting and analysing comparable data and evidence;
4. Effectively promoting rights, values and freedoms;
5. Strengthening cooperation with national and local fundamental rights actors: working with communities of support

**PROJECT PLAN FOR 2019**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Development of fieldwork materials and tools</li> <li>➤ Data collection</li> <li>➤ Consultation of stakeholders and experts, as relevant</li> </ul>	<ul style="list-style-type: none"> <li>➤ Development of fieldwork materials and tools</li> <li>➤ Data collection</li> <li>➤ Consultation of stakeholders and experts, as relevant</li> </ul>

**RESOURCES PLANNED FOR 2019**

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	<i>357,000</i>	-	-
<i>Temporary Agents</i>	<i>1.10</i>	<i>Technical Assistance &amp; Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>0.50</i>	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
<i>SNEs</i>	<i>0.80</i>	<i>Communications &amp; Events</i>	-	-	-
<b>Total</b>	<b>2.40</b>	<b>Total</b>	<b>357,000</b>	-	-

## A 4.5 – Responses to ad-hoc requests and fundamental rights challenges in the area of “Equality and non-discrimination, including racism and xenophobia”

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

Additional activities in the area of “Non-Discrimination” focus on the Agency’s task to provide evidence based assistance and expertise through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU and national levels. This will include activities related to equal treatment and all forms of discrimination, including background research relating to Article 21 on non-discrimination of the Charter of Fundamental Rights of the European Union, as well as on discrimination on the grounds of nationality. This will be achieved through a combination of desk research, meetings with stakeholders and awareness raising through participation at relevant meetings, events and conferences, also following up on reports published by the Agency in previous years. In 2019, FRA will update [the anti-Muslim hatred database, which was first published in 2018 \(with data for the years 2012-2017\)](#). [The regular updating of the anti-Muslim hatred database contributes to the analysis of trends concerning xenophobia, racist hatred and violence targeting Muslims in the EU. The development of evidence-based and targeted policy responses on this situation benefits from FRA’s data collection, which brings together existing data and evidence at international, EU and national level, which – in the absence of FRA’s data collection – is currently scattered and therefore not easily accessible for policy actors.](#)

### PROJECT OBJECTIVES

- To provide opinions and evidence based advice;
- Issue analyses and papers based on existing materials, when required and update selected publications;
- Make findings of FRA available to policy makers;
- To update work on the political participation of persons with disabilities in respect to legal capacity;
- Relevant communication and cooperation activities.

### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms.
5. Strengthening cooperation with national and local fundamental rights actors: working with communities of support;

### PROJECT PLAN FOR 2019

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;</li> <li>➤ Developing targeted analysis and briefs;</li> <li>➤ Participation in meetings and events.</li> <li>➤ During 2019, FRA will update <a href="#">the anti-Muslim hatred Data base</a>.</li> </ul>	<ul style="list-style-type: none"> <li>➤ <a href="#">Updated anti-Muslim hatred Database through data collection and updating of the online database with 2018-2019 data.</a></li> <li>➤ Expert advice to stakeholders;</li> <li>➤ Preparation and presentation of relevant opinions, papers, presentations and other input, as requested.</li> </ul>

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	<a href="#">138,000</a>	-	-
Temporary Agents	0.70	Technical Assistance & Capacity building	-	-	-
Contract Agents	0.50	Institutional Cooperation & Networks	-	-	-
SNEs	0.25	Communications & Events	-	-	200,000
<b>Total</b>	<b>1.45</b>	<b>Total</b>	<b><a href="#">138,000</a></b>	-	200,000

