

2021-2023

DRAFT PROGRAMMING DOCUMENT





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List of Acronyms

CEPOL The European Union Agency for Law Enforcement Training

CJEU Court of Justice of the European Union

CoE Council of Europe

Convention 108 Convention for the Protection of Individuals with regard to automatic Processing of Personal Data

CoR European Committee of the Regions

CRC UN Convention on the Rights of the Child

CRPD UN Convention on the Rights of Persons with Disabilities

CVW CoE Convention on Preventing and Combating Violence against Women and Domestic Violence ('Istanbul Convention')

EASO European Asylum Support Office

ECDC European Centre for Disease Prevention and Control

ECHR (as amended by Protocol 14) European Convention on Human Rights (Convention for the Protection of Human Rights and Fundamental Freedoms)

ECRI European Commission against Racism and Intolerance

ESC (1996) European Social Charter (1996 revised)

ECtHR European Court of Human Rights

EDPS European Data Protection Supervisor

EEA European Economic Area

EESC European Economic and Social Committee

EFTA European Free Trade Association

EIGE European Institute for Gender Equality

EIO European Investigation Order

EJNC European Judicial Cybercrime Network

EJTN European Judicial Training Network

ELI European Law Institute

ENISA European Union Agency for Network and Information Security

ENNHRI European Network of National Human Rights Institutions

ENO European Network of Ombudsmen

EP European Parliament

EQUINET European Network of Equality Bodies

EU European Union

EU-LISA European Agency for the Operational Management of large-scale IT Systems in the Area of Freedom, Security and Justice

EUROJUST European Agency for Criminal Justice Cooperation

EUROPOL European Police Office

ESIF European Structural and Investment Funds

FMO Financial Mechanism Office of the EEA and Norway Grants

FRA European Union Agency for Fundamental Rights

FRANET FRA research network

EBCGA European Border and Coast Guard Agency (prev. FRONTEX)

GDPR General Data Protection Regulation

ICCPR International Covenant on Civil and Political Rights

IGF Internet Governance Forum

INED National Institute for Demographic Studies

IOI International Ombudsman Institute

IPO International Partner Organisation

JHA Justice and Home Affairs

LIBE European Parliament Committee on Civil Liberties, Justice and Home Affairs

NGO Non-Governmental Organisation

NHRIs National Human Rights Institutions

NLOs National Liaison Officers

ODIHR OSCE Office for Democratic Institutions and Human Rights

OECD Organisation for Economic Co-operation and Development

OHCHR Office of the United Nations High Commissioner for Human Rights

OSCE Organization for Security and Co-operation in Europe

PNR Passenger Name Record

SDGs Sustainable Development Goals

TCN Third-country nationals

TEU Treaty on European Union

TFEU Treaty on the Functioning of the European Union

UN United Nations

SECTION 1



FRA'S VISION



FRA delivers on its responsibility as the acknowledged, unique independent centre of reference and excellence for the promotion and protection of the human rights of everyone in the European Union.

FRA'S MANDATE

The European Union Agency for Fundamental Rights (FRA) was set up to provide independent evidence-based assistance and expertise relating to fundamental rights, in the domain of European Union law. It supports EU institutions and bodies, as well as Member States (as far as they are acting within the scope of EU law). In this way, the Agency is delivering on its overall objective to support the EU and its Member States when they "take measures or formulate courses of action within their respective spheres of competence" so that they can "fully respect fundamental rights". To achieve this objective, FRA collects and analyses comparable, objective and reliable information and data. The Agency situates its work in the wider context of the Charter of Fundamental Rights of the European Union, which with the entry into force of the Lisbon treaty became a legally binding 'bill of rights' for the EU, when implementing Union law.

FRA's activities are organised around three main tasks:

- Data collection, research and analysis
- Providing independent evidence-based advice to policymakers, cooperating and networking with stakeholders
- Communicating the results of its work and raising awareness of fundamental rights

FRA has the capacity to carry out scientific research and comparative analysis, follow cross-cutting trends, raise public awareness, and provide advice and guidance to national governments as well as to legislators at EU level. The Agency disposes over various networks of national liaison officers, parliamentary officers, civil society organisations, human rights bodies and research institutions, allowing it to reach out to the various relevant contexts. Against this background, the Agency has developed into an independent centre of excellence across all areas of its work supporting the work of the European Parliament, the Council of the EU, the European Commission, other EU bodies and the EU Member States alike. It carries out its tasks in complete independence.

FRA's Management Board is composed of independent persons appointed by each of the 28 EU Member States and the Council of Europe, and two representatives of the European Commission. Each member may be assisted by an alternate member who is selected according to the same procedure. The Scientific Committee which plays a statutory role guarantees the scientific quality and rigour of the Agency's work.

A five-year Multiannual Framework, which the Council of the European Union adopts after consultation with the European Parliament, determines FRA's thematic areas of work. Bearing in mind the objectives of the Agency's foundation and with due regard to its financial resources, the Agency shall carry out its tasks within the following thematic areas (according to the Council Decision (EU) 2017-2269 of 7 December 2017 establishing a Multiannual Framework for the European Union Agency for Fundamental Rights for 2018-2022):

- a) Victims of crime and access to justice;
- b) 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;
- c) Information society and, in particular, respect for private life and protection of personal data;
- d) Judicial cooperation, except in criminal matters;
- e) Migration, borders, asylum and integration of refugees and migrants;
- f) Racism, xenophobia and related intolerance;
- g) Rights of the child;
- h) Integration and social inclusion of Roma.

When requested by an EU institution, the Agency can also work outside these thematic areas.

In addition to the above, based on its founding regulation, the Agency develops activities in the field of promotion of fundamental rights and capacity building.

GENERAL CONTEXT

The year 2019 saw significant changes in the legislature of the European Union, with the election of a new Parliament in May, a new Commission taking office in December, and the European Council adopting the Strategic Agenda 2019–2024 in June. Outlining four priorities, the Strategic Agenda will guide EU institutions and Member States during that period. The organisational structure of the Agency enabled it to respond to these institutional and policy changes, through the combination of its five functional units and five strategic programmes.

The Programming Document 2021-2023 reflects these developments and incorporates two priorities of the Strategic Agenda relevant to the Agency's thematic areas of work: protecting citizens and freedoms; and, building a fair and social Europe. The Agency's current human and financial resources enable it to engage actively on the following aspects of these priorities:

- Protecting citizens and freedoms: effective border control; an effective migration and asylum policy; the proper functioning of Schengen.
- Building a fair and social Europe: the implementation of the European Pillar of Social Rights; fostering equal opportunities for all; the promotion of cohesion.

The Agency's work also serves to assist the EU to build in fundamental rights by design in the digital transformation, and to support the efforts of the EU and its Member States to implement the 2030 Agenda for Sustainable Development.

The Agency's Programming Document is in line with the 2018-2022 Multiannual Framework and has been developed following consultations with its institutional stakeholders at the national, EU and international levels, as well as with the Fundamental Rights Platform.

The Programming Document includes activities, which the Agency will conduct to meet specific requests for data and evidence from the European Parliament and European Commission, as well as in response to technical assistance and capacity-building needs in EU Member States.

As of 2020, the Agency will need to enhance its research capacity in fields related to Artificial Intelligence (AI) and its impact on fundamental rights, which has significant implications for both the public and private sector with respect to human dignity, equality, non-discrimination, privacy, data protection, freedom of expression and good

administration (to name a few impacted rights). Since 2018, the Agency has been a member of the Commission's High Level Expert Group on AI. As the discussion in this area moves from ethics to rights, and the EU institutions are looking at options for legislation in this field, the Agency is receiving increasing demands from EU institutions and Member States to contribute with its fundamental rights expertise to this area.

The success of the Agency's large-scale quantitative surveys has resulted in requests to undertake enhanced data collection and to repeat surveys – as this typically provides unique data in key fundamental rights areas that is otherwise not collected at the Member State and EU level. For the period 2019-2021, the Agency has been requested to bring forward – by two years – its survey data collection on immigrants and their descendants, which will encompass a new and separate round of data collection on Roma. During the same period, the Agency will be undertaking analysis and publishing results from three other surveys; namely, its second LGBTI survey; its six Member State Roma and Travellers' Survey; and the EU-wide Fundamental Rights Survey. As a result, FRA will be managing an unprecedented five surveys at the same time.

The Agency is heavily involved in the areas of migration, integration and refugee protection and the level of requests for the Agency's support and expertise from Member States and EU institutions has increased steeply in this area. Requests include legal opinions on pending EU legislation and policy files, support when developing impact assessments and other input for future legislative proposals, the implementation of EU strategies and action plans, the mainstreaming of fundamental rights in the Schengen evaluation system, and support on the ground to address fundamental rights challenges in the 'hotspots'. The cooperation with other JHA agencies, such as EBCGA, EASO and eu-LISA is becoming formalised as the broadened mandates of eu-LISA and EBCGA foresee. In addition, EBCGA's and EASO's new fundamental rights responsibilities result in requests to FRA to assist in fundamental rights capacity building, such as training of fundamental rights monitors.

In parallel to its data collection on hate-motivated crime, the Agency has also increased its technical assistance to EU Member States as requested by the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance in order to improve police recording and data collection of hate crime incidents. The combat against hate crime, which negatively affects migrant and refugee integration efforts but also the situation of Jewish, Muslim and LGBTI communities, remains high on the EU political agenda. Given the acuteness of hate crime affecting minorities, it can be expected that the Agency will be asked in the future to be even more active in this field. In parallel, the area of migrant and refugee integration is becoming of critical importance in the aftermath of the increased mixed migration flows since 2015.

The Agency is also requested to collect and analyse data on Roma inclusion efforts to assist the Commission and Member States in fulfilling and reporting on Council Recommendation of December 2018 on effective Roma integration measures in the Member States. Statistical data collected through large-scale surveys on Roma across several Member States are used by the Commission and the Council to formulate appropriate Country Specific Recommendations in the context of the European Semester. In this context, the Agency's technical expertise is essential to support Member States to report on structural reforms and investment for Roma inclusion.

In United Nations Convention on the Rights of Persons with Disabilities (CRPD) is the first international human rights treaty, which the EU as a body, ratified. In 2017, the EU Council tasked the Agency to participate with the European Parliament, European Ombudsman and European Disability Forum in the EU Framework to monitor the respect, protection and promotion of the rights of persons with disabilities, as required by Article 33.2 of the Convention. The tasks assigned to the Agency include data collection and analysis, as well as awareness raising. In light of the upcoming periodic review of the EU's implementation of the CRPD, it can be expected that FRA will be asked to contribute to addressing the list of issues identified by the UN.

SECTION 2

MULTI-ANNUAL PROGRAMMING 2021-2023

The Agency's multi-annual programming is based on FRA's 2018-2022 Multiannual Framework¹ (MAF) and it is divided into a multi-annual and an annual component.

The multi-annual component is based on the **FRA Strategy 2018 – 2022** that was prepared by FRA operational services and discussed and adopted by the Management Board of the Agency in 2017. The document is characterised by the following multi-annual priorities that mark the activities on which the Agency will primarily focus:

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

The multi-annual programme consists in different strategic programmes, which describe the actions and steps to be taken in order to achieve the Agency's objectives.

STRATEGIC PROGRAMMES

- A. Fair and Equal Societies
- B. Justice, Digital and Secure Societies
- C. Migration and Asylum
- D. Supporting Human Rights Systems
- E. Communicating Rights

Within the Strategic programmes, FRA projects and activities will be described in Section 3 'Annual Work Programme 2020', line with the current MAF areas.

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¹At its session on 7-8 December, the Council of the European Union adopted its <u>Decision</u> establishing a multiannual framework for the EU Agency for Fundamental Rights for 2018-2022.



STRATEGIC PILLARS

IDENTIFYING TRENDS: COLLECTING AND ANALYSING COMPARABLE DATA AND EVIDENCE

The Agency's founding regulation tasks it to "develop methods and standards to improve the comparability, objectivity and reliability of data at European level" (Article 4.1.b). To this end, the Agency will further enhance its work in collecting and analysing data on the experiences of various population groups and in specific fundamental rights areas, which are often not the subject of data collection at EU and Member State level. In this regard, the Agency is often a unique source of comparable data for the EU. It will continue to build on its established reputation in qualitative and quantitative research with a particular emphasis on large-scale quantitative survey research, which allows for the analysis of trends over time. The Agency will also explore new areas for data analysis in the fundamental rights field, including the use of 'big data' for the identification of trends. Its annual Fundamental Rights Report on the situation of fundamental rights in the EU will be developed further to underscore the identification of trends in specific areas.

OBJECTIVES

Generating comparable, robust and reliable data and evidence to identify trends in the fulfilment of fundamental rights

FRA's data collection will continue as a cornerstone of its work. Its data collection ranges from desk research (collecting and analysing existing material, ranging from national statistical data to case law, governmental and non-governmental reports, and academic studies) to the generation of 'primary' data through quantitative and qualitative fieldwork research. The Agency's EU-wide surveys that are planned, together with work by its research network

FRANET, and other multi-annual research projects will be the main vehicles to collect robust and reliable evidence. This will enable the Agency to identify trends in the fulfilment of fundamental rights.

Developing and using fundamental rights indicators to benchmark gaps and achievements

By developing and applying fundamental rights indicators, when appropriate, FRA will fine-tune its data collection efforts to suit evolving policy needs. The Agency populates fundamental rights indicators with its primary data alongside other data sources. A key consideration during 2018-2022 will be to link the

Agency's work on indicators to indicators used in the context of EU processes – such as 'Europe 2020' – and the UN Sustainable Development Goals. Data analysed by the Agency can play an important role in the assessment of compliance to fundamental rights

Using analysis of data and evidence collected to generate fundamental rights assessments on the implications of mainstreamed policies and interventions at EU and national level

FRA's analysis of data and evidence seeks to support the European Commission's regular reporting to the European Parliament and the Council of the EU on the implementation of Union law. It could be used for specific purposes, such as the provision of evidence on compliance with fundamental rights obligations in the context of the European Semester, including assessing fundamental rights compliance in the disbursement of European Structural and Investment Funds (ESIF). The Agency's data analysis could be used for ex-post and ex-ante assessments of how certain courses of action will affect upholding fundamental rights assessments of how certain courses of action will affect upholding fundamental rights.



STRATEGIC PILLARS

CONTRIBUTING TO BETTER LAW MAKING AND IMPLEMENTATION: PROVIDING INDEPENDENT ADVICE

FRA's analysis of the practical implementation of law at Member State level, covering its Multiannual Framework areas, as well as in other areas at the specific request of EU institutions, is a cornerstone of its work. The production of targeted, comprehensive opinions – at the request of EU institutions – on proposed EU law is an increasingly important component of the Agency's work and contributes directly to better law making.

Building on the Agency's overall objective to support the EU institutions and Member States to "fully respect fundamental rights", and in line with Article 16 of the Agency's founding regulation, this priority will further strengthen the Agency's position as an expert body that fulfils its tasks – contributing to better law making and its implementation in the EU – in complete independence.

OBJECTIVES

Strengthening FRA's role as an independent core actor in informing EU law and policymaking

To provide support to EU institutions, the Agency will continue to map comprehensively the practical implementation of EU law and provide legal analyses of key fundamental rights areas covered by its Multiannual Framework, as well as on other areas upon request by EU institutions. The Agency's socio-

legal approach, whereby the implementation of law is assessed through the experiences of rights holders and duty bearers in practice, has proved instrumental in identifying key fundamental rights concerns. The Agency will systematically promote this approach in its work with EU institutions.

Providing, upon request by EU institutions, opinions on the compatibility of legislative proposals with fundamental rights

Following the model of the European Data Protection Supervisor, who regularly issues opinions on legislation relevant to data protection, FRA can

encourage EU institutions to request more regularly independent expertise on the fundamental rights compliance of legislative proposals.

Providing fundamental rights advice to EU Member States when they are implementing EU law drawing on FRA expertise and evidence

The provision of fundamental rights expertise to EU Member States could become a more regular feature of the Agency's work. This could range from direct assistance to Member States, through to general expertise on fundamental rights issues in the

context of EU experience-sharing, alongside targeted support related to capacity-building on monitoring and evaluation practices, and the development of practical too

3 PILLAR

STRATEGIC PILLARS

SUPPORTING RIGHTS-COMPLIANT POLICY RESPONSES: PROVIDING REAL-TIME ASSISTANCE AND EXPERTISE

Providing timely and relevant responses concerning fundamental rights compliance remains an important aspect of FRA's work. This can range from giving evidence-based advice at national and EU level about developments in law and policy, and in situations where Fundamental rights are at serious risk, to offering advice on – for example – fundamental rights-compliant training, including by EU institutions and agencies or in situations where there is an urgent need for the Agency's input, for example in view of the increasing numbers of refugees, asylum seekers and migrants entering the EU.

The above is underpinned by the collection of objective and comparative data, where required through FRA's presence on fieldwork missions with the consent of the concerned Member State. To this end, cooperation with relevant stakeholders at the national, EU and international level is essential to both collect information and maximise the impact of findings.

OBJECTIVES

Strengthening the delivery of real-time advice, assistance and expertise to EU institutions and Member States

In fulfilment of its mission to provide relevant and timely support and assistance, FRA will offer its expertise to EU institutions and Member States with respect to its core areas of work – providing legal and related evidence-based input.