## Area of activity 5: Rights of the child

### A 5.1 – Providing fundamental rights expertise on child protection and participation

**PRIORITY 1**      **STATUS: NEW**      **TYPE: multiannual**      **START: 01/01/2019**

#### DESCRIPTION and ADDED VALUE of the PROJECT

The rights of the child is included in FRA's Multi-Annual Framework adopted by Council Decision (EU) 2017/2269. In the past years, FRA has completed significant research on the rights of the child. FRA has produced a number of tools for practitioners and further promote those. A checklist for professionals to ensure child-friendly proceedings is available in all EU languages and more, as well as a video to raise children's rights in several EU languages and beyond. A handbook on European law relating to the rights of the child was published together with the Council of Europe in November 2015 and translated in most EU languages. A handbook on how to strengthen guardianship systems for unaccompanied children is available in all EU languages and in the first quarter of 2019 together with the European Commission, FRA will complete its work on a handbook on how to deal with EU children who are outside their Member State of origin and are in need of protection. Building on previous research, the project will allow the Agency to provide evidence based assistance and advice through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy and procedures at the EU as well as at the national level. Since much of the work on child rights is mainstreamed throughout the Agency's research, for example in respect to migration, equality, Roma, access to justice, data protection, the rights of persons with disabilities, etc. relevant activities may cover a range of areas. The Agency will follow up its research work on the rights of the child through targeted engagement with key stakeholders to ensure that the evidence gathered in previous years informs policy decisions. FRA will also follow-up on developments related to the new European Pillar of Social Rights that includes specific reference to the right to affordable early childhood education and care of good quality, as well as the right to protection from poverty. Outputs providing further analysis of existing data could be produced, upon request by EU institutions and agencies and FRA will continue to assess the possibility of collecting data on violence against children, and pursue efforts to involve children in all matters that concern them and raise awareness on how that can be done, including in research, meetings and events. 2019 is also the year of the 30<sup>th</sup> Anniversary of the UN Child Rights Convention and the Agency will join forces with key partners to promote children's rights in the European Union. To this end FRA will produce tools to make its work on children's rights more accessible for stakeholders. The work will benefit and raise awareness among a broad range of stakeholders, including the European Commission and other EU institutions, bodies and agencies; Member States; NHRIs/equality bodies/ombudspersons for children and ombudsperson Institutions; specialized agencies; other international organizations, such as Council of Europe; civil society including professional organizations and children themselves.

#### PROJECT OBJECTIVES

- Provide assistance and expertise to selected stakeholders on different aspects relating to the rights of the child and in particular on how to promote and safeguard the best interests of the child;
- Promote FRA handbooks, tools and other materials with relevant stakeholders;
- Promote and disseminate the guide on EU children at risk of trafficking in human beings which will be produced with EC;
- Support EU efforts to strengthen guardianship systems for unaccompanied children;
- Communicate FRA research findings to stakeholders sharing promising practice;
- Carry out and publish specific analysis on child rights issues based on existing data, as required;
- Carry out communication and awareness raising activities;
- Develop further research work, as required by policy development.

#### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analyzing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms;
3. Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

#### PROJECT PLAN FOR 2019

ACTIVITIES		OUTPUTS
<ul style="list-style-type: none"> <li>➤ Provide evidence-based assistance to EU institutions <u>and Agencies</u>, MSs;</li> <li>➤ Attend and provide tailor-made input to Council Working Parties, European Parliament, expert meetings by the European Commission or EU Agencies as well as to other carefully selected events on child protection;</li> <li>➤ Support the European Commission forum on the rights of the child and celebrating the 30<sup>th</sup> Anniversary of the CRC;</li> <li>➤ Promote FRA child protection and child participation tools;</li> <li>➤ Translate and promote the guide on EU children at risk of trafficking;</li> <li>➤ Communicate FRA findings to key policymakers at EU, national level and other stakeholders (international organisations, civil society, professional associations);</li> <li>➤ Develop targeted analysis and briefs, when required;</li> <li>➤ Update existing reports, as required; <u>capacity-building tools and material</u></li> </ul>		<ul style="list-style-type: none"> <li>➤ Tailor-made input into legislative, policy or other documents provided to EU institutions / agencies</li> <li>➤ Targeted input in meetings and events;</li> <li>➤ Dissemination of the EU children guide;</li> <li>➤ Selected publications (or parts thereof) updated and translations;</li> <li>➤ <u>Production of capacity-building tools and materials</u></li> <li>➤ Publication of opinions, papers, as required.</li> </ul>

#### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>	1.50	<i>Technical Assistance &amp; Capacity building</i>	35,000	-	30,000
<i>Contract Agents</i>	0.30	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
<i>SNEs</i>	-	<i>Communications &amp; Events</i>	10,000	-	95,000
<b>Total</b>	<b>1.80</b>	<b>Total</b>	<b>45,000</b>	-	125,000



## Area of activity 8: Racism, xenophobia and related intolerance

### A 8.3 – Contributing to the work of relevant expert working groups to be set up within the EU High Level Group on combating racism, xenophobia and other forms of intolerance

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2015

#### DESCRIPTION and ADDED VALUE of the PROJECT

The European Commission launched the EU High Level Group to combat racism, xenophobia and other forms of intolerance on 14 June 2016, following up on the conclusions of the 2015 Annual Colloquium on Fundamental Rights on "Tolerance and respect: preventing and combating anti-Semitic and anti-Muslim hatred in Europe". The aim of this High Level Group (HLG) is to bring a further political impetus for the EU and its Member States to progress on countering hatred and intolerance in Europe. For the future, focus will be out on ensuring that existing standards and the guidance developed is used to make concrete progress on the ground at the national level, also as a means to ensure a more effective implementation of EU rules. The Agency will, in this context, contribute to the work of relevant expert working groups meant to be set up within the HighLevel Group on the key areas identified. In particular, improving recording and identifying a methodology for data collection of hate crimes, including by building on successful national models and civil society experience, is an area where progress still remains crucial. Further work in this area will be carried out through an expert working group on methodologies for recording and collecting data on hate crime to be coordinated by the Fundamental Rights Agency, which will continue and build on the work done by a previous Subgroup, already facilitated by the Agency (2016-2018) as well as on relevant work already carried out by the Agency, in particular discussions and outputs of the Working Party on improving recording and reporting of hate crimes (2014-2016). The activities of the expert working group will also contribute to the Agency task to "develop methods and standards to improve the comparability, objectivity and reliability of data at European level", as set out in Article 4.1.b of Council Regulation (EC) No168/2007) establishing FRA.