Informing EU and national authorities on fundamental rights risks in priority areas

FRA can enhance its work in relation to alerting EU and national authorities to possible violations of fundamental rights in areas covered by its Multiannual Framework. This would be achieved through data collection and analysis in specific areas, including

publication of findings on a regular basis; as is the case with the Agency's monthly reports on migration. This work will be linked to the Agency's focus on identifying trends in fundamental rights, as outlined under Priority 1.

Supporting on the ground responses to fundamental rights challenges

FRA's presence on the ground, as is the case in the hotspots in Greece and Italy, facilitates the provision of real-time advice to EU and national actors concerning fundamental rights challenges. The provision of regular and timely information that the Agency collects can directly and immediately affect the realisation of fundamental rights on the ground – if the relevant authorities receive and use this information. The Agency's field presence also serves to bolster the credibility and validity of the Agency's advice among practitioners.



STRATEGIC PILLARS

EFFECTIVELY PROMOTING RIGHTS, VALUES AND FREEDOMS

Work under this priority would ensure that the Agency delivers on its objective of raising awareness, communicating on and promoting fundamental rights. In this context, the Agency seeks to address communication as a two-way process: 'Communicating rights' means to listen and to engage with the Agency's audiences, ranging from the governance level to the people on the ground, while also supporting civic education. Coordinating communication strategies or delivering communication outputs together with key human rights actors – such as the Council of Europe, the Organization for Security and Co-operation in Europe (OSCE) or the United Nations – will serve as an important multiplier of impact.

OBJECTIVES

Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU

The Agency will continue to engage in awareness raising activities to contribute in a meaningful way to strengthening a culture of protecting, promoting and fulfilling fundamental rights in the EU. Rights have to be actively promoted at all levels of governance: at

the EU level, nationally, regionally and locally to create awareness of and access to fundamental rights. To achieve this, FRA will work closely together with EU institutions, Member States, national human rights institutions, civil society and other actors.

Creating a safe and inclusive space for dialogue with key and new actors to respond to pressing human rights challenges and shape critical agendas

The Agency will offer a safe and inclusive space for dialogue on the pressing human rights challenges in the EU; this space for dialogue shall become a continuous process shaping critical human rights agendas and communicating rights. This will be done by engaging with a wider, and more local and grassroots audience. The Agency's Fundamental Rights Forum will be one of the key drivers to reach

this objective, since the forum will foster partnerships among communities and institutions which rarely engage with each other, including the world of business, arts and existing human rights communities. The Agency will also systematically engage with new stakeholders groups. Furthermore, the Agency will foster 'FRA communities', including civil society, in the EU Member States.

Ensuring smart communications to maximise the effect of FRA outputs

In human rights, effective communication is about sustaining support for these rights, influencing change leaders and raising awareness among rights holders. To communicate effectively with the public, media, policymakers and 'influencers', institutions like FRA will need to communicate in a way that is unlike an

institution. FRA will have to boost its capacity of speed, agility, flexibility, imagination and novelty in its communication. Therefore, it will boldly experiment with new approaches, especially in the rapidly evolving social media sphere.



STRATEGIC PILLARS

STRENGTHENING COOPERATION WITH NATIONAL AND LOCAL FUNDAMENTAL RIGHTS ACTORS: WORKING WITH COMMUNITIES OF SUPPORT

At EU Member State level, the Agency will need to increase the visibility of its interactions with national human rights actors. Moreover, it will further boost the relevance and impact of its evidence and fundamental rights assistance and support at national and local level, including public authorities and civil society organisations. In cooperation with other EU actors, FRA could function as a catalyst in demonstrating the importance, which the EU attaches to fundamental rights and their promotion at national level. This will also underpin the relevance of independent national institutions for a 'healthy' human rights system.

To support this ambition, the Agency will convene national actors to discuss and address specific human rights issues of particular national relevance, as was done, for example, regarding hate crime and Roma integration. The Agency will expand this practice to other selected areas of its work and use the outcome of such discussions to develop further its work in a particular area.

Staff of national human rights actors could be seconded to FRA, thereby enabling a mutual exchange of expertise and underpinning inter-institutional cooperation.

OBJECTIVES

Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level

Emphasis will be given to the national and local level by building-up the Agency's Member State knowledge and data on national human rights plans of action and infrastructures, including creating space to enable civil society to act. This will allow the Agency to support a more targeted cooperation with local authorities, national human rights institutions, equality bodies, other human rights actors, ombuds institutions,

national administrations and civil society. The Agency will pay particular attention to publish its research findings on national-level data, which will be alongside its core mandate to collect and publish comparable EU data on fundamental rights. This will promote the use of the Agency's findings by authorities and civil society organisations at the national and local level.

Supporting further the strengthening of the capacity of national and local human rights actors

By providing its support and expertise, the Agency aims to strengthen human rights capacities in EU Member States to better promote fundamental rights at all governance levels. The Agency's input will build on existing national action plans on human rights and key government programmes, as well as on feedback from civil society, national human rights institutions, equality bodies and ombuds institutions as guidance

for developing activities. Such activities will be implemented in partnership with the FRA community of stakeholders, in order to human rights communities in a sustainable manner. To this end, FRA will engage in strategic partnerships, such as funders and foundations or national human rights institutions, to roll out activities in Member States.

Assisting national authorities in developing data collection to create evidence-based approaches to rights protection and promotion across EU Member States

Drawing on its expertise in data collection covering diverse fundamental rights fields, the Agency can offer this expertise to national authorities and associated organisations concerning the collection and analysis of data – for example, with respect to compliance with key fundamental rights indicators. Working closely

with national organisations, alongside EU and international data collectors (such as Eurostat and the United Nations), can further support the Agency's standing as a centre of excellence for fundamental rights data.

STRATEGIC PROGRAMMES

FAIR AND EQUAL SOCIETIES











STRATEGIC PROGRAMME

Fundamental rights challenges

The EU and its Member States have established comprehensive legal and policy frameworks, as well as financial instruments, to promote social inclusion and fight discrimination. FRA evidence, however, consistently shows that many people in the EU, including women, children, and people with disabilities, experience discrimination, racist victimisation, xenophobia and other forms of intolerance, alongside inequality and exclusion in key areas of life, such as employment, education,

healthcare and housing, from both the public and private services. Inequality and discrimination can be experienced across different grounds, including gender, age, disability, racial or ethnic origin, religion or belief, sexual orientation or gender identity, nationality, as well as migration background. Structures and practices that sustain and reproduce patterns of unequal treatment across the EU remain, and constitute a formidable barrier to social inclusion and to the respect of fundamental rights in practice.

Legal and policy context

Equality is one of the foundational values of the EU (Article 2 TEU). The principle of non-discrimination is enshrined in Article 21 of the Charter of Fundamental Rights, which prohibits discrimination on any ground. The Racial Equality Directive (2000/43/EC) explicitly prohibits discrimination on the grounds of racial or ethnic origin across all areas of life, while the **Employment** Equality (2000/78/EC) Directive explicitly prohibits discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation. The Gender Equality Directives (Directive 2006/54/EC (in the area of employment, vocational training, and promotion) and Directive 2004/113/EC (in the area of access to supply of goods and services) prohibit discrimination, harassment and sexual harassment on the grounds of sex. If adopted, the proposed Equal Treatment Directive (COM (2008) 426) would further extend prohibition of discrimination on grounds of religion or belief, disability, age and sexual to the areas of social protection, orientation, education and the supply of goods and other services, including housing. As an example of the Agency's work

in this area - FRA's data collection, which serves to inform policy responses, has consistently identified Roma as among the most discriminated and marginalised minorities in the European Union. In 2011, and subsequently underpinned by FRA's data, the EU developed a Framework for National Roma integration strategies around four key areas: education, employment, healthcare and housing. This was followed by a Council Recommendation in 2013 on effective Roma integration measures in the Member States. In this regard, the Commission produces annual reports, using information from each country, as well as from NGOs, international organisations and FRA's Roma surveys. The European Pillar of Social Rights, in its principle no. 3 goes beyond the current acquis by extending protection against discrimination on the grounds of religion or belief, disability, age and sexual orientation to the areas of social protection, including social security and healthcare, education, and access to goods and services available to the public, including children's equal access to services. The European Pillar of Social rights puts an explicit focus on children in its principle

11 regarding childcare and protection from poverty. In EU institutions are exploring development of a Child Guarantee, which would ensure that children at risk of poverty or social exclusion have access to healthcare, education, decent housing and adequate nutrition. All EU Member States have ratified the UN Convention on the Rights of the Child (UN CRC). The European Pillar of Social Rights also extends the prohibition of discrimination based on gender to the area of education, which is not covered by the current acquis. More broadly, the EU has set out a strategic approach for achieving the United Nations Sustainable Development Goals. This includes Goal No 10 on reducing inequality in line with the targets of Europe 2020 strategy, as well as other relevant SDGs (as referred to below under the 'policy context' for the Agency's work).

Specifically, the EU and all its Member States have ratified the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD). In line with this commitment, the European Pillar of Social Rights contains principle 17 on inclusion of persons with disabilities. FRA is a member of the EU Framework for the CRPD, which has been tasked with the promotion, protection and monitoring of the implementation of the Convention by the EU. Finally, the EU signed the Council of Europe Convention on preventing and combating violence against women and domestic violence in 2017, and, by the end of 2018, 20 EU Member States had ratified the convention.

FRA's work on racism and xenophobia is also guided by the 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 activities of the EU High Level Group on Combatting racism, xenophobia and other intolerance will continue to be of high relevance to FRA's work in this area.

The policy context for the Agency's work on equality is further determined by:

- Thematic Objective 9 on social inclusion and poverty under the European Structural and Investment Funds 2014–2020;
- The social protection and cohesion chapter of the European Semester, including the EU social investment package
- Key rights and principles of the European Pillar of Social Rights, such as: protection from poverty, including children's right to protection from poverty; rights of the child including the implementation of a Child Guarantee; gender equality; equal opportunities; secure and adaptable employment; work-life balance; old age income and pensions; inclusion of people with disabilities, and long-term care.
- Commission Staff Working Document accompanying the European Pillar of Social Rights addressing measures to tackle child poverty by proposing a child guarantee.
- European Parliament resolution of 1 June 2017 on the Multiannual Framework for 2018-2022 for the European Union Agency for Fundamental Rights

- and European Parliament resolution of 16 January 2019 on the situation of fundamental rights in the European Union in 2017.
- The (forthcoming) post 2020 Roma integration strategy, following the Council Recommendation on effective Roma integration measures in the member states of 9-10/12/2013.
- Commission Communication on the implementation of national Roma integration strategies – 2019, and Commission staff working documents on Roma inclusion measures reported under the EU Framework for National Roma Integration Strategies of 6 September 2019.
- Commission Communication on Midterm review of the EU framework for national Roma integration strategies of 30 August 2017; Commission Communication and Staff Working Document on the evaluation of the EU Framework for National Roma Integration Strategies up to 2020 of 4 December 2018.
- Commission Communication on protecting children in migration of 12 April 2017.

- The Directive on Work-Life Balance to promote a better balance between work and family life.
- United Nations Sustainable Development Goals, in particular Goal No 10 on reducing inequality, but also Goal 16 on peace, justice and strong institutions, Goal No 8 including the inclusion of persons with disabilities, Goal 5 on achieving gender equality and empowerment of all women and girls, and Goal No 1 including the elimination of poverty, including child poverty; the overall commitment of "leaving no one behind" when implementing the 2030 Agenda on sustainable development
- The new Strategic Agenda 2019-2024, which the European Council adopted on 20 June 2019, calling for equality between women and men and equal opportunities for all.
- The activities of the EU High Level Group on nondiscrimination, equality and diversity;
- The activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance;
- The activities of the EU coordinator on combatting antisemitism;

- Council Declaration of 6 December 2018 on the fight against antisemitism and the development of a common security approach to better protect Jewish communities and institutions in Europe;
- The activities of the EU coordinator on combatting Islamophobia;
- Positive obligations EU Member States have towards combating hate crime and hate speech;
- Positive obligations EU Member States have towards victims of hate crime.
- The activities of the EU High Level Group on Disability;
- The activities of the EU coordinator on the Rights of the child, including a possible preparation of a European Commission's Strategy on the Rights of the Child;
- The European Commission's List of Actions to advance LGBTI equality;
- The European Disability Strategy;
- The European Accessibility Act;
- The dialogue with churches, religious associations or communities and philosophical and nonconfessional organisations under Article 17 TFE

FRA response in 2021-2023

In 2021, the Agency will continue its data collection activities with respect to ethnic minorities, immigrants and descendants of immigrants. FRA will also remain actively involved in supporting the activities of the EU High Level Group on nondiscrimination, equality and diversity and the work of its Subgroup on Equality Data, and the EU High Level Group on combating racism, xenophobia and other forms of intolerance. As a concrete development from this involvement, FRA will also continue supporting Member States to improve effectiveness of responses to hate crime and the collection and use of equality data. To address the fundamental rights implications of growing older in the digital age, FRA will commence new research on age-related inequalities from a fundamental rights perspective - exploring both online and offline access to services. In addition, the Agency will engage in a broader research initiative on access

to social rights in the digital age. The Agency will continue also to fulfil its role within the EU Framework for the CRDP. Furthermore, the Agency will continue supporting Member States in the area of rights of the child, through capacity-building activities involving key cooperation partners and target groups. FRA will also continue to engage with and provide targeted trainings to the Parliament and the Commission. Analysis of data from FRA's surveys - with respect to young age groups - will be undertaken, drawing on results from the Roma Survey 2020, Roma and Travellers Survey, the second LGBTI survey and the Fundamental Rights Survey. FRA will also launch the fieldwork for its EU Survey on Immigrants and Descendants of Immigrants and will continue to disseminate and communicate relevant findings from its surveys in different fora. FRA will also continue to refine and improve the methodologies on hard-toreach groups in its survey work on ethnic and minority groups. FRA will launch the findings of the Roma Survey 2020, which will provide the baseline for monitoring progress with respect to Commission's post-2020 Roma integration strategy. In parallel, in 2021 FRA will deliver a set of indicators from the survey to the Commission. The Agency will continue to make use of the primary data of its large-scale surveys and research findings when designing the format of its awareness raising, training, capacity building and technical assistance activities. The

Agency will explore the potential for activities related to the right to freedom of religion or belief, drawing on its engagement with faith communities, which will be looked at alongside its existing data collection from surveys such as the anti-Semitism survey, alongside the Agency's annual update of its online database on Anti-Muslim hatred. If funds become available, FRA will update the 2015 edition of the FRA-CoE-ECtHR Handbook on European law relating to the rights of the child.

Expected results and potential impacts

In 2021, FRA will continue its comprehensive primary data collection efforts by launching the fieldwork of the EU Survey on Immigrants and Descendants of Immigrants, the results of which will be available in 2022. In 2021, the Agency will furthermore publish selected findings in different formats from the Roma Survey 2020 and continue to disseminate further findings from the Fundamental Rights survey and the second LGBTI survey. FRA will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2021 is linking FRA's work in this regard to the indicators used in the context of EU processes - such as 'Europe post-2020', the EU Framework for National Roma Integration Strategies post-2020, the LGBTI List of Actions to Advance LGBTI Equality and the UN Sustainable Development Goals. The Agency will also continue to facilitate the work of the Commission's subgroup on equality data in the form of country visits and provision of technical assistance and capacity building to Member States. The Agency will continue

to provide technical assistance and capacity building on Roma integration and social inclusion to EU Member States, focusing in particular on monitoring and reporting in regards to Roma inclusion. The Agency will continue to provide technical assistance to the Commission in the context of the post-2020 monitoring framework. FRA will publish its annual online update of antisemitism data collection and will update the online anti-Muslim hatred database. The Agency will continue to support key stakeholders at national, EU and international level to improve their responses to hate crime and racism. In the area of the rights of the child, FRA will continue to provide evidence-based advice with a particular focus on most recent developments in the area of social rights, the post-2020 Roma integration strategy, the new regulation on European Structural Funds as part of the new Multifinancial Framework and the foreseen Strategy on Rights on the Child.

Risks

European Union societies are becoming increasingly diverse, and in parallel different groups can be seen to be 'competing' for resources – ranging from housing through to employment opportunities – with some groups being 'left behind'. Given this, the Agency can expect increasing demands for its data collection and analysis concerning specific groups in the population, while also specifically considering fundamental rights impacts with respect to gender, age and disability. To

accommodate this, in 2021 FRA will conduct complex and highly resource intensive projects in the area of fair and equal societies, including large-scale surveys and in-depth qualitative research, which will absorb a significant proportion of the Agency's human and financial resources. Despite risk mitigation measures, this might impact on FRA's ability to respond quickly to ad-hoc requests in this area.

JUST, DIGITAL AND SECURE SOCIETIES











STRATEGIC PROGRAMME

Fundamental rights challenges

For fundamental rights to become a reality, those who claim that their rights have been abused must have access to justice. Alongside ensuring access to justice for those whose rights have been infringed, including victims of crime, the notion of justice entails a right of defence for those who have been charged with an offence. The concept of access to justice combines institutional and procedural aspects, and different areas of law - from criminal to administrative. All court proceedings must stand the test of effectively granting access to justice, whether it is in cases of particularly severe violations of fundamental rights that involve criminal proceedings, but which should also enable victims of crime - including victims of sexual abuse, terrorism, or cybercrime (for example) - to have access to justice. Such 'tests' have to specifically acknowledge gender dynamics, as well as the procedural rights of vulnerable groups in the justice system - such as children as victims, witnesses or defendants. The same principle applies to antidiscrimination proceedings, or to labour courts that protect the right to fair and just working conditions as an illustration.

Particular challenges arise when fundamental rights abuses occur in the context of business activities, where individual responsibilities are often overlaid and obscured by complex organisational structures. In such cases, individuals who find that their rights are abused are in need of support and procedural mechanisms that enhance their access to justice, such as third-party interventions or collective redress mechanisms.

This also includes cases of mass circulation of data in the digital world, which often affect other fundamental such as non-discrimination, protection, child protection and access to services, particularly affecting people in vulnerable situations, such as persons with disabilities or children. In this regard, it is essential to ensure that fundamental rights are equally promoted and protected in the online and offline world; for example - by taking the specific needs and interests of persons with disabilities and children into account. The digital world and the data economy open up additional threats related to various forms of cybercrime, such as data breaches, child pornography or digital identity theft. This requires special investigative acts by authorities, which may also involve remote forensics and elaborated decryption techniques. These developments raise new challenges for protecting fundamental rights, in particular when it comes to investigating cybercrime.

Furthermore, new technologies in the area of artificial intelligence open up great opportunities as well as serious challenges that impact on several fundamental rights. A thorough and continuous assessment of how artificial intelligence (AI) techniques affect the enjoyment of fundamental rights ought to be carried out by various stakeholders in order to fully benefit from the opportunities offered by AI, while – at the same time – identifying and controlling for potential threats.

Legal and policy context

As concerns the relevant situation of EU law, considerable progress has been made in recent years at the level of EU and Member States' laws on the basis of comprehensive roadmaps adopted by the Commission covering both the most significant rights of defendants, including vulnerable and child defendants, and a wide range of rights of victims of crime. In the area related to cybercrime and security more broadly, legislative and policy developments at the level of EU and Member States' law have continued to take place, in particular in the area of data protection (GDPR), e-Privacy and e-Evidence. In 2020, new legislation for a coordinated European approach on the human and ethical implications of artificial intelligence was adopted.

Policy and legislative actions have been followed up to further improve access to justice for consumers (e.g. via collective redress rules), while the Commission continued developing its annual EU Justice Scoreboard tool to support the effectiveness of national justice systems in relation to their quality, independence and efficiency. The need to maintain an independent judiciary across the EU continued to be high on the Commission's rule of law agenda. In 2019, the Commission set out concrete actions to strengthen the Union's capacity to promote and uphold the rule of law, through promotion of a common rule of law culture, prevention of rule of law problems and an effective response. In 2020, the Commission followed up on its proposal for the establishment of a Rule of Law Review Cycle.

FRA response in 2021-2023

Over the past years, FRA has conducted extensive research into the implementation of the Commission's roadmaps with regard to the rights of victims of crime, as well as the rights of defendants (at the request of the Commission). Building on this research, and following requests by EU institutions, FRA will continue to collect robust evidence assessing the state of play of the rights of different groups of victims of crime and the rights of persons involved in the criminal justice systems of Member States; paying due regard to cases concerning more than one Member State and hence requiring the cooperation of the police, public prosecution services or courts.

In 2020, FRA continued its research on differential responses by criminal justice systems as regards the acknowledgement of and rights afforded in practice – in line with the Victims' Rights Directive – to different groups of victims of crime. In the context of this project, due attention was paid in the course of desk research to recognition of specific victim groups with reference to gender, age and disability. To the extent feasible within the project, provision of compensation for victims of crime will also be looked at.

In addition to work on victims of crime, the Agency plans to continue assessing the state of play of the fair trial rights of defendants at the Member State level, in particular as concerns specific aspects of the presumption of innocence of defendants.

In 2021, building on its previous research on the remedies available to victims of human rights abuses committed by business enterprises, FRA will start looking into the use and effectiveness of the due diligence requirements for mitigating negative consequences (in particular for the environment and for consumers) of business activities. This work will be undertaken with a view to advising EU institutions and Member States in the context of a possible legislative framework on mandatory human rights due diligence.

The Agency will continue working on a legal Handbook on cybercrime and fundamental rights safeguards as well as other issues related to privacy challenges raised by new technologies. FRA will also finalise a multiannual project on big data and artificial intelligence, and their fundamental rights implications. In addition, FRA will start looking into incidents of online harassment and hate speech - through data collection from selected social media channels - with a

view to understanding the extent to which certain groups (e.g. women and ethnic/religious minorities) are prevented from participating in online communication as a result of being harassed or threatened online. Furthermore, the research will explore how victims of online hate and incitement to violence can seek access to effective remedies.

Finally – in 2021 the Agency will continue disseminating the results of its EU-wide 'Fundamental Rights Survey' (FRS) on the general population's experiences of, and opinions concerning, their rights in practice. The FRS encompasses all programmatic areas of the Agency's work – ranging from 'Just, Digital and Secure Societies', 'Fair and Equal Societies', and encompassing 'Migration and Asylum' (to name just three).

Expected results and potential impacts

In the field of justice, digitalisation and security, the FRA's research findings – which are made available to EU institutions and Member States – will help ensure that existing EU policies and instruments are implemented in a fundamental rights compliant way. FRA's expert input based on research findings will also help ensure that future initiatives related to new challenges, for example, the use of new technologies in

the area of artificial intelligence or security measures, are designed in a fundamental rights complaint way. Finally, FRA's evidence based advice will, together with the action of other stakeholders, contribute to preventing an erosion of existing and well-established fundamental rights protection standards, including in relation to judicial independence and fair trial.

Risks

As concerns the rights of victims of crime to participate in proceedings and to be protected against secondary victimisation, these rights can come under pressure if practitioners are not brought up to date with EU law concerning the place and role of victims in the criminal justice system. If practitioners continue to view victims primarily - or almost exclusively - as witnesses obliged to support the relevant authorities in conducting an investigation and subsequent proceedings, a real risk is that the standards set out in the Victims' Rights Directive will not materialise in practice.

As regards defence rights, risks can arise from a societal climate that, in emphasising the need to step

up security measures, works against the established rights of defendants; such as 'habeas corpus' rights of arrested persons, or the rights of defendants to have access to a lawyer (especially at the early stages of criminal proceedings), and to be able to communicate with their lawyer confidentially.

Digital technologies are developing at a very rapid pace. The main challenge for the Agency's work in this area is to keep track of the latest developments and to accumulate technological expertise in order to conduct relevant analysis of potential fundamental rights impacts, while, at the same time, suggesting how fundamental rights' compliance can be achieved.

MIGRATION AND ASYLUM



STRATEGIC PROGRAMME

Fundamental rights challenges

The Agency will use its fundamental rights expertise to support EU legislative and policy work and to promote a fundamental rights compliant implementation of EU law. Knowledge gaps will be filled through targeted research and analysis. Through its presence in particularly affected Member States, FRA will share it expertise to EU and national actors working on the ground.

Thousands of people die every year trying to reach the EU in overcrowded and ill-equipped boats. Allegations of *refoulement* and of police mistreating migrants and refugees at borders persist. Authorities continue to use intimidation techniques targeting humanitarian workers and volunteers who support migrants in an irregular situation. Reception capacities for asylum applicants are strained in some EU Member States and the chance to get asylum still differs depending on the Member State in which a person applies. Human rights monitoring bodies report arbitrary deprivation of liberty, including

of children. Migrants' personal data will be increasingly stored in large-scale IT systems and used for migration management as well as security purposes. The integration of refugees who arrived in 2015-2016 progresses but diverse hurdles limit access to rights and opportunities.

European and Member State actions in the field of asylum, borders and immigration affect core fundamental rights, such as the right to life, the prohibition of refoulement, the prohibition of torture, inhuman or degrading treatment or punishment, freedom from arbitrary deprivation of liberty, the right to respect for private life. The impact on these rights is different, depending on the age, gender and vulnerability of the persons concerned. Although restrictions to some fundamental rights are possible, these must remain within the strict limits set by Article 52 of the EU Charter.

Legal and policy context

Responding to a widespread perception that the EU and its Member States are failing in managing migration, governments are adopting policies that challenge fundamental rights. The EU has adopted over 40 binding secondary EU law instruments on asylum, visas, borders, immigration, trafficking in human beings, smuggling of migrants as well as return and readmission. In 2021, the EU will implement the new rules on large-scale IT systems, significantly affecting the processing of travellers' and migrants' personal data. Legislation is complemented by action plans, for example, on return, smuggling of migrants, protecting

children in migration or migrant integration. Most legislation and policy documents in this field have substantial implications on fundamental rights. EU agencies – such as the European Border and Coast Guard, EASO and EUROPOL – are active on the ground to support Member States, adding a new dimension compared to other policy areas, as through its actions on the ground the EU may find itself accountable for possible fundamental rights violations. Operational deployments are also likely to increase in third countries, particularly to support border management and return.

FRA response in 2021-2023

policies on the ground. Over 40 FRA publications (including comparative studies, handbooks, focus papers, guidance documents and legal opinions), some of which are available online in several EU languages, contain suggestions for policy makers as well as practitioners working on the ground on how to ensure respect for fundamental rights. A 2019 FRA report on the integration of young refugees shows promising practices but also challenges Member States are facing in enabling refugees to start a new life. Working arrangements with the European Border and Coast Guard Agency, EASO and eu-LISA and close cooperation with other JHA Agencies enabled these partners to benefit from FRA's fundamental rights expertise. The

2018 EU Agencies Joint Statement of commitment to working together to address trafficking in human beings illustrates the collaboration between EU Agencies. FRA's participation in Commission-lead working groups with Member States, in European Parliament hearings and Council Working Parties offer important fora to share and FRA's findings expertise. The temporary deployment of FRA experts to EU Member States most affected by new arrivals allows FRA to support the EU actors on the ground with applicable fundamental rights expertise calibrated to the practical challenges. FRA's regular overviews of fundamental rights challenges in selected Member States document trends, emerging challenges and promising practices.

Expected results and potential impacts

In the field of asylum and migration, the fundamental rights protection developed over the last 70 years will likely continue to be challenged, with some actors perceiving it as too protective. The combination of FRA's upstream work with EU institutions and agencies and its field research and increased visits and presence on the ground will help ensuring that FRA's fundamental rights expertise will not only be legally sound but also practically feasible. In this way, the Agency's intends to offer viable ways to respect fundamental rights fully.

The update of the joint handbook with the European Court of Human Rights, its translation in all EU languages, and a proactive dissemination should reduce situations in which European law is not respected and followed due to lack of knowledge. Overall, FRA expects that the Agency's fundamental rights expertise will, together with the action of other stakeholders, prevent an erosion of existing fundamental rights protection standards as well as support EU agencies to promote high standards of fundamental rights.

Risks

As new policies are increasingly testing the limits of what is allowed, EU institutions, agencies and Member States increasingly value FRA's expertise resulting in FRA being invited to provide input on more and more policy discussions, showing where the red lines are. This may lead FRA to overstretch its limited capacity. The constant need to re-prioritise its work in response to

external developments may not enable the Agency to approach new issues with the same thoroughness as in the past. Increasingly, FRA will have to reject external requests for input or support, such as participation in conferences, due to limited capacity, which may create a reputational risk.

SUPPORTING HUMAN RIGHTS SYSTEMS

STRATEGIC PROGRAMME

Fundamental rights challenges

Supporting the EU and its Member States to respect fundamental rights is FRA's core objective. In order to achieve this, FRA will continue to develop its cooperation and consultation with various actors, including public bodies and civil society organisations responsible for the protection and promotion of human rights at national and international level. To ensure that fundamental rights are protected in practice, participation of and collaboration among the various actors involved in a 'joined-up approach' is essential. Each one of these actors has an important role to play in order to ensure

enjoyment of rights at national and local level. However, in reality, capacity gaps and constraints of various kinds often affect their work. Sometimes lack of sufficient or targeted information and knowledge, experience sharing or co-ordination, limit their potential and impact. FRA, with its cross-national and cross-sectorial mandate, can provide support in this regard, facilitating joined-up, cooperative approaches in dealing with fundamental rights issues across the EU.

Legal and policy context

The EU is bound by its own 'bill of rights', the EU Charter of Fundamental Rights. Further, the EU Member States are bound by the Charter when acting within the scope of EU law. The Charter must be read in conjunction with national constitutional law and international obligations common to the EU Member States, EU treaty law, the European Convention on Human Rights (ECHR) and the case law of the Court of Justice of the EU (CJEU) and the European Court of Human Rights. The EU, moreover, is party to the UN Convention on the Rights of Persons with Disabilities, and is in the process of becoming party also to the ECHR and the Council of Europe Convention on preventing and combating violence against women and domestic violence, the 'Istanbul Convention'. In addition, the EU and its Member States have committed to implementing the 2030 Sustainable Development Goals including Goal 16 on 'Peace, justice and strong institutions'.

The three main EU institutions continue to strengthen their internal mechanisms and frameworks to ensure respect of the Charter - as well as the overall values of Article 2 Treaty on European Union - in policy and law making. Main instruments include an annual resolution on fundamental rights (European Parliament), yearly Council conclusions on Charter implementation and an annual dialogue on the rule of law (Council), fundamental rights impact assessments of legislative proposals, a rule of law mechanism and a Fundamental Rights Colloquium (Commission). An increasing number of the Commission's infringement proceedings against EU Member States refer to failure to comply with Charter provisions, as does much of the case law of the CJEU. In addition, all EU institutions use evidence from FRA to assess the fundamental rights situation in the EU and they can request a legal opinion from the Agency in case of doubt regarding the fundamental rights compatibility of certain legislative proposals. In contrast, the Agency's evidence shows that both awareness and use of the Charter is low at national level and its potential to reinforce rights protection remains underused.

FRA response in 2021-2023

Through its institutional cooperation, communication and capacity-building activities, FRA will continue to support human rights systems in the EU. It will do so by: providing tools for systematic human rights work on the ground; connecting actors to facilitate sharing of good practices in areas where progress is needed; and providing assistance and expertise to reinforce fundamental rights compliance in the EU, in accordance with the standards and values in EU treaty law and international instruments, with an explicit focus on promoting the EU Charter of Fundamental Rights. FRA will therefore further enhance its interactions with key organisations of the international human rights system – the Council of Europe, the Organization for Security and Co-operation in Europe

(OSCE) and the United Nations – and national human rights actors, particularly national human rights institutions, equality bodies and ombuds institutions. FRA will maintain the Fundamental Rights Platform as a key forum for engagement with a wide range of civil society actors and support civil society activities to protect and promote fundamental rights, including by raising awareness of the Agency's findings, especially those related to the development of civic space in EU Member States. In all those activities, FRA will pay particular attention to an adequate representation of themes and actors and particular needs in its support and interactions with regard to gender equality as well as rights of the child and of persons with disabilities.

Expected results and potential impact

The Agency's fundamental rights expertise, resources and convening powers support stronger and more sustainable human rights systems in the EU and its Member States. This relates to making international human rights commitments and assessments more visible and accessible to EU stakeholders through EFRIS and to promoting awareness and use of the EU Charter. Projects in this programme also seek to strengthen support to, and engagement with, human rights actors, including intergovernmental

organisations, national bodies with a human rights remit, FRA's National Liaison Officers in EU Member States, relevant national parliamentary committees, human rights cities, as well as civil society organisations.

For the multi-annual perspective of 2020–2022, this work will focus on key aspects with more detailed and targeted activities.

Risks

Institutions and bodies with a human rights remit increasingly request FRA's expertise and support. Capacity for FRA to respond to such requests is important to assist overcoming challenges to human rights in a robust and timely manner. Recent evidence, including from FRA, shows that in a number of EU Member States, civil society organisations face growing challenges in their human rights work. Similarly, national statutory bodies with a human rights remit have expressed concerns about

challenges to their independence. This, in turn, limits their ability to protect human rights and to interact with human rights defenders. A weakened human rights infrastructure ultimately means that individuals will have less support to realise their rights and lack access to effective remedies and protection when their rights are violated. It also undermines efforts to uphold the common values expressed in the EU treaty and public trust in the European Union as a human rights actor.

COMMUNICATING RIGHTS

STRATEGIC PROGRAMME

Fundamental rights challenges

The world is changing faster than ever. Information now moves around digital and social media at an unprecedented speed. Opinions and criticisms are now regularly presented as facts in what some communicators are describing as a 'post-truth' world.

Part of the Agency's role has always been to develop effective and appropriate communication strategies to demonstrate 'why' fundamental and human rights are universal and required.

But increasingly FRA supports rights-holders, civil society, policymakers, national and EU institutions to communicate 'how' they can uphold those rights, particularly when they are criticised or under threat.

FRA's Communicating Rights Programme helps to foster best practice among human rights communicators across the EU, particularly when it relates to dealing with explicit criticisms of fundamental rights, or to mainstreaming fundamental rights relating to gender, children and youth, and disability.

The Agency, together with its network of human rights communicators, develops new narrative strategies, new communications channels and tools, and we work with new partners to win over existing audiences, and bring fundamental rights to new communities across the EU.