#### PROJECT OBJECTIVES

- The objective of the expert working group is to assist Member States in developing and implementing methodologies through which to improve the recording of incidents of hate crime by frontline police officers at the moment of reporting, and the subsequent collection of data

#### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms;
5. Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

#### PROJECT PLAN FOR 2019

##### ACTIVITIES

- Support Member States to improve the recording of incidents of hate crime by frontline police officers and assist Member States in the implementation of the key guiding principles in the area of hate crime recording
- Support Member States to identify gaps and improve hate crime data collection at the national level
- Facilitate the exchange of practices between Member States in the area of hate crime recording
- Contribute to the work of expert working groups to be set up in other key identified areas

##### OUTPUTS

- Biannual meetings of the expert working group → Capacity-building seminars and materials

#### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	-
Temporary Agents	1.25	Technical Assistance & Capacity building	40,000	-	30,000
Contract Agents	0.50	Institutional Cooperation & Networks	-	-	-
SNEs	0.35	Communications & Events	-	-	-
<b>Total</b>	<b>2.10</b>	<b>Total</b>	<b>40,000</b>	<b>-</b>	<b>30,000</b>

## A 8.4 – Racism and ethnic discrimination: data collection and analysis

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

Article 17 of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin – the Racial Equality Directive – calls on the European Commission to draw a report to the European Parliament and the Council of the European Union on the application of the directive in Member States. Article 17 further stipulates that the Commission's report "shall take into account, as appropriate, the views of the European Monitoring Centre on Racism and Xenophobia," which has now been replaced by the European Union Agency for Fundamental Rights.

In 2019, FRA will collect evidence and analyse existing survey data relevant to the implementation of the Racial Equality Directive, and in addition of the implementation of the Employment Equality Directive, which will serve to provide input to the Commission's report on the application of the two directives to be published in 2020. The collected information through FRANET will serve the assessment the state of equality in the European Union 20 years after the adoption of the Racial Equality and the Employment Equality Directives, along the lines of the FRA Opinion 1/2013 on the situation of equality in the European Union 10 years on from the initial implementation of the equality directives. The intersectionality of the phenomenon of discrimination, taking gender into account, will be given due consideration in this work.

### PROJECT OBJECTIVES

- Provide data and evidence to the European Commission with regard to its obligations under Article 17 of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms;
5. Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

### PROJECT PLAN FOR 2019

#### ACTIVITIES

- Desk research and data collection (in-house and FRANET);
- Analysis of data and evidence from all relevant FRA surveys (for example, second survey on discrimination and hate crime against Jews in the EU, EU-MIDIS II survey, LGBTI II, the Fundamental Rights survey), and data collected from FRANET for this purpose and for various thematic reports, as well as the Agency's annual Fundamental Rights Report;
- Missions and participation in external meetings, as relevant.

#### OUTPUTS

- Input to the European Commission, European Parliament and the Council of the European Union for their report on the implementation of the two Equality Directives.

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	88,500	-	-
Temporary Agents	1.25	Technical Assistance & Capacity building	-	-	-
Contract Agents	0.50	Institutional Cooperation & Networks	-	-	-
SNEs	0.35	Communications & Events	1,500	-	-
<b>Total</b>	<b>2.10</b>	<b>Total</b>	<b>90,000</b>	-	-



## Area of activity 9: Projects and activities covering all MAF areas

### A 9.4 –Raising awareness and effectively promoting rights

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

#### DESCRIPTION and ADDED VALUE of the PROJECT

EU institutions and Member States have stressed the need to communicate and raise awareness of fundamental rights. The Agency will develop a range of activities to fulfil this need based on the '10 keys to effectively communicating rights', which will be mainstreamed into the agency's communications.

FRA will continue furthering its leading role in effectively communicating human rights to sustain support for those rights, influencing change leaders and raising awareness among rights holders. This central mission is vital to avoid that the political and media agendas will be hijacked by others who are determined to dismantle the human rights framework. In 2019, the Agency will continue its closed Facebook Group of human rights communicators to exchange information and experiences. It will also convene communicators of EU Member State administrations and human rights organisations, and 'non-expert' messengers who reach a public beyond the usual stakeholders (such as bloggers, storytellers, young Europeans). The overall aim will be to establish an ad-hoc working party on communicating rights.