Legal and policy context

Communicating rights is rooted in the Agency's Founding Regulation, spelling out that one of FRA's tasks is to communicate the results of its work and raise awareness of fundamental rights. The programme also has its solid foundation in the FRA Strategy 2018-2022 including as one of the five strategic pillars: 'Effectively promoting rights, values and freedoms'. In addition, Council Conclusions of 12

October 2017 on the application of the EU Charter of Fundamental Rights states in Paragraph 9 that "The Council invites the Fundamental Rights Agency to work together with Member States to facilitate the exchange of good practices, tools and methods [...] on the communication of fundamental rights, values and freedoms".

FRA response in 2021-2023

The Agency is committed to building on its strong base to modernise its communications strategy, channels and techniques over the next two years.

FRA is streamlining its work to cater more explicitly to two distinct audiences:

• We will continue to produce and publish reports and analysis, but we will also use new channels (e.g. online and audio-visual) to make our data even more accessible in user-friendly ways, to make it easier for governments and EU institutions to develop and implement policies to improve fundamental rights. We will explore new ways to communicate our core findings to effect positive changes in a 'ground up' way - working with partners, rightsholders, civil society and others to creative narratives with real impact.

Both of these activities build on FRA's existing and well-regarded communications-activity. In addition, we will be explicitly investigating newer routes including:

- refreshing FRA's website and approaches to data-visualisation
- improving our visual storytelling through the use of video on our website and social channels

- providing more assets for partner organisations to cascade and share amongst their networks, which further our core objectives
- developing our successful 'Human Rights Communicators Network' to ensure that we remain at the cutting edge of communications best practice
- searching out influential partners (ranging from organisations to individuals) who can use our data and narratives to reach a wider audience than we could, alone reviewing our use of email and 'paid-for' social media, to ensure that we can reach our target audiences as required as and when we launch new reports.

Expected results and potential impacts

FRA expects to see a number of positive outcomes resulting from these activities of which the two key 'success' criteria would be:

- more EU institutions and governments access more of FRA's data to help shape their policies
- greater awareness among rights-holders and their advocates of their fundamental rights, leading to increased access of our assets (e.g. more requests for our data, case studies and good practices)

Both of these outcomes would explicitly support the Agency's broader objectives. By doing so, the Agency would seek to become even more of an undisputed 'expert' when it comes to data on fundamental rights across the EU.

At the same time, our communicating rights activity would help to reinforce FRA's position (and therefor the EU's) as one of the global expert bodies on research and data-led policy development in the field of human and fundamental rights. The Agency expects to see a broad increase in traffic to our refreshed website, which could in turn help us identify issues to focus on in future. This increase in traffic would be one way, alongside an increase in video views and social media engagement, to demonstrate 'consumer' interest in many of the issues that the Agency deals with.

Risks

Issues surrounding fundamental rights are generally politically sensitive and get politicised. There is a risk of becoming the target of criticism, by shining more light on the facts through FRA research and recommendations. But in a fast-moving world of communications, FRA needs to be part of the discussions to be able to contribute to it, and to influence minds. This may require more resources to do so and to rebut any criticism effectively. Therefore, the Agency seeks to adopt a more 'campaigning' nature to generate communications cut-through. This

also requires to supply more information and data in a more 'open' manner, either easily-accessible from FRA's website or on request. This means that the Agency, together with the EU institutions, needs to be prepared to defend its work in fundamental rights more strongly than ever before. Communicating Rights effectively is going to get harder and more contentious over the next couple of years than previously. But our revised strategy will help us communicate more effectively than ever before.

SECTION 3

WORK PROGRAMME 2021

INTRODUCTION

The Annual Work Programme 2021 is structured on the basis of the Agency's strategic programmes, as they have been introduced in the Multi-Annual Programming.

The strategic programmes are covering all areas of activity, as follows:

A) FAIR AND EQUAL SOCIETIES

- Equality and non-discrimination
- Integration and social inclusion of Roma
- Racism, xenophobia and related intolerance
- Rights of the child

B) JUST, DIGITAL AND SECURE SOCIETIES

- Information society and, in particular, respect for private life and protection of personal data
- Judicial cooperation, except in criminal matters
- Victims of crime and access to justice

C) MIGRATION AND ASYLUM

Migration, borders, asylum and integration of refugees and migrants

D) **SUPPORTING HUMAN RIGHTS SYSTEMS**

Projects and activities covering all MAF areas

E) COMMUNICATING RIGHTS

· Projects and activities covering all MAF areas

A detailed overview of FRA's projects and activities planned for 2021 is provided within each programme and area of activity taking into consideration:

- Multiannual projects carried over from previous years;
- New projects in 2021;
- Allocation of resources for responding to fundamental rights challenges and unanticipated requests for assistance and expertise, including those from EU institutions for ad-hoc advice and opinions.

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.

Executive summary

In 2021, a significant data-based output of the Agency will continue to be the results from the 'Fundamental Rights Survey' (FRS) - which is the first EU-wide survey of the general population's experiences of, and opinions concerning, their rights in practice; the results of which will be integrated into other work undertaken by the Agency in 2021, given that the survey encompasses all programmatic areas of the Agency's work ranging from 'Just, Digital and Secure Societies', `Fair and Equal Societies', encompassing 'Migration and Asylum' (to name just three). With regard to this survey and other deliverables/activities in 2021, the Agency will continue mainstreaming gender equality, rights of the child and persons with disabilities throughout its work. With respect to the programme area 'Just, Digital and Secure Societies' - as evidenced by FRA's long-term data collection on victims of crime, the Agency's data continues to fill a 'knowledge gap' that serves to inform the Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders. Furthermore, the Agency will have launched the results from the next phase of its work on access to justice in relation to business, and will be initiating the next phase of its research in this area - focusing on business, consumers and the environment. Following the general goals set by the Digital Single Market Strategy for the EU, and the impact of the GDPR, FRA will continue to work in this field. Notably, results from FRA's project on artificial intelligence and big data, with respect to their impact on fundamental rights, will be further rolled out in 2021, and will be closely aligned with the Commission's work in this field.

As regards the programme area 'Fair and Equal Societies', FRA's large-scale survey data collection will form a central pillar of the Agency's work in 2021. Considering the wealth of data from FRA's surveys on different age groups, targeted data analyses on children/youth resulting from the second LGBTI survey, the Roma and Travellers survey and the Fundamental Rights survey are envisaged.

The Agency's next round of comparable survey data collection on the Roma will take place in 2020; the results of which – in 2021 – will feed in to an assessment of the actual impact on the ground of EU and national anti-discrimination, integration and equality legislation and policies. In 2021, fieldwork on surveying other groups will be initiated under the FRA's EU Survey on Immigrants and Descendants of Immigrants. Data collection for both surveys will allow for the disaggregation of results by gender and age, and with regard to disability – where sufficient numbers of respondents identify themselves as having a disability.

As in previous years, the Agency will publish data on reporting of anti-Semitism, based on administrative and related sources at Member State level, which serves to complement FRA's survey data collection on anti-Semitism.

FRA will continue to provide technical assistance and capacity building based upon the findings of its data collection and research. It will build on its current strengths in the area of migration and carry over its multiannual projects to provide fundamental rights expertise to EU institutions and Member States and reinforce its activities to provide real time assistance on the ground, such as in the hotspots. Expert advice will be provided at EU Member State level also through missions and field deployments. The Agency will further develop the evidence base on Roma integration that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the forthcoming post-2020 Roma integration strategy, and building on the Roma and Travellers Survey. In cooperation with the Norway/EEA grants FRA will continue to provide technical assistance to the Bulgarian statistical institute in the context of the project on hard-to-reach populations. FRA will continue to assist Member States to improve responses to hate crime through the dedicated Working Group on reporting, recording and data collection of hate crime, under the European

Commission-led EU High Level Group on combatting racism and xenophobia. This will be done through FRA organised national diagnostic workshops and country/ study visits. FRA will continue to strengthen the capacity of its partner to respect and promote the rights of the child. Also in cooperation with the Norway/EEA FRA will support the Polish Ministry of Justice in a project on child-friendly justice.

Under the strategic programmes 'Strengthening human rights systems' and 'Communicating rights', the Agency will implement projects that cover more than one MAF area. FRA will focus on activities that strengthen fundamental rights frameworks and reinforce rights compliance in the EU, including by promoting the EU Charter of Fundamental Rights. To that end, it will continue its cooperation with policymakers at EU and Member State level to ensure that its evidence base can inform policy and legislative developments relevant for fundamental rights. The Agency's Annual Report will provide an overview on

the situation of fundamental rights in the EU covering all MAF areas. FRA will release its European Union Fundamental Rights Information System (EFRIS), providing a searchable interface for available evidence international human rights monitoring mechanisms including Council of Europe, UN and EU mechanisms. In cooperation with the European Network of National Human Rights Institutions (ENNHRI) and in consultation with international partners, FRA will publish an update of its 2010 report on national human rights institutions in 2020. The Fundamental Rights Platform (FRP) will continue to be a space to engage with civil society and the Agency will repeat a periodic consultation amongst FRP organisations regarding the issue of civic space in the EU. Finally, FRA will engage in targeted capacitybuilding activities aimed at promoting the application of the EU Charter of Fundamental Rights, including by promoting its handbook on the applicability of the Charter.

Area of activity 1: Equality and non-discrimination

The context of FRA's work in this area is provided by the EU's Racial Equality Directive 2000/43/EC and the Employment Equality Directive 2000/78/EC. In 2021, FRA will publish the results from the Roma Survey 2020 and will finalise the fieldwork for the EU Survey on Immigrants and Descendants of Immigrants. The Agency will continue to release further findings related to Equality and Non-Discrimination from the Fundamental Rights Survey and the second LGBTI survey considering targeted analyses with regard to gender, age and disability. Based on findings from its surveys and other research, FRA will continue to provide technical assistance and capacity building to EU institutions and Member States in the area of equality and non-discrimination. The European Commission 's "Green Paper on Ageing", which triggered a broad debate on the long-term impacts of the demographic change, will frame Agency's work on dignity and independence in old age and specifically on aging in digital societies. FRA will continue to fulfil its statutory obligations under the EU Framework for the UN Convention on the Rights of Persons with Disabilities (see project D 1.5 under *Supporting Human Rights Systems Programme*). As part of its activities on equality and non-discrimination, FRA will develop g its work in respect to social rights and digitalisation.

The above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- Launch of main results from the Agency's latest Roma Survey, considering targeted analyses with regard to gender, age and disability;
- Dissemination of relevant findings related to equality and non-discrimination from FRA's Roma and Travellers' survey, the Fundamental Rights survey and the second EU LGBTI survey, considering targeted analyses with regard to gender, age and disability;
- Fieldwork for the EU Survey on Immigrants and Descendants of Immigrants will be initiated.

New projects in 2021

- Aging in digital societies: enablers and barriers to older persons exercising their rights
- Social rights in the digital age

Responses to ad-hoc requests and fundamental rights challenges in 2021

Providing targeted fundamental rights assistance and expertise to EU institutions/agencies in response to EU
legislative or policy changes (incl. requests for FRA opinions) and potential fundamental rights challenges (e.g.
ad-hoc data collection and analysis)

Expected results

- The Agency will continue to publish relevant findings in different formats from its large-scale surveys:
 - o The Roma Survey 2020
 - The second LGBTI survey
 - The Fundamental Rights survey
- The Agency will continue to populate fundamental rights indicators based on its primary data alongside other
 data sources. A key consideration during 2021 is linking FRA's work in this regard to the indicators used in the
 context of EU processes such as 'Europe post-2020', the EU Framework for National Roma Integration
 Strategies post-2020, the List of Actions to Advance LGBTI Equality and the UN Sustainable Development Goals.

A 1.1 - Roma Survey 2020

Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 1: Equality and non-discrimination

PRIORITY 1

Start date:01/01/2020

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency's past survey findings have identified Roma as among the most vulnerable populations in the EU to numerous fundamental rights violations. FRA research has highlighted, in particular, that large numbers of Roma frequently have no access to formal employment, live in precarious circumstances, and have limited or no access to health care (amongst other services). Moreover, Roma often face xenophobic, discriminatory and racist attitudes and behaviours, and are often victims of crime (including hate crime) and/or unlawful ethnic profiling.

The Communication of the European Commission from April 2011 tasked the Agency with providing data and background information on progress in the integration of the Roma population in EU Member States. The 2014 Report of the European Commission on the implementation of the EU Framework for National Roma Integration Strategies used the FRA Roma survey 2011, and referred to it as "the starting point from which progress is measured." In a 2019 Resolution, the European Parliament stressed the importance of strengthening the post-2020 Strategic EU Framework for National Roma Inclusion Strategies and the need to focus on combatting anti-Gypsyism; the Resolution refers to the Agency's survey data. The Communication of the European Commission from September 2019, which is among others based on EU-MIDIS II survey data on the Roma, identified independent quantitative and qualitative monitoring and evaluation to measure progress as one of the success factors for planning, implementation and monitoring Roma inclusion interventions.

This Roma survey 2020 is an integral part of the Roma-targeted work of the Agency. In the course of 2020, FRA will analyse the data collected in 2020 fieldwork data collection on the Roma will begin. Data collection analysis will takes into account the specific experiences of women, different age groups, and people with disabilities.

Data on Roma collected through this survey and other FRA deliverables will be available in 2021 and will serve as a baseline for the post-2020 EU Roma inclusion agenda. The FRA findings will help to populate relevant outcome indicators of the post-2020 indicators framework for monitoring progress on Roma inclusion. In particular, survey data will provide timely and relevant comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including polices on integration and social inclusion). For some countries, the survey will produce data allowing for analysis of trends over three points in time between 2011 and 2020. The survey findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. At the Member State level, the survey results will help guide the activities of local authorities, National Roma Contact Points, NHRIs/Equality Bodies and civil society.

PROJECT OBJECTIVES

- •To identify trends and assess progress over time ensuring disaggregation by sex, age and disability;
- •To provide data on discrimination experiences, hate motivated harassment and violence, and rights awareness as well as on social inclusion and civic participation and data relevant for selected SDG indicators;
- •To further refine research methodologies for sampling and surveying hard-to-reach or elusive populations;
- •To deliver project outputs of use to key stakeholders in different formats;
- •To raise awareness of fundamental rights implications and disseminate project results

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIESFieldwork survey data collection on the Roma;

- Dissemination of previous survey results related to this project;
- Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the

OUTPUTS

- Publication of survey outputs in different formats;
- Country profiles;
- Development of content for comparative/focus reports
- Advice to key stakeholders;

TARGET GROUPS AND BENEFICIARIES

- The European Commission, the European Parliament Council of the EU
- > EU MSs including local authorities
- NRCPs, NHRIs/Equality Bodies
- International Organisations (Council of Europe, OSCE, UN, OECD)
- Civil society, community and professional organisations
- Media

RESOURCES PLANNED FOR 2021

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	55,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	_
SNEs	Communications & Events	55,000	-	-
Total	Total	110.000	-	-

A 1.2 - EU Survey on immigrants and descendants of immigrants

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 1: Equality and non-discrimination

PRIORITY 1

Start date:01/01/2020

ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In its 2016 Action Plan on the integration of third country nationals, the European Commission points out that integration is key to the future well-being, prosperity and cohesion of European societies and that successful integration of third country nationals is a matter of common interest to all Member States. Under the 2016 Action Plan FRA is referred to as a key actor to "monitor social inclusion and the participation of third country nationals in society from a fundamental rights perspective" through its data collection activities in the framework of its surveys. Key to this is the need to monitor the situation on the ground and measure the impact of integration policies in the EU and at national level. Data from FRA's past EU-MIDIS surveys – and the current survey – serve to populate selected Immigrant Integration and Social Inclusion indicators, as well as indicators on civic citizenship and democratic participation, individual and collective freedoms, respect for the EU's core values and trust in public institutions, as well as belonging and identity formation. FRA's data, particularly with regard to immigrants' perceptions of discrimination, were also used in the EU-OECD 'Settling in 2018' report on immigrant integration. FRA's work in this area builds on its 2017 report 'Together in the EU - Promoting the participation of migrants and their descendants', in which FRA examined national integration policies, action plans and strategies concerning 'active citizenship' and the issue of 'welcoming society'.

In 2021, FRA will finalise the fieldwork for the EU survey on immigrants and descendants of immigrants while results will be available in 2022. The survey is going to collect data from people of African descent, asylum seekers/refugees and people identifying as Muslim. The survey results will provide timely and relevant EU-wide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including polices on integration and social inclusion). The findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. Data collection will take into account the specific experiences of women, different age groups, and people with disabilities. The survey findings will support the further development of fundamental rights indicators in the area of immigrant integration, building upon relevant work on outcome indicators by Eurostat and other EU institutions, the OECD, the United Nations bodies and the Council of Europe, and will also help to guide the activities of local authorities, NHRIs/Equality Bodies and civil society at Member State level.

PROJECT OBJECTIVES

- To identify trends and assess progress over time ensuring disaggregation by sex, age and disability;
- To provide data on discrimination experiences, hate motivated harassment and violence, and rights awareness as well as on social inclusion and civic participation and data relevant for selected SDG indicators;
- To further refine research methodologies for sampling and surveying hard-to-reach or elusive populations;
- To deliver project outputs of use to key stakeholders in different formats

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIESFieldwork for the full-scale survey;

- Analysis of survey data:
- Dissemination of previous survey results related to this project;
- Evidence-based advice to EU institutions and Member States;
- Cooperation and consultation with stakeholders and survey experts in the preparation in raising awareness about the survey

Survey deliverables

TARGET GROUPS AND BENEFICIARIES

OUTPUTS

- The European Parliament, Council of the EU; European Commission
- EU MSs including local authorities
- NHRIs/Equality Bodies
- International Organisations (Council of Europe, OSCE, UN, OECD)
- Civil society, community and professional organisations

RESOURCES PLANNED FOR 2021

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	2,500,000	-	_
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	_	-	-
SNEs	Communications & Events	-	-	-
Total	Total	2,500,000	-	-

A 1.3 - EU LGBTI Survey II

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 1: Equality and non-discrimination

PRIORITY 1

Start date: 01/01/2018

STATUS: onaoina

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2019, the Agency launched its second EU-LGBTI survey, expanding it to cover also intersex persons, to assess progress over time since the first round of the survey, conducted in 2012. In its List of Actions of December 2015 to Advance Equality for LGBTI people, the European Commission, called on the Agency to repeat the survey in 2019.

Repeating the survey and extending its scope to collect data also on the experiences and opinions of intersex persons will assist the EU and the Member States in further strengthening the legal frameworks protecting the fundamental rights of LGBTI persons as well as developing targeted policies addressing challenges to fundamental rights faced by LGBTI people. The specific experiences of different age groups, gender categories and people with disabilities will also be analysed with respect to the survey's results. Some of the survey questions are aligned to those of the Fundamental Rights Survey to compare with the experiences and views of the general population.

Relevant EU legislation and policy areas for consideration with respect to the survey's results 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 - noting those included in the Council of Europe 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. 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.

In 2021, the Agency will continue to undertake analysis of the survey data and release outputs in different formats, which will provide EU institutions and EU Member States with evidence-based advice for monitoring the implementation of policy measures to advance LGBTI equality. FRA will provide technical assistance to MS by organising workshops looking further into the national situation and indicating how the data could be effectively used for policymaking, policy improvement and implementation. The Agency will also organise capacity-building workshops for civil society organisations on a national level, in co-operation with relevant national and local stakeholders (including Equality Bodies and NHRIs).

PROJECT OBJECTIVES

- To provide comparable evidence on LGBTI people's experiences and opinions concerning various fundamental rights areas in the EU such as equality and non-discrimination, victimisation and rights awareness that will inform EU and Member States' legal and policy making;
- To identify trends over time and assess progress between the first and the second LGBTI survey;
- To provide EU institutions and EU Member States with evidence-based advice for their annual reporting on the implementation of the list of actions to advance LGBTI equality;
- To provide technical assistance and capacity building to EU institutions, and Member States' institutions upon request and where relevant.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 4 and 5.

PROJECT PLAN FOR 2021

ACTIVITIES Analysis of survey results, considering targeted analyses with regard to gender, age and disability. Cooperation with key stakeholders in promoting and disseminating the survey findings;

- Provision of technical assistance and capacity building to EU institutions, Member States, and other relevant stakeholders where relevant and needed to raise awareness and encourage the effective use of data.
- OUTPUTS
 Thematic reports;
- Technical assistance and capacity-building workshops;
- Published data set

TARGET GROUPS AND BENEFICIARIES

- The European Parliament, Council of the EU; European Commission
- EU Member States including local authorities and communities;
- NHRIs/Equality Bodies
- International Organisation (Council of Europe, UN, OESE, OECD)
- Specialised Agencies, EU Agencies
 - Civil society; community and professional organisations:
- Media

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	15,000	-	-
Temporary Agents	Technical Assistance & Capacity building	10,000	-	-
Contract Agents	Institutional Cooperation & Networks		_	-
SNEs	Communications & Events	20,000	-	-
Total	Total	45,000	-	-

A 1.4 Aging in digital societies: enablers and barriers to older persons exercising their rights

Strategic programme: Fair and Equal Societies
Area of activity: Equality and non-discrimination/
information society

PRIORITY 1

Start date: 01/01/2021

STATUS: NEW TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The ageing of the EU population already impacts on every part of society - politics, economy, social and pension systems, healthcare, migration – and it will continue to be one of the most significant challenges for the Union in the future. In 2018, more than 100 million people in the EU (nearly 20% of the total population) were over the age of 65. Eurostat estimates that this age group will make up nearly 24% of the EU's population by 2030, reaching nearly 30% by 2080.

In this context, the European Commission (2019-2024) will launch a Green Paper on ageing that will trigger a broad debate on the long-term impacts of this demographic change. In particular the Green paper addresses the issues of care and pensions - whether the social protection systems across the EU are fit to deal with the needs of an ageing population-, and how to foster active ageing, which means to optimize the opportunities of older persons for health, security and participation to achieve their potential for physical and social well-being and to exercise their fundamental rights. Several of the principles underlying the European Pillar of Social Rights, proclaimed in 2017, signal strong political support for a more social Europe and are directly linked to fundamental rights in old age, particularly as regards equal treatment, old-age income and pensions, healthcare as well as access to essential services such as transport, financial services and digital communication. Article 21 of the Charter of Fundamental Rights prohibits discrimination on the ground of age, while Article 25 recognises the right for older people "to lead a life of dignity and independence and to participate in social and cultural life". At the global policy level, a number of sustainable development goals (SDGs) are also relevant, particularly SDG 10 on reducing inequality.

The project addresses the fundamental rights implications of growing older in the digital age, focusing on access to online and offline services. Through mapping and analysis of available primary and secondary data, it will identify persisting data and knowledge gaps as regards the experiences of older people in exercising their rights. In particular, the project will assess the impact of digitalisation and other technological developments on older persons' access to (online and offline) public and private services in different areas of life, such as health and care, social protection and participation in economic and social life. It will further contribute to a better understanding of the concept of active ageing by looking at the level of participation of older persons in economic, social and political life, and at those elements that contribute to a life of dignity and independence in old age. In this regard, FRA will cooperate with Eurofound with respect to research on health and care services for older people. By providing evidence on age-related inequalities from a fundamental rights perspective, FRA will contribute to promoting a rights-based approach towards ageing in the digital age. The research will include a multiple and intersectional perspective to inequality and discrimination of older people, especially with regard to gender and disability.

PROJECT OBJECTIVES

- Assess the fundamental rights implications of growing older in the digital age;
- Identify persisting data and knowledge gaps as regards the experiences of older people in exercising their rights;
- Provide evidence at the level of the EU and the Member States on age-related inequalities from a fundamental rights perspective, focusing on the positive and negative impact of digitalisation;
- Contribute to promoting a rights-based approach towards active ageing in the digital age.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2 and 3.

PROJECT PLAN FOR 2021

Stakeholder consultation;

Desk and FRANET research (Phase 1): mapping and analysis of existing data on legal and practical barriers faced by older people in exercising their rights to dignity and independence, including the use of and access to new technologies, encompassing artificial intelligence, as well as to offline public and

ACTIVITIES

OUTPUTS

- Preliminary findings from Phase 1;
- FRANET reports

TARGET GROUPS AND BENEFICIARIES

EU institutions; National public authorities; National Human Rights Structures; professional organisations (e.g. social services); specialised CSOs at EU national levels.

RESOURCES PLANNED FOR 2021

private services.

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	300,000	-	
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	300,000	-	-

A 1.5 Social rights in the digital age

Strategic programme: Fair and Equal Societies
Area of activity: Equality and non-discrimination/
information society

PRIORITY 3

Start date: 01/01/2021

STATUS: NFW TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2017, EU institutions proclaimed the European Pillar of Social Rights. It reflects a strong political commitment and a common aspiration to move towards a more 'social Europe'. One of the priorities of the European Commission (2019-2024) will be to adopt an action plan for the implementation of the European Pillar of Social Rights. A major principle included in the Pillar is that everyone has the right to equal treatment as regards employment, social protection, education, and access to goods and services, while equal opportunities of under-represented groups should be fostered. In addition, the Pillar contains provisions related to a number of areas, from education and health, to fair wages and unemployment benefits, or minimum income and old age income. It recognises also the right of everyone to access essential services of good quality, including digital communications, and provides for support to access to such services for those in need.

However, existing data point to an unequal access to digitalisation, the use of computers and internet services by different groups of the population, such as persons with low income or persons living in remote rural areas (including children and youth living in those areas), persons with disabilities or older people. This 'digital divide' adversely affects certain groups in the exercise of their rights, including social rights such as to education, employment, social assistance and protection, health or access to essential services. It is crucial therefore, that advancing the European digital agenda goes hand in hand with strengthening the social dimension of the EU and that vulnerable groups are not left behind (for example children living in materially deprived households). The fast development of digitalisation of public and social services bears risks and opportunities. These include the risk of excluding those who have limited or no access to the internet or computers; and opportunities to facilitate access to services outside working hours, in remote areas and across borders.

This project will identify the challenges and opportunities for social rights in the digital age and seek answers to the following questions: What role could digitalisation play in improving access to social rights? Does digitalisation lead to exclusion of particular groups? Under which conditions could digitalisation be part of a social Europe fit for the digital age? To take an example: evidence shows that a large share of persons entitled to social benefits are not taking them up; what is the role of digitalisation on this? In 2021 FRA will analyse relevant existing data drawing on FRA surveys, particularly on the Fundamental Rights Survey, as well as on secondary data from other sources. Based on results from this work, in 2022, FRA will collect and analyse information about institutional structures, legislation, policies and practices with respect to digital services (Phase 2), while in 2023 the Agency will conduct qualitative research in selected EU MSs based on the findings from Phase 1 and 2. Findings will help the EU and the Member States to promote equal access to social rights in the digital age. In this research, FRA will closely cooperate with Eurofound and other relevant EU Agencies with respect to their work on social rights and digitalisation.

PROJECT OBJECTIVES

- Identify trends and vulnerable groups with respect to social rights and essential services in the digital age;
- Identify risks and opportunities for social rights and essential services in the digital age;
- Identify institutional structures, legislation and policies that promote equal access to social rights and essential services in the context of digitalisation.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1 and 2.

ACTIVITIES

PROJECT PLAN FOR 2021

- Stakeholder consultation;
 - Desk research and mapping and analysis of existing primary and secondary data on trends and vulnerable groups with respect to digital access to services (Phase 1).
- OUTPUTS
- Preliminary findings from phase 1; Focus paper

TARGET GROUPS AND BENEFICIARIES

EU institutions; National public authorities; National Human Rights Structures; professional organisations (e.g. social services); CSOs at EU/national levels.

RESOURCES I EARNED I OR 2021							
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority			
	Research and Data	-	-	100,000			
Temporary Agents	Technical Assistance & Capacity building	-	-	-			
Contract Agents	Institutional Cooperation & Networks	-	-	_			
SNEs	Communications & Events	-	-	10,000			
Total	Total	-	-	110,000			

A 1.6 – Additional activities in the area of "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"

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 1: Equality and non-discrimination

PRIORITY 1

Start date: 01/01/2017

STATUS: ongoing

TYPE: multiannua

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research, analysis, assistance and support, which are primarily based on FRA's work in the above areas.

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 can 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 2021, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity supporting the work of the Subgroup on Equality Data.

Work undertaken in relation to the above can encompass analysis with respect to gender, age and disability – depending on the nature of specific requests for input. Particularly, upon demand FRA will continue to provide evidence-based advice to the Commission related to the development of the post-2020 EU Disability Strategy and contribute to capacity building activities on independent living of persons with disabilities, based on Agency's multi-annual research on the transition from institutional to community-based care.

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 surveys and research 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

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES To develop opinions (upon request) and provide

- evidence-based advice;
- Undertake analyses based on existing data/material and update selected publications as required;
 Make FRA findings available to policy makers at
- Make FRA findings available to policy makers at EU/Member State level;
- Contribute to capacity building activities and provide evidence-based advice in the area of independent living of persons with disabilities and the overall deinstitutionalisation process within the EU.
- > Relevant communication and cooperation activities.
- The Agency will continue to facilitate the work of the Commission's Group on equality data in form of country visits and provision of technical assistance and capacity building to Member States.

OUTPUTS

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

TARGET GROUPS AND BENEFICIARIES

- European Commission
- EU Member States including local authorities and communities
- NHRIs/Equality Bodies
- Specialised Agencies, EU Agencies
- Civil society; community and professional organisations

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		Research and Data	40,000	-	-
Temporary Agents		Technical Assistance & Capacity building	5,000	-	-
Contract Agents		Institutional Cooperation & Networks	5,000	-	-
SNEs		Communications & Events	20,000	-	-
Total		Total	70,000	-	-

Strategic programme A

FAIR AND EQUAL SOCIETIES

Area of activity 2: Integration and social inclusion of Roma

The Agency will further develop the evidence base on Roma inclusion that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the Council Recommendation of December 2013 on Roma integration, the Commission Communication on the implementation of national Roma integration strategies 2019 and further post-2020 policy up-dates. The findings from the Roma survey 2020 and the Roma and Travellers' survey 2018/2019 will serve as a baseline for the post-2020 EU Roma inclusion agenda and feed into the Commission reporting of progress made in regard to equality and inclusion of Roma. The agency will provide technical assistance to the Commission and Member States for in the areas of data collection and the development of tools to monitor progress on Roma. Capacity-building activities include support to the Bulgarian national statistical institute for using data on hard-to-reach populations in the policy process and ad hoc requests for support by other Member States.

Technical Assistance and Capacity building will continue with its activities on 'Local Engagement for Roma Inclusion' and support Roma and Travellers communities to engage in decision-making processes and support the empowerment of Roma and Travellers to claim their rights. Together with the Roma and Travellers communities and other key stakeholders FRA will continue to facilitate the development of targeted policy responses by creating awareness on a national, regional and local level.

The evidence on the deprivation Roma face will contribute to dispel prejudice and anti-Gypsyism that fuel discrimination against and exclusion of Roma.

The above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- Roma Survey 2020 (project A 1.1)
- Providing technical assistance on Roma integration and social inclusion to EU institutions and Member States, based on data from Roma Survey 2020, EU-MIDIS II and the Roma and Travellers' survey (projects A. 1.1 and A. 1.2);
- Technical assistance to the Bulgarian national statistical institute for generating data on hard-to-reach populations at risk of violation of their fundamental (Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 drafting key deliverables (reports, indicators etc.), testing new methodologies for building municipal-level indicators (envisaged under F.1.2)
- Assisting the Commission and Member States in developing and applying indicators on Roma integration and tools to monitor progress (project A. 2.1).

Expected results

- Publication of further outputs in different formats of the Roma and Travellers' survey, including disaggregated data with respect to gender and age;
- Participation and inclusion of Roma and Travellers supported through workshops and trainings
- Support to Roma equality and inclusion, through development of indicators under the policy areas of education, employment, health (including disability if feasible) and housing, discrimination and antigypsyism
- Methodology of matching data from various sources to build indicators on social inclusion of hard-to-reach populations developed and tested; technical assistance provided to the Bulgarian statistical institute in analysing

the data from 2020 survey on discrimination and social inclusion of vulnerable groups; drafting of policy-relevant reports;

• Support provided to Member States in their efforts to develop sound national data and monitor progress in Roma equality and inclusion, incl. in replication of the methods developed and tested in the framework of the project with the Bulgarian statistical institute.

A 2.1 – Technical assistance and capacity building in the area of "Social inclusion of Roma"

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 2: Integration and social inclusion of
Roma

PRIORITY 1

Start date: 01/01/2017

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In response to the 2013 Recommendation on Roma integration, the Agency established the infrastructure for providing technical assistance and capacity building support in the area of Roma integration. The provided support to the Member States and the Commission in monitoring and reporting on Roma equality and inclusion through analyses and by developing a portfolio of Roma integration targets and indicators under the policy areas of education, employment, health (including disability) and housing, discrimination and anti-Gypsyism, and with particular focus on children and women. In 2021, FRA will continue to provide expertise and technical assistance upon request contributing to Roma inclusion in EU's post-2020 programming period.

Technical assistance and capacity-building activities draws upon Roma specific surveys - the EU-MIDIS II, the 2019 Roma and Travellers Survey, the Roma Survey 2020 and the 'Local Engagement for Roma Inclusion' project as well as the EEA/Norway Grants project on the development of novel methods for collecting data on the status of hard-to-reach populations. The activities will take into account the specific situation of young people, women and persons with disabilities. The Agency will continue to support Member State efforts to develop sound national data sets and will assist the European Commission to monitor progress in Roma equality and inclusion. Drawing on the findings of its project 'Local Engagement for Roma Inclusion, the Agency will also continue to build the capacities of the Roma communities in the six countries covered by the Roma and Travellers survey through developing participatory engagement methods at local level.

PROJECT OBJECTIVES

- To provide opinions (on request) and evidence based advice;
- To provide analytical input to the Commission's assessment of progress in Roma integration and policy planning;
- To support the development and implementation of guidelines on equality data in Member States;
- To improve the stakeholders' capacity to apply data in the policy-making process;
- To issue analysis and papers based on existing materials, when required, and update selected publications;
- To make findings of FRA available to policy makers and Roma communities in a proactive manner and engage in relevant awareness raising, communication and cooperation activities;
- To assist Member States, rights holders and other key stakeholders on national, local and regional level in their
 efforts to prevent and counter discrimination, antigypsyism and social exclusion of Roma, Travellers and Gypsies;
- To fine-tune and update EU rights-based indicators to monitor progress of post-2020 Roma inclusion.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES Provide on-demand technical assistance to the European Commission and Member States on issues related to monitoring Roma integration and inclusion;

- Build the capacity of Roma and Travellers at national and local level to apply data in the policy-making process;
- Communicate research findings to key policy makers at EU, as well as national level and other relevant stakeholders;
- Organise meetings, workshops and other outreach activities;
- Develop targeted analysis and briefs; Participate in meetings and events.