FRA will communicate its work through events, organised in cooperation with EU Member States holding the rotating 6-month EU Presidencies (Romania and Finland in 2019), also in cooperation and with the support of the EEA and Norway Grants. These will convene specific stakeholders, in particular senior officials at EU and national level, as well as civil society, on issues related to fundamental rights, which are of particular importance in the EU policy agenda.

In addition, the Agency will follow up on calls to action included in the Chair's Statement of the 2018 Fundamental Rights Forum. In parallel, the Forum will be evaluated to assess its added value and future.

The Agency will also organise social media campaigns to promote on the one hand the outcome of specific projects and on the other more generally fundamental rights. In parallel, the Agency intends to explore the potential for developing an online blog where staff will be able to publish blogs not directly related to the Agency's specific outputs. Senior Agency staff will moderate this activity. In 2019, the Agency will complete and launch its media toolkit, which can assist media professionals in reporting on migration and asylum issues. Media professionals will be trained using webinars in the toolkit's application, aimed at increasing media literacy

#### PROJECT OBJECTIVES

- Provide safe space for convening stakeholders to discuss fundamental rights issues
- Assist media professionals in improving their reporting on fundamental rights issues
- Facilitate the exchange of good practice among those involved in communicating human rights issues

#### LINK TO FRA STRATEGIC PILLAR

4. Effectively promoting rights, values and freedoms  
Strengthening cooperation with national and local fundamental rights actors: working with communities of support

#### PROJECT PLAN FOR 2019

ACTIVITIES		OUTPUTS	
<ul style="list-style-type: none"> <li>➤ Cooperation with Romanian and Finnish Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities</li> <li>➤ Engage with human rights communicators to improve the delivery of human rights messages</li> <li>➤ Convene communicators from EU Member State administrations and human rights organisations and 'non-expert' messengers</li> <li>➤ Work towards establishing an ad-hoc working party on communicating rights</li> <li>➤ Moderate and animate exchange among human rights communicators of FRA's closed Facebook Group</li> <li>➤ Carry out social media campaigns on key themes of FRA's 2019 work</li> <li>➤ Capacity building and training of media professionals using FRA's toolkits (e.g. media toolkit, guide on preventing unlawful profiling etc.) through webinars, seminars, etc.</li> </ul>		<ul style="list-style-type: none"> <li>➤ 2 EU Presidency conferences (Romania and Finland)</li> <li>➤ Communicators meeting (Vienna)</li> <li>➤ Regular exchange of information between human rights communicators (Facebook Group)</li> <li>➤ Web-based toolkits, e.g. media toolkit</li> <li>➤ Social media campaigns</li> <li>➤ Webinars, seminars and other training sessions</li> </ul>	

#### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	-
Temporary Agents	1.25	Technical Assistance & Capacity building	-	-	-
Contract Agents	0.50	Institutional Cooperation & Networks	-	-	-
SNEs	0.35	Communications & Events	300,000	-	-
<b>Total</b>	<b>2.10</b>	<b>Total</b>	<b>300,000</b>	-	-

## A 9.8 – Production and dissemination of FRA output

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2019

### DESCRIPTION and ADDED VALUE of the PROJECT

FRA disseminates the results of its work and raises public awareness (Founding regulation, Article 4, a and h) through a range of communication activities. These aim to ensure that its work reaches the appropriate audiences at the right time in an appropriate format through the appropriate channels.

Production and dissemination activities are carried out both online and offline (print). In this context, a great number of research-related deliverables are produced – as listed under the different project fiches outlined in the previous sections. In addition, the Agency will continue to produce a number of information products, including awareness-raising material, and disseminate it to the Agency's stakeholders.

The online activities are primarily conducted through the Agency's web and social media presence. They are continuously reviewed to reflect technological developments and their content is regularly updated.

### PROJECT OBJECTIVES

- Communicating FRA's work to the general public and specific target audiences through online, print (including editing and translation of texts) and audio/visual means
- Informing policymakers, experts and practitioners at EU and national level about a range of fundamental rights issues based on the Agency's evidence and expertise
- Developing state-of-art online communication tools to promote fundamental rights issues
- Diversifying print production to respond to the needs of specific audiences, such as persons with disabilities

### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Effectively promoting rights, values and freedoms;.