- OUTPUTS
- Methodologies for monitoring indicators, reporting templates, country profiles;
- Expert advice to stakeholders;
- Selected publications (or parts thereof) updated;
- Preparation and presentation of relevant opinions, papers and other inputs
- Capacity-building seminars & technical assistance workshops to support Roma participation

TARGET GROUPS AND BENEFICIARIES

- The European Parliament, Council of the EU; European Commission
- Member States including local authorities and communities
- NRCPs, NHRIs/Equality Bodies
- Civil Society and professional organisations
- Roma and Travellers in the 6 Member States covered by the Roma and Travellers Survey
- Media

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		Research and Data	_	-	-
Temporary Agents		Technical Assistance & Capacity building	100,000	-	-
Contract Agents		Institutional Cooperation & Networks	-	-	-
SNEs		Communications & Events	-	-	-
Total		Total	100,000	-	-

Area of activity 3: Racism, xenophobia and related intolerance

In this area of work, FRA will closely follow the work of the European Commission, with a particular focus on implementation of EU law in respect to the Racial Equality Directive, the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law, the Victims Rights Directive and the activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance. This area of activity will also involve close cooperation with the European Commission, including assisting Member States and other key stakeholders in their efforts to prevent and counter hate crime under the EU High Level Group on combating racism, xenophobia and other forms of intolerance. The assistance includes areas of reporting, recording, investigating, prosecuting and sentencing hate crime. FRA will also promote the key guiding principles on collaboration between authorities and civil society organisations, the findings on the third party reporting analysis and the online compendium on practices against hate crime. Further, FRA works closely with the EU coordinator on combatting antisemitism in the newly established Working Group on Antisemitism. The European Commission created this ad-hoc working group on antisemitism, within the existing High-level Member States' expert group on Racism and Xenophobia, to follow-up on the "Council Declaration on the fight against antisemitism and the development of a common security approach to better protect Jewish communities and institutions in Europe" (6 December 2018). A gender perspective is mainstreamed within and at various stages of all these activities, and where relevant with respect to available data - FRA's work also looks at the intersection between racism, xenophobia and related intolerance with respect to age and other grounds (such as disability). Findings from the FRA surveys on immigrants and their descendants in the EU, and on Roma, as well as relevant results from the Fundamental Rights Survey will be used.

Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- Data collection on antisemitism in the EU based on secondary source material from Member States;
- Capacity building and technical assistance in the area of hate crime;
- Update of the online Compendium on practices against hate crime;
- Update of the online database on evidence of anti-Muslim hatred.
- Racism and ethnic discrimination: data collection and analysis;

New projects in 2021

None

Responses to ad-hoc requests and fundamental rights challenges in 2021

• Providing targeted fundamental rights assistance and expertise to EU institutions/agencies in response to EU legislative or policy changes (incl. requests for FRA opinions) and potential fundamental rights challenges (e.g. ad-hoc data collection and analysis) in relation to racism, xenophobia and related intolerance.

Expected results

- Publication of antisemitism data collection update;
- Update of the online anti-Muslim hatred database;
- Update of the online Compendium on practices against hate crime;
- Support to key stakeholders at national, EU and international level to improve their responses to hate crime
 and racism. This includes encouraging victims of different backgrounds to report their experiences to authorities,
 as well as dedicated work with criminal justice personnel to be able to respond to hate crime motivated by
 different biases in accordance with the relevant legislation.

A 3.1 - Antisemitism: Data collection and analysis

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 3: Racism, xenophobia and related
intolerance

PRIORITY 1

Start date: 01/01/2014

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

Every year, the Agency compiles existing information on the situation of data collection on antisemitism in the EU, which enables the identification of trends in data collection, since antisemitism remains an issue of concern to the EU and its Member States. The data collected for this report – which is based on existing material collected by government and non-government sources – does not allow for a specific focus on gender, disability or age.

PROJECT OBJECTIVES

 The overall objective is to provide evidence based advice to EU and national policy makers in regard to combating antisemitism, raising awareness of the extent of the phenomenon and measures taken to tackle it.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2 and 4.

PROJECT PLAN FOR 2021

ACTIVITIES

- Data collection and analysis:
- Publication and communication of results;
- Capacity building activities and provision of evidence-based advice in the area of antisemitism.

OUTPUTS

Annual update on the situation of data collection on antisemitism in the EU – online;

Depending on budget availability organisation of national workshops

TARGET GROUPS AND BENEFICIARIES

- The European Parliament, Council of the EU, European Commission
- Member State
- NHRIs/Equality Bodies
- Civil Society and professional organisations
 - Intergovernmental/International organisations (Council of Europe, UN, OSCE)
 - Media

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	5,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	5,000	-	-

A 3.2 - Capacity building and technical assistance in the area of hate crime

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 3: Racism, xenophobia and related
intolerance

PRIORITY 1

Start date: 01/09/2019

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2016, the European Commission launched the EU High Level Group to combat racism, xenophobia and other forms of intolerance and requested FRA to facilitate a Subgroup on methodologies for recording and collecting data on hate crime. The FRA-led Subgroup (2016-2018) assisted Member States to develop methodologies to improve recording and data collection of hate crime. The methodology developed by the Subgroup rests on two pillars: the key guiding principles on improving recording for law enforcement and its implementation through country diagnostic workshops; and exchange of expertise and experiences among the states through country study visits and a published research report.

In 2018, under the EU High Level Group to combat racism, xenophobia and other forms of intolerance, the Commission proposed the creation of working groups to continue assisting Member States based on the methodology FRA had already developed. FRA assumed responsibility for the working group on recording and collecting data on hate crime, incl. encouraging reporting of hate crime and cooperation between authorities and civil society organizations. Under the umbrella of the EU High Level Group, and in tandem with FRA's research on racism and victims of crime, this project FRA will deliver capacity building and technical assistance to key stakeholders, including Member States and civil society organisations. FRA will continue to closely follow the work of the European Commission, with a particular focus on the implementation of the Council Framework Decision on Racism and Xenophobia, Victim's Rights Directive and the activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance. FRA will also continue operational cooperation with intergovernmental and international organisations, such as OSCE ODIHR, ECRI and OHCHR, and with Eurostat with respect to work in this area. Hate crime motivated by gender and disability is also taken into account, as relevant, in FRA's work. Findings from the FRA surveys on immigrants and their descendants in the EU, and on Roma, as well as relevant results from the Fundamental Rights Survey will be used.

PROJECT OBJECTIVES

- To strengthen capacities of Member States and other key stakeholders in their efforts to prevent and counter hate crime. The assistance includes as relevant reporting, recording, investigating, prosecuting, and sentencing hate crime; and cooperation between authorities and civil society organisations;
- To improve the stakeholders' capacity to apply data in the policy-making process;
- To issue analysis and papers based on new and existing materials, when required, and update selected publications and tools;
- To make findings of FRA available to policy makers in a proactive manner.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

Provide technical assistance to Member States to improve their efforts in combatting hate crime through diagnostic workshops;

ACTIVITIES

- Facilitating the exchange of practices between Member States through regular meetings and ad hoc expert seminars:
- Facilitating learning country visits; Communicate research findings to key policy makers at EU, as well as national level and other relevant stakeholders;
- Develop targeted analysis and briefs;
- Update of the online Compendium on practices against hate crime:
- Re-print existing reports as required;
- Participate in meetings and events.

OUTPUTS

- Diagnostic workshop, expert meetings, seminars and workshop carried out in the Member States;
- Country visits carried out;
- Publication of results in different formats;
- Updated online Compendium against hate crime;
- Preparation and presentation of relevant opinions, papers, presentations and other inputs.

TARGET GROUPS AND BENEFICIARIES

- National authorities
- Civil society organisations
- European Commission, Council of the EU, EU Parliament
- International organisations (CoE, UN, OSCE ODIHR)
 - CSOs

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		Research and Data	-	-	-
Temporary Agents	-	Technical Assistance & Capacity building	35,000	-	-
Contract Agents	-	Institutional Cooperation & Networks	-	-	-
SNEs	-	Communications & Events	5,000	_	-
Total	-	Total	40,000	-	-

A 3.3 - Update of FRA's online database on anti-Muslim hatred

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 3: Racism, xenophobia and related
intolerance

PRIORITY 1

Start date: 01/01/2017

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The arrival of migrants and asylum seekers in large numbers in the European Union over the past years combined with terrorist attacks in several EU Member States has led to more open manifestations of xenophobia, racist hatred and violence targeting Muslims in many countries. The development of evidence based and targeted policy responses at EU and national level would benefit from a pool of data on the situation, which would bring together existing data and evidence at international, EU and national level, which is currently scattered and therefore not easily accessible by policy actors.

In 2017-18 FRA developed an online database with available case law, findings of national research, and other information on anti-Muslim hatred. The database has been be reviewed in 2019 by stakeholders to consider its potential annual update. The work under this project takes into account monitoring work carried out by UN bodies and the CoE, as well as database initiatives by the OSCE/ODIHR, such as the Tolerance and Non-Discrimination Information System (TANDIS) and Legislationline.org. The database could be developed to include other forms of bias motivated hate and intolerance. In 2021, FRA will update the database.

PROJECT OBJECTIVES

- To maintain an online database of evidence on anti-Muslim hatred in EU Member States;
- To ensure that the database contains data disaggregated by sex, where relevant.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2, 3 and 4.

PROJ	ECT	PLAN	FOR	2021

ACTIVITIES	
Maintain the online database;	

- Stakeholder meeting to review the database;
- Missions and participation in external meetings as relevant

OUTPUTS

Functional online database – update

TARGET GROUPS AND BENEFICIARIES

- The European Commission and other EU institutions, bodies and agencies
- Member States
- NHRIs/equality bodies/ombuds institutions
- International organisations (CoE, UN, OSCE ODIHR)
- Civil society organizations

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	80,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	80,000	-	-

A 3.4 – Additional activities in the area of "Racism, xenophobia and related intolerance"

Strategic programme A: FAIR AND EQUAL SOCIETIES
Area of activity 3: Racism, xenophobia and related
intolerance

PRIORITY 1

Start date: 01/01/2017

Civil Society and professional organisations Council of Europe, UN, OSCE/ODIHR

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas.

The agency follows up its relevant research work through targeted engagement and awareness raising with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions. This will include activities related to ethnic discrimination, racism, xenophobia and related intolerance, as well as developments relevant to the code of conduct on countering illegal hate speech online agreed between the European Commission and IT companies in May 2016. The work addresses the needs of different stakeholders – as outlined below. Gender, children and disability rights will be taken into account, as relevant, in FRA's work.

PROJECT OBJECTIVES

- To provide opinions (on request) 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 awareness raising through communication & cooperation activities.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021 ACTIVITIES OUTPUTS Communicate the research findings to key policy Expert advice to stakeholders, participation in hearings makers at EU as well as national level and other and events; relevant stakeholders; Selected publications (or parts thereof) updated; Developing targeted analysis and briefs; Preparation and presentation of relevant opinions, Re-print existing reports as required; papers, presentations and other inputs; Participation in meetings and events. TARGET GROUPS AND BENEFICIARIES The European Parliament, Council of the EU, European Commission Member States including local authorities and communities NHRIs/Equality Bodies Specialised Agencies, EU Agencies

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	10,000	-	-
Temporary Agents	Technical Assistance & Capacity building	5,000	-	-
Contract Agents	Institutional Cooperation & Networks	5,000	-	-
SNEs	Communications & Events	20,000	-	-
Total	Total	40,000	-	-

Strategic programme A

FAIR AND EQUAL SOCIETIES

Area of activity 4: Rights of the Child

FRA's work on the rights of the child will continue to be mainstreamed across areas of FRA work. The work of the Agency in this area is framed by the 2011 EU Agenda for the Rights of the Child, the forthcoming strategy of the rights of the child (proposed), the 2015 Principles of integrated child protection systems, the 2013 Commission Recommendation "Investing in children: breaking the cycle of disadvantage", the European pillar of Social Rights, 2017, amongst others. The engagement in the area of justice will continue and be framed by EU legislation on victim's rights, procedural safeguards, trafficking in human beings and sexual abuse, sexual exploitation and child pornography, procedural safeguards for children suspected or accused of a crime, as well as the Brussels IIa Regulation, amongst others.

The focus on migrant children, in particular those who are unaccompanied, will continue, taking into account, amongst others the 2017 Commission Communication on the protection of children in migration and relevant EU legislation. The work of the Council of Europe, UN, and other stakeholders will be considered. FRA will continue to provide evidence-based advice to EU Member States to raise awareness of children's rights, promoting and supporting child participation in policy discussions and research, by developing necessary tools and guidance. FRA will also continue its capacity building activities in the area of rights of the child, and engage with key partners such as the Commission and the European Parliament.

Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- The work on the rights of the child continues to be mainstreamed in research, communication, institutional cooperation as well as technical assistance and capacity building. Tools and guidance will support FRA's work with key cooperation partners such as the Commission;
- Update of Handbook on Rights of the Child;
- The Agency will continue to provide targeted evidence-based advice and capacity building in the context of its previous work on for instance children's participation in criminal, civil and administrative judicial proceedings, child poverty, minimum ages, children in migration, children with disabilities;
- The Agency will further provide targeted evidence-based advise in the context of its specific findings for young age groups, particularly from its surveys such as on Roma, LGBTI and Fundamental Rights;
- The Agency will explore further opportunities to involve children in the policy debates through child participation in events and the Fundamental Rights Forum and through joint efforts with key cooperation partners, such as the Commission, European Parliament, Council of Europe and UNICEF.

New projects in 2021

None

Expected results

- Evidence based-advice and technical assistance provided to stakeholders at international, EU, national, regional and local level, focusing on various target groups such as authorities, professional groups, civil society organisations and rights holders
- Targeted data analyses on young age groups to identify their specific needs for appropriate policy responses

A 4.1 - Providing fundamental rights expertise on child protection and participation

Strategic programme A: FAIR AND EQUAL PRIORITY 1 Start date: 01/01/2019 STATUS: ongoing multiannual

POLICY RELEVANCE 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 a significant research on the rights of the child. It has produced a number of tools for practitioners, such as handbooks, checklists and videos in areas such as child-friendly justice, child poverty, guardianship and the trafficking of children. FRA has been providing evidence-based advice in different areas to EU and other international bodies. It has also been involved in building the capacity on rights of the child of staff in different institutions, including the European Parliament and the European Commission. In addition, the rights of the child have been mainstreamed in FRA's activities across the Agency.

The project will allow the Agency to continue to provide evidence based assistance and advice through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU as well as at the national level. The project will also provide technical assistance and capacity building to key actors (authorities, professionals, civil society) on local, regional, national and European level. This also includes the development of tools and methodologies to facilitate the participation of children themselves in such policy processes. The work on child rights continues to be mainstreamed throughout the Agency's research, for example in respect to migration, trafficking in human beings, equality, Roma, access to justice, data protection, etc. relevant activities may cover a range of areas. Since the agency is also mainstreaming gender as well as disability, the intersectionality with these areas will particularly underline the situation of girls and children with disabilities.

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, ensures fundamental rights compliance and the effective implementation of EU legislation and policies, such as the Brussels IIa Regulation, the Procedural Safeguards Directive and the Child's Guarantee. 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. 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/ombuds institutions; specialized agencies; other international organizations, such as Council of Europe or UNICEF; 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, translate and disseminate the guide on EU children at risk of trafficking in human beings produced with EC
- Support EU efforts to strengthen guardianship systems and age assessment for unaccompanied children;
- Communicate FRA research findings to stakeholders, sharing also promising practice;
- · Carry out and publish specific analysis on child rights issues based on existing and new data, as required;
- · Carry out technical assistance and capacity building to actors on different levels who are in contact with children
- Carry out communication and awareness raising activities on child protection and participation.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

- ACTIVITIES

 Provide evidence-based assistance to EU institutions, EU agencies and MSs;
- Attend and provide tailor-made input to Council Working Parties, the European Parliament Committees, expert meetings by the European Commission or EU agencies as well as Council of Europe, UNICEF and other actors;
- Support the European Commission forum on the rights of the child;
- Promote FRA child protection and child participation tools;
- Promote the guide on EU children at risk of trafficking;
- Communicate FRA findings to key policy makers at EU, national level and other stakeholders (international organizations, civil society, professional associations);
- Develop targeted analysis and briefs, when required;
- Update existing reports, as required.

- OUTPUTS
 Tailor-made input into legislative, policy or other documents provided to EU institutions / agencies;
- Targeted input in meetings, training and events;
- Selected publications (or parts thereof) updated and translations.

TARGET GROUPS AND BENEFICIARIES

- The European Commission, the European Parliament and other EU institutions, bodies and agencies
- Member States
- NHRIs/equality bodies/ombuds institutions
- Specialized agencies
- Other international organizations, such as the Council of Europe
- Civil society including professional organizations and children themselves

IXESOSITOES I E/	RESOURCES I EXIMED TOR ESEL					
Human Resources			Financial Resources	1 st priority	2 nd priority	3 rd priority
			Research and Data	-	-	-
Temporary Agents	-		Technical Assistance & Capacity building	40,000	-	-
Contract Agents	-		Institutional Cooperation & Networks	-	-	-
SNEs	-		Communications & Events	-	-	-
Total	_		Total	40.000	_	_

A 4.2 – Update of the Handbook of European Case-law on the Rights of the Child

Strategic programme A: **FAIR AND EQUAL SOCIETIES**Area of activity 4: **Rights of the Child**

PRIORITY 1

Start date: 01/01/2020

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2015 FRA, in close cooperation with the Council of Europe, published the Handbook of European Case-law on the Rights of the Child. The Handbook provides practitioners involved in the legal protection of the rights of the child, both at the national and international levels, with a manual containing the 'international standard' of child protection and child participation, including as it derives from European jurisprudence. This comprises 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). The aim of the handbook is to facilitate the work of the practitioners, as well as their respect, protection and fulfilment of the rights of the child, including children in particularly vulnerable situations such as children with disabilities or victims of trafficking, including particular consideration of gender-specifics. Following the planning, preparation and research activities conducted in 2013 and 2014, in 2015 the Handbook was translated from English into most EU languages. The Handbook was published both on-line and in print versions, and disseminated in relevant forums and through professional networks of practitioners dealing with children, at the national and international levels.

In order to support the new Council of Europe Strategy for the Rights of the Child which concludes in 2021 and contribute to the achievement of its objectives FRA will update the current Handbook. Its usefulness and relevance was confirmed through an external consultation whose report was published in 2018.

The update of the Handbook is going to be developed in 2020 in close co-operation with FRA key partners in this field: the Council of Europe (CoE), the European Court of Human Rights and the Commission's Coordinator on Rights of the Child and the EU Anti-Trafficking Coordinator, as relevant, to be published in 2021 and further translated and disseminated in 2022.

PROJECT OBJECTIVES

- Update the 2015 edition of the Handbook of European case law on the Rights of the Child;
- Enhance cooperation with the Council of Europe (CoE), the European Court of Human Rights and the Commission's Coordinator on Rights of the Child;
- Contribute to raising awareness, knowledge and understanding of children's rights in the context of the UN CRC and the Council of Europe Convention on the Protection of Children from Sexual Exploitation and Sexual Abuse and work of various Council of Europe bodies, and in the context of EU Directives in the area of victim's rights, trafficking in human beings and sexual abuse, sexual exploitation, child pornography and child abuse images and procedural safeguards for children suspected or accused of a crime as well as the Brussels IIa Regulation amongst lawyers, judges, legal practitioners, child protection authorities, 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, including children. 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 Rights of the Child.

LINK TO FRA MULTI-ANNUAL OBJECTIVES

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES Analysis and selection of extracts from key judgments and decisions delivered by the ECtHR and CJEU highlighting the manner in which EU law, the ECHR and other instruments were applied EU level;

- Specific stakeholder communication and awareness raising activities; Participation in meetings and events.
- OUTPUTS
- Publication of Handbook of European Case-law on the Rights of the Child;
- Translations to EU languages

TARGET GROUPS AND BENEFICIARIES

- EU Institutions, Agencies and bodies
- Council of Europe and European Court of Human Rights
- EU Member States
- Ombuds institutions
- Professional groups and civil society
- Academia, incl. law students

Human Resources		
Temporary Agents		
Contract Agents		
SNEs		
Total		

Financial Resources	1st priority	2 nd priority	3 rd priority
Research and Data	-	-	-
Technical Assistance & Capacity building	-	-	-
Institutional Cooperation & Networks	-	-	-
Communications & Events	80,000	-	170,000
Total	80,000	-	170,000

A 4.3 – Children and young people's experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys

Strategic programme A: **FAIR AND EQUAL SOCIETIES**Area of activity 4: **Rights of the Child**

PRIORITY 1

Start date: 01/01/2020

STATUS: ongoing

TYPE: Annual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

A number of FRA studies and surveys have highlighted the particular vulnerability of certain children and young people in the EU with regard to fundamental rights. The EU strategic agenda 2019-2024 recognises the particular vulnerability of young people to inequalities². It will be the framework for EU policies in the coming years. Based on the Council resolution of 26 November 2018, the EU developed the EU Youth Strategy, which is the framework for EU youth policy cooperation for 2019-2027. It intends to bring the EU closer to young people and to help address issues of concern to them through for instance reliable and sound data collections on the respective issues as in surveys and administrative data. Another recent development is the portfolio 'Innovation and Youth' by the proposed new Commission³ emphasising on the role of young people in addressing the EU's current challenges. The project will report on the fundamental rights situation of children and youth by disaggregating data for the age groups of 16 to 24 years of age from existing surveys carried out by the Agency. The Agency will undertake a statistical analysis of its existing data sets in EU MIDIS II, Roma, LGBTI II surveys and the Fundamental Rights Survey to learn about their rights awareness, experience of potential discrimination, their use of complaint mechanisms. By drawing also on the Fundamental Rights Survey, the analysis will be able to compare the situation of young people living in vulnerable situations (e.g. Roma, LGBTI, migrants) with that of young people amongst the general population. Based on the report planned to be published in late 2020 targeted publications and meetings, including the Fundamental Rights Forum are planned, based on a strategic communication and dissemination strategy involving consultations with young people.

PROJECT OBJECTIVES

- Provide relevant stakeholders with an evidence-based overview of the situation of young people in the EU (in particular of young people living in vulnerable situations) and formulate FRA opinions to inform impactful policymaking;
- Promote among relevant stakeholders and policymakers and decision takers in the EU the importance of youth participation and of tackling youth concerns in the EU;
- Support EU efforts to strengthen child and youth participation in political and democratic life, to implement the EU Youth Strategy 2019-27 and the 11 Youth Goals;
- · Support EU efforts to build more inclusive societies;
- Support EU efforts on innovation and youth;
- Support EU efforts to combat youth radicalisation

LINK TO FRA MULTI-ANNUAL OBJECTIVES

This project is linked to FRA Strategic Pillars 1 to 4.

PROJECT PLAN FOR 2021

ACTIVITIES

Developing a strategic communication and dissemination strategy for the youth report

- Communicating young people's experiences who are in particularly vulnerable situations as well as of the socalled general population to policy makers on European and national level;
- Consulting with young people throughout the project on best approaches concerning relevance, priorities and outreach activities through (virtual) meetings and online consultations;
- Meetings with relevant actors and cooperation partners;
- Presentations on findings and key messages amongst others the FRA Fundamental Rights Forum 2018.

OUTPUTS

- Additional targeted publications on the basis of the full report, e.g. brochure, summary report incl. opinions;
- Targeted promotion material, e.g. roll-ups, posters;
- Targeted input (report findings and recommendations) to youth meetings, awareness raising and capacity building activities, e.g. event of the European Youth Capital 2021, EP and EC youth events and others

TARGET GROUPS AND BENEFICIARIES

- Beneficiaries representing children and youth, young Roma, young migrants, young LGBTI persons
- European Parliament, Council, European Commission, and other EU agencies and bodies
- National authorities
- National Human Rights Institutions, equality bodies, ombudspersons (incl. for children)
- Specialised agencies
- Other IGOs, e.g. Council of Europe, UNICEF, OHCHR, etc.
- Civil society incl. European Youth Forum, Eurochild, etc.
 - Professionals working with children and young people

RESOURCES I EARNIED I ON ZULL					
Human Resources	Financial Resources	1st priority	2 nd priority	3 rd priority	
	Research and Data	-	-	-	
Temporary Agents	Technical Assistance & Capacity building	-	-	30,000	
Contract Agents	Institutional Cooperation & Networks	-	_	-	
SNEs	Communications & Events	-	-	24,000	
Total	Total	-	-	54,000	

² Council of the European Union "A new strategic agenda 2019-2024", URL: https://www.consilium.europa.eu/en/press/press-releases/2019/06/20/a-new-strategic-agenda-2019-2024/?utm source=dsms-auto&utm medium=email&utm campaign=A+new+strategic+agenda+2019-2024 [downloaded 21.06.2019]

³ European Commission: "The von der Leyen Commission: for a Union that strives for more", press release of 10.09.2019, URL: https://europa.eu/rapid/press-release IP-19-5542 en.htm [downloaded 12.09.2019]

Strategic programme B **JUST, DIGITAL AND SECURE SOCIETIES**

Area of activity 1: Information society and, in particular, respect for private life and protection of personal data

The context of FRA work in relation to this area is shaped by the general goals set by the Digital Agenda for Europe 2020, the existing EU secondary legislation (e.g. General Data Protection Regulation; the Data Protection Directive) as well as the policy debate at EU and international level; for example as part of the Internet Governance Forum (IGF). The ongoing legislative efforts in this area, such as in relation to e-privacy, also have wide-ranging fundamental rights implications. In parallel, the work of the European Data Protection Supervisor is evolving to reflect new challenges, and security issues will remain high on the EU agenda. The work of the European Data Protection Board will also contribute to the effective implementation of rights based Articles 7 and 8 of the Charter. The work of the Commission's High Level Expert Group on Artificial Intelligence (AI) – of which FRA is a member – will continue to be important to FRA's work in this field; in particular with regard to any new legislative developments by the Commission relating to AI and fundamental rights.

Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- FRA will follow up on the publication and translation of the EDPS-FRA-CoE Handbook on European Data Protection Law (2018), and the Guide on unlawful profiling (2018) with dissemination, translation and outreach activities with key stakeholders. FRA will work on the CoE-FRA Handbook on Cybercrime and fundamental rights aligned with the adoption of legislation in this field.
- Main findings from FRA's research project on artificial intelligence, big data and fundamental rights will be available in 2021.

New projects in 2021

• The new project 'Online content moderation – harassment, hate speech and (incitement to) violence against specific groups' will analyse incidents of online harassment and hate speech through data collection from selected social media channels

Responses to ad-hoc requests and fundamental rights challenges in 2021

Providing targeted fundamental rights assistance and expertise to EU institutions/agencies in response to EU legislative or policy changes (incl. requests for FRA opinions) and potential fundamental rights challenges (e.g. ad-hoc data collection and analysis).

Expected results

The Agency's fundamental rights expertise will, together with the action of other stakeholders, support the EU
and its Member States in applying existing fundamental rights standards in the area of information society, as
well as responding to the new challenges in this area relating to, for example, AI and big data – including
security-related fundamental rights concerns.

B 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups

Strategic programme: Just, digital and secure societies
Area of activity: Information society and, in particular,
respect for private life and protection of personal data

PRIORITY 1

Start date: 01/01/2021

STATUS: NEW TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

Harassment, hate speech and (incitement to) violence has become an everyday reality for several population groups on the internet – in particular for women, ethnic and religious minorities. The major companies, running the main online platforms, are striving to moderate online content. Research on the use of artificial intelligence (AI) for supporting online content moderation is inconclusive so far with respect to its impact. Given the pervasiveness of online hatred and the challenges in regulating it, including ensuring the right to freedom of expression online, it is crucial to provide empirical evidence and analysis of online hatred to contribute to fundamental rights compliant policy making in the area. Online hatred has major implications for the rights to dignity and access to justice for Internet users. For example, data from FRA's Violence against Women survey shows that cyber-harassment and cyber-stalking are major problems for many women in the EU. So far, the European Commission has adopted a self-regulatory approach to online content moderation through issuing and monitoring the EU Code of Conduct on countering illegal hate speech online. The European Commission has indicated its intention to potentially further regulate in this area. In her Agenda for Europe, the Commission President announced that a new Digital Services Act will upgrade the liability and safety rules for digital platforms. This project will collect data and analysis on harassment and threats of violence against ethnic minorities and women online. The project will address the intersection of ethnicity and gender in online hate.

The project will carry out an analysis of incidents of online harassment and hate speech through data collection from selected social media channels. FRA will develop a methodology to systematically search for pre-specified terms in selected countries. Online content (i.e. posts or comments) that was not taken down will be analysed and assessed. The data will highlight the extent and nature of harassment and other forms of hatred on various online platforms and in different languages in the EU, focusing on the impact on specific groups. The project will show to what extent and in what ways women and ethnic/religious minorities suffer from hatred online. The results of the project will contribute to understanding the extent to which certain people are prevented from participating in online communication because they experience harassment, hate speech or (incitement to) violence online. In addition to online data collection, qualitative research will be conducted (interviews and/or focus groups) to complement the findings.

FRA's work on artificial intelligence, carried out in 2019-2020, provided a basis for assessing the feasibility of online data collection, and feeds into discussions about the opportunities and limitations of using AI for online content moderation. The project results can support the Commission with evidence to assess the extent and nature of online harassment, hate and (incitement to) violence with a view to informing the on-going development of regulatory and non-regulatory responses to online content moderation.

Based on a feasibility assessment and stakeholder consultations during 2020, the group of victims, scope and detailed methodology will be refined. Depending on the results, the scope of the project could be broadened to other groups experiencing hate speech, such as persons with disabilities. The preparatory phase of the project will be discussed with experts and key stakeholders working together in the EU on the implementation of the EU Code of Conduct on countering illegal hate speech online. This project will ensure collaboration with the United Nations, in particular the relevant special rapporteurs, the Council of Europe, and relevant EU Agencies. The preparatory phase will discuss the ethical aspects of this project.

PROJECT OBJECTIVES

- Collection of data on online harassment, hate speech and (incitement to) violence in selected EU member states to increase the understanding of existing online hatred;
- To better understand the fundamental rights implications of hate speech online;
- Contribute to ongoing policy developments on online content moderation to avoid the negative impact on individuals' fundamental rights;
- Contribute to the development of methodologies for online data collection on fundamental rights related topics.

LINK TO FRA STRATEGIC PILLARS

This project is linked to FRA Strategic Pillars 1 to 2.

PROJECT PLAN FOR 2021 ACTIVITIES Data collection from selected online portals and analysis of data; Background research on policies and laws regulating online content; Stakeholder/expert meetings. TARGET GROUPS AND BENEFICIARIES European Commission (DG JUST and DG CNECT), EIGE, Council of Europe, United Nations, OSCE, Civil society, major online companies

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	400,000	_	
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	_	_	-
SNEs	Communications & Events	-	-	-
Total	Total	400,000	-	

B 1.2 Preventing unlawful profiling

Strategic programme B: **JUST,DIGITAL AND SECURE SOCIETIES**Area of activity 1: **Information society and, in particular,**respect for private life and protection of personal data

PRIORITY 1 St

Start date:01/01/2016

STATUS: onaoina

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

A trust based relationship between police and the population as a whole and in its diversity can help to prevent unlawful profiling. Such trust can also help to increase crime reporting by victims to the police. As a result, police can better protect victims and this ultimately contributes to achieving a just and cohesive society with less tensions. New technologies, such as large-scale databases and algorithmic profiling may bring along new discrimination and data protection risks, unless appropriate safeguards are in place.

The work of the Agency in this area builds on the guide on preventing unlawful profiling published in 2018, the fundamental rights based police training manual, the projects on biometrics and EU's large-scale IT-systems, surveillance, and artificial intelligence, as well as data on police stops and searches in EU MIDIS I and II. FRA was consulted on policy level initiatives by the Parliamentary Assembly of the Council of Europe (PACE) which put in place a motion for resolution to prevent discriminatory profiling and by OHCHR Committee on the elimination of racial discrimination (CERD) which drafted a general recommendation on preventing and combating racial profiling.

FRA can support Member States to strengthening fundamental rights compliance in the areas of criminal and immigration law enforcement, by strengthening their capacities to prevent unlawful profiling practices. This, by assisting to unveil discriminatory profiling on all grounds, including nationality, age and gender, in addition to ethnic origin. In 2019 and 2020 FRA provided capacity building for police officers through CEPOL webinars. FRA has further conducted a conference in cooperation with the Independent Police Complaints Authorities' Network (IPCAN) focusing on fundamental rights aspects of related law enforcement work. A workshop with EQUINET looked into ways how equality bodies can be better equipped to combat unlawful profiling.

In 2020 FRA will aim at strengthening the capacity of those equality bodies that are in charge of handling police complaints to advance their data collection methods and their capacity building abilities. FRA will continue working with CEPOL to raise awareness with frontline police officers and it will further engage with the other JHA agencies EUROPOL and EBCGA and Member States in the prevention of unlawful profiling, particularly in the context of handling large scale data.

PROJECT OBJECTIVES

- Contribute to awareness raising and understanding of the European legal framework that applies to the use of profiling by law enforcement officers and border quards at national level;
- Contribute to the proper implementation of European data protection standards relevant for the prevention of unlawful profiling in the fields of law enforcement and border management;
- Enhance cooperation with Member State authorities as well as EUROPOL, EBCGA and CEPOL as key users on the prevention on unlawful profiling

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

PROJECT PLAN FOR 2021

- ACTIVITIES

 Webinars with CEPOL for law enforcement authorities;
- Capacity building activities, such as national workshops with police complaints bodies, NHRis/ equality bodies;
- Translation, publication and dissemination of the guide in selected EU languages;
- Communication and awareness raising activities among national stakeholders, such as law enforcement authorities, notably police and border training entities:
- Participation in meetings and events;
- Provision of input to OHCHR, UN CERD and Council of Europe, to for instance PACE in the development of recommendations, resolutions and reports.