### PROJECT PLAN FOR 2019

ACTIVITIES		OUTPUTS	
<ul style="list-style-type: none"> <li>➤ Develop, maintain and update FRA's website in order to make it more attractive, user friendly and accessible, including for mobile devices</li> <li>➤ Improve the data visualisation and other online tools</li> <li>➤ Producing and disseminating major reports and other types of publications related to the Agency's activities</li> <li>➤ Produce communication material additional to major reports, such as In Briefs, infographics and brochures</li> <li>➤ Disseminate relevant output to specific audiences online, through social media, at events and through mailing lists, provided also by the Publications Office of the European Union</li> <li>➤ Ensure efficient stock management of publications</li> <li>➤ Media monitoring and press clipping service</li> <li>➤ Produce translations of FRA deliverables in as many EU languages as financial resources allow</li> <li>➤ Develop FRA's corporate identity and branding</li> </ul>		<ul style="list-style-type: none"> <li>➤ Redesigned FRA website, including mobile-device friendly information (web app)</li> <li>➤ Data explorer for selected surveys</li> <li>➤ Translations of outputs into EU languages</li> <li>➤ Proposals for new corporate visual identity and branding</li> <li>➤ Media monitoring</li> <li>➤ Communication products</li> <li>➤ Various types of print material</li> <li>➤ Dissemination of FRA output through various channels</li> <li>➤ Stock management of FRA output</li> </ul>	

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>	3.00	<i>Technical Assistance &amp; Capacity building</i>	-	-	-
<i>Contract Agents</i>	0.25	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
<i>SNEs</i>	0.45	<i>Communications &amp; Events</i>	525,000	-	300,000
<b>Total</b>	<b>3.70</b>	<b>Total</b>	<b>525,000</b>	-	<b>300,000</b>

## A 9.9 - Applying the EU Charter of Fundamental Rights in national law and policymaking

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2019

### DESCRIPTION and ADDED VALUE of the PROJECT

The Agency is expected to provide evidence and analysis concerning the use and implementation of the EU Charter including at national level. In its "conclusions on the application of the Charter of fundamental rights in 2016" the Council invited the Agency "to work together with Member States to facilitate the exchange of good practices, tools and methods on the application of the Charter and on the communication of fundamental rights, values and freedoms".

Research and practical experience show that one of the major hurdles in the implementation of the Charter is the difficulties for practitioners to understand when the Charter applies and when not. In 2018, the Agency launched a handbook providing hands-on guidance to national law and policy makers in this regard. The handbook, which was drafted in consultation various experts and with input from national parliaments and governments, is based on case law of the CJEU. It provides practical toolkits for checking whether a concrete legislative file falls within the scope of EU law, whether it interferes with Charter entitlements, and whether such a limitation of Charter rights can be justified. The handbook also explains the added value of the Charter in practical terms. In 2019, the handbook needs to be disseminated to relevant stakeholders in order to maximise its impact and relevance. The handbook will also be mainstreamed into the Agency's different strands of Charter related work.

In line with the Agency's strategic objective to support the strengthening of the capacity of national and local human rights actors, FRA will provide support and expertise to promote the use of the EU Charter at different levels of governance. In doing so, FRA will build on its own data collection and analysis (regarding application of the Charter at national level) and feedback from relevant stakeholders, such as national human rights institutions. It will also seek to achieve synergies with Commission-funded programmes and projects related to the Charter, as well as with initiatives of Presidencies of the Council of the EU when they decide to organise conferences or seminars on the Charter. The project complements existing awareness-raising initiatives related to national or international human rights law.

### PROJECT OBJECTIVES

- Provide expertise and advice concerning the implementation of the Charter;
- Further develop, improve and maintain Charterpedia;
- Work together with Member States and EU Agencies to facilitate the exchange of good practices, tools and methods on the application of the Charter;
- Roll out FRA Handbook providing guidance on the applicability of the Charter;
- Expand promotion of the EU Charter to raise awareness at national level, including through cooperation with national human rights institutions.

### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms;  
Strengthening cooperation with national and local fundamental rights actors: working with communities of support .

### PROJECT PLAN FOR 2019

#### ACTIVITIES

- Increasing awareness of the applicability of the EU Charter of Fundamental Rights by promoting the EU Charter Handbook;
- [Further translations of EU Charter handbook](#)
- Updating and expanding Charterpedia;
- Capacity building on the EU Charter by providing relevant institutions, in particular national human rights institutions, with expertise on the EU Charter;
- [Translation of an online training toolkit developed by the Dutch Training and Study Centre](#)
- Communicating values and rights in EU Charter by marking the 10th anniversary of the EU Charter in cooperation with partners (European Commission, European Parliament, EU Presidencies, academic institutions);
- Launch and promotion of Charter country factsheets that explain the role of the Charter in the national context (in the respective national language);
- [Developing thematic Charter factsheets](#)
- Collecting and analysing data on the use of the Charter at national level for the Fundamental Rights Report 2019

#### OUTPUTS

- Chapter on the use of the Charter at national level in the Fundamental Rights Report 2019;
- Charter handbook translations, layout and printing; in 5 of the official languages of the European Union;
- FRA contributions to events and conferences related to the EU Charter;
- Charter capacity building at national level activities and follow up on the 2018 pilot capacity building by NHRIs targeting public officials and civil society

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	77,000	-	-
<i>Temporary Agents</i>	1.00	<i>Technical Assistance &amp; Capacity building</i>	53,000	-	-
<i>Contract Agents</i>	1.00	<i>Institutional Cooperation &amp; Networks</i>	10,000	-	-
<i>SNEs</i>	-	<i>Communications &amp; Events</i>	85,000	-	150,000
<b>Total</b>	<b>2.00</b>	<b>Total</b>	<b>225,000</b>	-	150,000

## A 9.10 –Performance, Monitoring and Evaluation

**PRIORITY 1**

**STATUS: ongoing**

**TYPE: multiannual**

**START: 01/01/2015**

### DESCRIPTION and ADDED VALUE of the PROJECT

According to the Article 15, co. 4f of the Agency's founding regulation (168/2007) effective monitoring and evaluation procedures shall be implemented relating to the performance of the Agency against its objectives according to professionally recognized standards.

The requirements for conducting evaluations at FRA are set in numerous documents, requesting FRA to demonstrate its performance, achievements and impact in the context of financial budgetary pressures and increasing demands from internal and external stakeholders for good governance, accountability and transparency, greater effectiveness and delivery of tangible results. The performance measurement framework (PMF) sets out the practical steps needed to assess the FRA performance elaborating some important aspects (such as defining more precise quantitative and qualitative information to be collected, selecting methods and tools of collecting monitoring data) as well as providing a clear and accurate overview of the extent to which the activities contribute to the realization of FRA's outcomes.

Monitoring is the systematic collection and analysis of information performed during the implementation of FRA's projects. It involves carrying out regular internal data collection and analysis activity so as to identify and measure gaps between actual and planned performance at different points in time in the project life cycle. It ultimately aims to inform management decisions, notably in the introduction of timely corrective measures.

Evaluation activities focus on measurement at the level of short term impact, long term impact and aspirational impact as defined in the PMF. These activities can be conducted at different stages of the project's life cycle, as per ex-ante evaluations, interim or mid-term evaluations, ex-post evaluations and stakeholder review.

### PROJECT OBJECTIVES

- One of the major objectives of FRA performance monitoring and evaluation is to create links between the different levels of its intervention and to collect data regarding both the agency's (1) outputs and (2) outcomes. Monitoring the performance of FRA will be carried out in accordance with a logic model (composed by outputs, immediate, intermediate and ultimate outcomes) which includes the list of the performance measures;
- The agency has set up Performance Measurement Frame-work 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

### LINK TO FRA STRATEGIC PILLARS

3. Identifying trends: collecting and analysing comparable data and evidence;
4. Contributing to better law making and implementation: providing independent advice;
5. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
6. Effectively promoting rights, values and freedoms;
7. Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

### PROJECT PLAN FOR 2019

ACTIVITIES		OUTPUTS
<ul style="list-style-type: none"> <li>➤ Regarding outputs the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data, e.g. on the projects implemented by the FRA. At the level of outputs the main sources of information to be used include standard reporting templates and surveys of participants.</li> <li>➤ Evaluations (ex-ante, interim and ex-post) which are conducted by an independent external evaluator, include surveys, interviews and desk research data supported by focus group meetings organised for the evaluated projects.</li> </ul>		<ul style="list-style-type: none"> <li>➤ Evaluation Reports;</li> </ul>

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	-
Temporary Agents	2.00	Technical Assistance & Capacity building	-	-	-
Contract Agents	-	Institutional Cooperation & Networks	-	-	-
SNEs	-	Communications & Events	-	-	-
<b>Total</b>	<b>2.00</b>	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>

## A 9.11 - Complementary data collection and other activities to support evidence based advice for stakeholders

PRIORITY 1

PRIORITY 1

PRIORITY 1

PRIORITY 1

### DESCRIPTION and ADDED VALUE of the PROJECT

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 Fundamental Rights 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 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.
- Different FRA stakeholders depending on the issue.

In addition, subscriptions to specialist (research) journals and periodicals in all formats and to research electronic resources will be covered by this fiche.

### PROJECT OBJECTIVES

- All FRA objectives may be addressed through this activity.

### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analyzing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
4. Effectively promoting rights, values and freedoms;
5. Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

### PROJECT PLAN FOR 2019

#### ACTIVITIES

#### OUTPUTS

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>➤ Data collection activities will be carried out, as needs may develop;</li> <li>➤ Communication &amp; awareness raising activities;</li> <li>➤ Project-specific stakeholder communication and awareness raising strategy will be developed</li> </ul> | <ul style="list-style-type: none"> <li>➤ Data collection activities will be carried out, as needs may develop;</li> <li>➤ Communication &amp; awareness raising activities;</li> <li>➤ Project-specific stakeholder communication and awareness raising strategy will be developed</li> </ul> |
|---|---|

### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	<u>59,000</u>	-	<u>200,000</u>
<i>Temporary Agents</i>	2.00	<i>Technical Assistance &amp; Capacity building</i>	-	-	-
<i>Contract Agents</i>	-	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
<i>SNEs</i>	-	<i>Communications &amp; Events</i>	-	-	-
<b>Total</b>	<b>2.00</b>	<b>Total</b>	<u>59,000</u>	-	<u>200,000</u>

## Title IV – Other operational activities

### B 1.2 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights

**PRIORITY 1**      **STATUS:** *new*      **TYPE:** *multiannual*      **START:** *01/01/2019*

#### DESCRIPTION and ADDED VALUE of the PROJECT

All 28 EU Member States have transposed the comprehensive EU legal framework for promoting equality and non-discrimination into national law. Translating the legislation into policies and policies, their implementation and monitoring requires robust equality data. The European Handbook on Equality Data (revised in 2016) defines the conceptual and terminological framework in the field. As a next step and acknowledging the importance of equality data, the High Level Group on non-discrimination, equality and diversity set up the Subgroup on Equality Data in February 2018 with the view to support Member States in their efforts to improve the collection and use of equality data. In line with its mandate to develop methods and standards to improve the comparability, objectivity and reliability of data at the European level, FRA facilitates this sub-group, which produced in 2018 'Guidelines on improving the collection and use of equality data'. In parallel, FRA is actively participating in the UNECE Task Force on developing methodologies for collecting data on hard-to-reach populations. Both the Guideline and the recommendations of the TaskForce provide detailed insights on **what** needs to be done for collecting and using equality data. The next step in this multi-layered process is to build the national capacity for implementing these insights with specific responses on **how** comparable equality data can be generated in the specific national policy and data standards contexts.

Drawing on FRA's relevant research work and expertise from, inter alia, collecting quantitative data (through representative surveys) and qualitative research (LERI, SELEX), the Agency was invited to join the Bulgarian National Statistical Institute as a project partner in a pre-defined EEA/N Grants-funded project on generating data on hard-to-reach populations at risk of violation of their fundamental rights. Given the potential of replicability of the project results in other EUMS, the relevant stakeholders include the European Parliament; Council of the EU; European Commission; National authorities (National Statistical Institutes in EUMS and Western Balkan countries with observer status at FRA, NRCs; NHRIs/Equality Bodies); Specialised Agencies; EU Agencies; Eurostat, Civil Society.

#### PROJECT OBJECTIVES

- To provide technical assistance to the project promoter on specific methods for reaching hard-to-reach populations;
- To improve the stakeholders' capacity to apply data in the policy-making process;
- To support the development of new methodologies for collecting data on the status of hard-to-reach populations;
- To support the development of fundamental rights and equality indicators
- To issue analyses and papers based on the generated data and provide assistance in translating and contextualizing these analyses;
- To support knowledge exchange between relevant institutions at EUMS and EL level for replicating working approaches in regards data on the vulnerability of hard-to-reach populations at risk of violation of their fundamental rights

#### LINK TO FRA STRATEGIC PILLARS

1. Identifying trends: collecting and analysing comparable data and evidence;
2. Contributing to better law making and implementation: providing independent advice;
3. Supporting rights-compliant policy responses: providing a real-time assistance and expertise

#### PROJECT PLAN FOR 2019

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Methodological work on conceptualization of existing experience in collecting data on hard-to-reach populations at risk of violation of their fundamental rights</li> <li>➤ Methodological work on developing the instrument of the survey</li> <li>➤ Build the capacity of stakeholders at national and local level to apply data in the policy-making process</li> <li>➤ Communicate research findings to key policy makers at EU, as well as national level and other relevant stakeholders;</li> <li>➤ Develop targeted analysis and briefs;</li> <li>➤ Review translations of reports</li> <li>➤ Publish additional material;</li> <li>➤ Participate in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Methodologies for monitoring indicators, reporting templates, country profiles</li> <li>➤ 'Equality data' thematic module in the survey instrument</li> <li>➤ Expert advice to stakeholders;</li> <li>➤ Analyses of data</li> <li>➤ Equality indicators profiles</li> <li>➤ SDG indicators populated</li> <li>➤ Reports drafted</li> <li>➤ Communication materials (presentations and other inputs) prepared and disseminated</li> </ul>

#### RESOURCES PLANNED FOR 2019

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	=	=	=
<i>Temporary Agents</i>	<b>0.5</b>	<i>Technical Assistance &amp; Capacity building</i>	=	=	=
<i>Contract Agents</i>	<b>1.5</b>	<i>Institutional Cooperation &amp; Networks</i>	=	=	=
<i>SNEs</i>		<i>Communications &amp; Events</i>	=	=	=
<b>Total</b>	<b>2.0</b>	<b>Total</b>	=	=	<b>€ 248,111</b>



## ANNEX X Procurement plan Year 2019 (Financing Decisions)<sup>1</sup>

### Activity 3: Information society and, in particular, respect for private life and protection of personal data

#### A 3.1 – Advising on how to prevent unlawful profiling

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 54,000 (1<sup>st</sup> priority)

Budget line: Info soc. respect for priv life & prot. pers. data

Subject matter of the contracts envisaged: technical assistance

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 3

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

#### A 3.2 – Providing advice on European data protection law

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 200,000 (1<sup>st</sup> priority) and 125,000 (3<sup>rd</sup> priority)

Budget line: B03211 - Info soc. respect for priv life & prot. pers. data

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 11

Indicative timeframe for launching the procurement procedure: 1st quarter of the year

### Activity 4: Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality

#### A 4.4 – EU LGBTI Survey II

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 357,000 (1<sup>st</sup> priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: research

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

#### A 4.5 – Responses to ad-hoc requests and fundamental rights challenges in the area of “Equality and non-discrimination, including racism and xenophobia”

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 138,000 (1<sup>st</sup> priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: research

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 29

Indicative timeframe for launching the procurement procedure: 1st, 2nd, 3rd and 4th quarter of the year

### Activity 5: Rights of the child

#### A 5.1 – Providing fundamental rights expertise on child protection and participation

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 45,000 EUR 45,000 (1<sup>st</sup> priority)

Budget line: B03350 - Rights of the child

Subject matter of the contracts envisaged: research

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 5

Indicative timeframe for launching the procurement procedure: 1st and 2<sup>nd</sup> quarter of the year

## **Activity 8: Racism, xenophobia and related intolerance**

### **A 8.3 – Contributing to the work of relevant expert working groups to be set up within the EU High Level Group on combating racism, xenophobia and other forms of intolerance**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 40,000 (1<sup>st</sup> priority) and 30,000 (3<sup>rd</sup> priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 4

Indicative timeframe for launching the procurement procedure: 1st,2nd, 3rd and 4th quarter of the year

### **A 8.4 – Racism and ethnic discrimination: data collection and analysis**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 90,000 (1<sup>st</sup> priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 2

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

## **Activity 9: Projects and activities covering all MAF areas**

### **A 9.4 – Raising awareness and effectively promoting rights**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 300,000 (1<sup>st</sup> priority) and EUR 125,000

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 10

Indicative timeframe for launching the procurement procedure: 1st,2nd,3rd and 4th quarter of the year

### **A 9.8 – Production and dissemination of FRA output**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 525,000 (1<sup>st</sup> priority) and 300,000 (3<sup>rd</sup> priority)

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 30

Indicative timeframe for launching the procurement procedure: 1st,2nd,3rd and 4th quarter of the year

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 30

Indicative timeframe for launching the procurement procedure: 3rd and 4th quarter of the year

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 30

Indicative timeframe for launching the procurement procedure: 3rd and 4th quarter of the year

## **A 9.9 – Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 225,000 (1st priority)

Budget line: B03701.35.01 - Research and data collection EUR 77.000

Subject matter of the contracts envisaged: research

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year

Budget line: B03701.35.02 – Technical assistance and capacity building EUR 53.000

Subject matter of the contracts envisaged: translation & IT development

Type of contracts: specific contract based on negotiated procedure; SLA Translation Centre

Type of procurement: service

Indicative number of new contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year

Budget line: B03711.36.03 – Institutional cooperation and networks EUR 10.000

Subject matter of the contracts envisaged: IT development

Type of contracts: specific contract based on negotiated procedure;

Type of procurement: service

Indicative number of new contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 4th quarter of the year

Budget line: B03711.36.04 - Communication and events EUR 85.000

Subject matter of the contracts envisaged: translation, editing, printing

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 5

Indicative timeframe for launching the procurement procedure: ongoing throughout the year

## **A 9.10 – Performance, Monitoring and Evaluation**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 0

Budget line: n/a

Subject matter of the contracts envisaged: N/A

Type of contract: N/A

Type of procurement: N/A

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

## **A 9.11 –Complementary data collection and other activities to support evidence based advice for stakeholders**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 59,000 (1st priority)

Budget lines: B03701 - Research and data collection EUR 59,000

Type of contract: specific contract based on an existing framework contract

Type of procurement: service

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year

## **TITLE IV OTHER OPERATIONAL ACTIVITIES**

### **B 1.2 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2019 amounts to EUR 248,111 (3rd priority)

Budget line: B03802 - Consultation mechanisms

Subject matter of the contracts envisaged: research EUR 248,111

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year