- OUTPUTS
 Easily accessible guide for law enforcement officers and border guards published in selected EU languages;
- Workshops and trainings on the prevention of unlawful profiling;
- Meetings with stakeholders and experts.

TARGET GROUPS AND BENEFICIARIES

National human rights institutions and equality bodies; civil society organisations engaged on this subject such as Open Society Institute;

- Ombuds-institutions, such as IPCAN and EQUINET
- JHA agencies
- Law enforcement and border authorities, police and border training entities
- Office of the High Commissioner for Human Rights (OHCHR), Committee on the Elimination of Racial Discrimination (CERD); Parliamentary Assembly of the Council of Europe;

RESOURCES I EXITITED I SIX ESEE						
Human Resources			Financial Resources	1 st priority	2 nd priority	3 rd priority
			Research and Data	-	-	-
Temporary Agents	-		Technical Assistance & Capacity building	40,000	-	-
Contract Agents	-		Institutional Cooperation & Networks	-	-	-
SNEs	-		Communications & Events	-	-	50,000
Total	-		Total	40,000	-	50,000

B 1.3- Artificial Intelligence, Big Data and Fundamental Rights

Strategic programme B:**JUST, DIGITAL AND SECURE SOCIETIES**

Area of activity 1: Information society and, in particular,

respect for private life and protection of personal data

PRIORITY 1 Start date: 01/01/2019

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The increased use of big data and algorithms through fast developing methods and availability of data in the area of machine learning and artificial intelligence continues to raise several fundamental rights concerns. These include privacy and data protection, non-discrimination, good administration and access to an effective remedy and a fair trial. Many stakeholders at national and international level, including the EU institutions and Council of Europe, have published reports on fundamental rights implications when using AI and called for policy development in the area. Given the rapid increase in the use of new technologies, there is not only a need to further identify and explain fundamental rights challenges in this area, but to develop clear guidelines and recommendations for those processing and using data. This project aims at assessing the current challenges faced by producers and users of new technology with respect to fundamental rights compliance based on empirical evidence on the use of AI in the EU. The project will assess how fundamental rights obligations are impacted by the use of AI and how those can be protected in practice. Building on the results of this assessment, the project will contribute to developing tools and policies to support individuals, public administration and businesses in using and developing applications, while innovating in a fundamental rights-compliant way. The project identifies main fundamental rights challenges related to the use of new technologies, including AI and big data, through qualitative interviews and the identification of 'use cases' in different areas. Additionally, the project measures the practices and awareness of these issues among (local) public administration and businesses in selected EU Member States. In a third phase, the project will - depending on feasibility - study concrete examples of fundamental rights challenges when using new technologies (i.e. machine learning and AI). The third phase would be done through either online experiments or simulation case studies. The results of the project will contribute to setting out fundamental rights guidelines and recommendations for data users. The scope of this research will not be restricted to specific fundamental rights, but will aim to make a comprehensive analysis of possible impacts on fundamental rights of specific use cases and applications of AI-systems. In the course of implementation of this project, FRA will closely cooperate with the Council of Europe and other relevant actors active in this area. In the course of fieldwork, due regard is given to a range of fundamental rights in the project design - which includes grounds of equality and non-discrimination. Gender will be specifically addressed in the project as potential discrimination against and unequal treatment of women is a core concern in the design and use of AI. As the project will work with specific use cases, analysed along all fundamental rights, issues related to children and disability will be discussed in the final report as well. The project benefits from FRA's membership of the Commission's High Level Expert Group on Artificial Intelligence, and builds on its work.

PROJECT OBJECTIVES

- Assess current challenges faced by public administration and businesses in complying with fundamental rights when using AIrelated technologies;
- Collect information and data on the challenges and use of machine learning and other AI-related technologies and its awareness among businesses and public administration;
- Provide guidance and support to users of AI tools and policy makers;
- Engage with stakeholders at EU and national levels.

LINK TO FRA STRATEGIC PILLARS

developing technologies:

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES Through interviews with experts and practitioners, conduct a detailed assessment of fundamental rights challenges related to

- Production and dissemination of outputs based on fieldwork;
- Based on a feasibility assessment, prepare a report based on a case study research showing fundamental rights challenges related to the use of algorithms through either online experiments or simulation studies (e.g. discrimination in the use of algorithms).

OUTPUTS Research and analysis on key fundamental rights challenges when implementing AI-related technologies based on fieldwork from 2019/2020;

- As a result of a feasibility assessment findings based on online data collection or simulation studies on the use of algorithms and potential fundamental rights challenges;
- Contribution to ongoing policy processes;
- Meetings with stakeholders and experts.

TARGET GROUPS AND BENEFICIARIES

- EU Institutions
- EU Member States
- European Data Protection Board, European Data Protection Supervisor
- European Union Agencies
- CoE and other international organisations
- Civil Society
- NHRIs/Equality Bodies
 - Professional organisations, private sector

Human Resources	Financial Resources	1st priority	2 nd priority	3 rd priority
	Research and Data	20,000		
Temporary Agents	Technical Assistance & Capacity building			
Contract Agents	Institutional Cooperation & Networks			
SNEs	Communications & Events	15,000		
Total	Total	35,000		-

B 1.4 – Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"

Strategic programme B: **JUST, DIGITAL AND SECURE SOCIETIES**Area of activity 1: **Information society and, in particular,**respect for private life and protection of personal data

PRIORITY 1

Start date: 01/01/2017

STATUS: onaoina

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas.

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions. The project follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions. For example, in the area of data protection the Agency is in a unique position to provide socio-legal data and analysis at a multi-country level across the EU. In this regard, its legal analysis is not only limited to Articles 7 and 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 or rights of child alongside other fundamental rights such as privacy and data protection. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies in areas information society, privacy and data protection. Evidence-based advice will also be provided as relevant to other key policy makers, particularly at national level. FRA will also draft, translate or update reports, handbooks and/or fundamental rights guidance. The project also allow FRA to actively participate in privacy and data protection related events, such as the annual International Conference of Data Protection and Privacy Commissioners, the European Conference of Data Protection Authorities, closely work with the European Data Protection Supervisor in the context of the Memorandum of Understanding between the FRA and the EDPS and other relevant EU Agencies, such as EUROPOL, EUROJUST, ENISA.

Gender, children and disability rights will be taken into account, as relevant, in FRA's work in this area – reflecting the nature of specific requests and available evidence.

PROJECT OBJECTIVES

- To provide opinions (on request) and evidence based advice;
- Issue ad hoc reports based on existing material and in-house expertise,
- Update selected publications;
- Translate in selected EU language the CoE/EDPS/FRA Handbook on European data protection law
- 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.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

- ACTIVITIES
 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;
- Translate and re-print existing reports as required;
- Participation in meetings and events.

- OUTPUTS

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

TARGET GROUPS AND BENEFICIARIES

- EU Institutions
- Council of Europe
- EDPS and other EU Agencies and bodies
- International Organisations
- EU Member States
- National Supervisory Authorities
- Civil society organisations
- NHRIs and Equality bodies

Human Resources		
Temporary Agents		
Contract Agents		
SNEs		
Total		

Financial Resources	1st priority	2 nd priority	3 rd priority
Research and Data	10,000	-	-
Technical Assistance & Capacity building	-	-	-
Institutional Cooperation & Networks	-	-	-
Communications & Events	-	-	150,000
Total	10,000	-	150,000

B 1.5 - Handbook on European law relating to cybercrime and fundamental rights

Strategic programme B: **JUST, DIGITAL AND SECURE**

SOCIETIES

Area of activity 1: Information society and, in particular, respect for private life and protection of personal data

PRIORITY 1 Start date: 01/01/2019

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The fight against cybercrime is one of the three pillars of the European Agenda on Security and developments in this area are regularly reported in monthly Commission communications. The EU has adopted relevant rules linked to this form of crime, such as the e Privacy Directive (2002/58/EC), the Directive on attacks against information systems (2013/40/EU), fraud and counterfeiting (2001/413/JHA), sexual abuse and sexual exploitation of children and child pornography (2011/92/EU), and on terrorism (2017/541/EU). In October 2017, the European Parliament adopted a resolution on the fight against cybercrime, in which it requested the FRA "(75) to draw up a practical and detailed handbook providing guidelines regarding supervisory and scrutiny controls for Member States". In 2020, the Regulation and the Directive to improve cross-border access to electronic evidence were adopted by the EU. At Council of Europe (CoE) level, the Budapest Convention on Cybercrime, also ratified by 26 EU Member States, serves as the key international treaty in this area. In 2020, the 2nd Protocol to the Budapest Convention was opened to signature.

Technological advances, such as the use of encryption and cloud services allow cybercriminals to hide unlawful content in remote server locations. This requires special investigative acts by authorities, which may also involve remote forensics and elaborated decryption techniques. These developments raise new challenges for protecting fundamental rights in particular when it comes to investigating cybercrime.

This Handbook will be the FRA answer to the European Parliament request: It will highlight the key fundamental rights challenges not only investigating cybercrime, but also will map the positive obligations of the States to safeguard fundamental rights of the victims caused by cybercrime itself, including victims in vulnerable situation, and provide possible promising practices to ensure fundamental rights compliance. The Handbook will be prepared by the FRA, the Council of Europe and the European Court of Human Rights.

With this Handbook, FRA and the CoE will provide a large audience with an accessible tool in a complex area. Besides the project partners (Council of Europe/Cybercrime Division and the ECtHR), key stakeholders include: the CoE the Lanzarote Committee, Member States; EU Institutions and Agencies, in particular EUROJUST's European Judicial Cybercrime Network, the EUROPOL's European Cybercrime Centre and EMCCDDA; the national Supervisory Authorities in the area of data protection and the European Data Protection Board; civil society; and the private sector (Service Providers in particular).

PROJECT OBJECTIVES

- Contribute to raising awareness and assessing possible solutions to current challenges faced by national authorities in complying with fundamental rights safeguards and EU data protection law in cybercrime and e-evidence investigations and cross-border cooperation;
- Provide accessible information that judges, prosecutors and law enforcement agents of EU Member States need to assess and check compliance with fundamental rights of special investigative techniques used in cybercrime and cross-border cooperation;
- Enhance cooperation with the various stakeholders specialised and/or interested in the area of cybercrime.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 3, 4 and 5.

PROJECT PLAN FOR 2021

- ACTIVITIES
 In-house desk-research;
- Expert consultations;
- Low value contract with an expert preparing the draft Handbook
- In-house analysis and selection of extracts from key judgments and decisions delivered by the ECtHR and CJEU highlighting the manner in which EU law, the (ECHR) and other instruments were applied at national and EU level;

OUTPUTS

Draft Handbook

TARGET GROUPS AND BENEFICIARIES

- EU Institutions, Agencies and bodies
- Council of Europe and European Court of Human Rights
- EU Member States
- > Supervisory authorities in the field of data protection
- National cybercrime authorities
- Academia, incl. law students

RESOURCES PEANNED FOR 2021					
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority	
	Research and Data	45,000	-	-	
Temporary Agents	Technical Assistance & Capacity building	-	-	-	
Contract Agents	Institutional Cooperation & Networks	-	-	-	
SNEs	Communications & Events	-	-	-	
Total	Total	45.000	_	_	

Strategic programme B **JUST, DIGITAL AND SECURE SOCIETIES**

Area of activity 2: Judicial cooperation, except in criminal matters

In previous years, the Agency has developed two strands of research on judicial cooperation, one relating to the rights of suspected and accused persons, the other to the rights of detainees. The former strand encompasses the Agency's publication on Access to a lawyer and the European arrest warrant (2019); Rights of suspected and accused persons as concerns translation, interpretation and information (2016), and the Handbook on access to justice (2016) as far as it relates to the rights of suspected and accused persons. In 2020, at the request of the Commission, the Agency will start a new project related to defence rights, in particular on the presumption of innocence. The latter strand relates to the Agency's publication on fundamental rights aspects in EU cross-border transfers (2016); the Handbook on access to justice (2016) to the extent that it covers the rights of prisoners and pre-trial detainees; and the research on criminal detention in the EU - conditions and monitoring (2019). All these projects serve to enhance fundamental rights standards in Member States relating to the right of defence (Article 48 of the Charter) and the rights of persons deprived of their liberty (Article 6 of the Charter), and thereby to reinforcement of mutual confidence that fundamental rights standards are met across the EU, a confidence that is a precondition of effective judicial cooperation in these fields. A number of the above projects have been undertaken at the direct request of the European Commission, which continues to report on Member States' compliance with the EU instruments adopted under the Criminal Procedural Roadmap - to which FRA evidence contributes. Through research with rights holders and duty bearers, the Agency's work in this area has focused on the rights of individuals as suspected and accused persons, and as detainees, but has not covered the underlying institutional aspects of the right (under Article 47 of the Charter) to an effective remedy and to a fair trial. Procedural rights under Article 47 of the Charter - as well as defence rights under Article 48 - are premised on the existence of an independent and impartial court or tribunal previously established by law. Independent and impartial courts are part of a wider ongoing debate on the rule of law in the EU. In 2020, In 2020, the Commission followed up on its two Communications proposing actions towards further strengthening the EU's rule of law toolbox via the establishment of a Rule of Law Review Cycle.

Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- The Agency will continue to update its existing work in this field in order to assess developments at Member State level concerning the implementation of key legislation and policy in practice.
- FRA will continue engaging with relevant stakeholders in this area.

New projects in 2021

 The Agency will provide evidence based advice to EU institutions and EU Member States on criminal procedural rights, in particular on the relevant aspects of the right to be presumed innocent until proven guilty in criminal proceedings.

Expected results

• The Agency's fundamental rights expertise will, together with the action of other stakeholders, support the EU and its Member States in applying existing fundamental rights standards in the area of judicial cooperation, as well as responding to ongoing challenges in this area in a fundamental rights compliant manner.

B 2.1 - Presumption of Innocence: procedural rights in criminal proceedings

Strategic programme B: **JUST, DIGITAL AND SECURE**

Area of activity 2: Judicial cooperation, except in

criminal matters

PRIORITY 1 Start Date: 01/01/2020

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The directive strengthening certain aspects of the presumption of innocence (Directive 2016/343/EU), which is part of the Criminal Procedure Roadmap set out in the Stockholm programme, was adopted in 2016, with the transposition deadline expiring in 2018. According to Article 12 of the directive, the Commission shall, by 1 April 2021, submit a report to the European Parliament and to the Council on the implementation of this directive.

The directive aims to enhance the right to a fair trial in criminal proceedings across the EU by laying down minimum rules to make sure that the right to be presumed innocent until proven guilty is respected throughout the EU, in accordance with existing international standards and guarantees; in particular those relating to the right to a fair trial and presumption of innocence arising from Articles 47 and 48 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 ensuring the minimum standards across the EU in this area, the new rules are supposed to contribute to the strengthening of the Member States' trust in each other's criminal justice systems.

The project, as requested by the European Commission, will complement the Commission's implementation report due in April 2021, further exploring practices and opportunities on the application of the right to be presumed innocent in criminal proceedings and the fundamental rights implications for the persons concerned. The project will situate its research in a wider context of an important group of rights known as the 'rights of defence' and in this way, build up on the findings of FRA's previous projects in this area, namely on the right to interpretation, translation and information, as well as the right of access to a lawyer and the rights of persons requested under the European Arrest Warrant. Apart from the relevant standards of the EU (incl. the EU Charter) and the Council of Europe, due regard will be also given to relevant standards from the United Nations.

PROJECT OBJECTIVES

- Contribute to the Commission's assessment under Article 12 of Directive 2016/343/EU;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns specific aspects of the presumption of innocence

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2 and 4.

PROJECT PLAN FOR 2021

ACTIVITIES

- FRANET desk research covering 28 countries;
- Specific stakeholder communication and awareness raising activities.

OUTPUTS

- 6 FRANET country reports (draft);
- 1 comparative report

TARGET GROUPS AND BENEFICIARIES

- > The project has been requested by the European Commission, which is the main beneficiary
- Other EU Institutions
- International organisations
- EU Member States
- Legal professionals involved in criminal proceedings
- Civil Society Organisations

RESOURCES PLANNED FOR 2021						
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority		
	Research and Data	5,000	-	-		
Temporary Agents	Technical Assistance & Capacity building	-	-	-		
Contract Agents	Institutional Cooperation & Networks	-	-	-		
SNEs	Communications & Events	10,000	-	-		
Total	Total	15,000	_	-		

B 2.2 - Additional activities in the area of "Judicial cooperation, except in criminal matters"

Strategic programme B: **JUST, DIGITAL AND SECURE SOCIETIES**Area of activity 2: **Judicial cooperation, except in**

ORITY 1 | Start Date: 01/01/2017

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas.

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions, in the area of judicial cooperation, except in criminal matters. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies, including to the ad-hoc requests, while taking into account mainstreaming gender equality and rights of the child and persons with disabilities. The Agency follows up its research work from previous years through targeted engagement with key stakeholders at EU level to contribute to strengthened capacities in the areas of judicial cooperation. Evidence-based advice will also be provided as relevant to key policy makers at national level and to other relevant stakeholders, such as national bodies with a human rights remit (e.g. equality bodies or national human rights institutions), civil society organisations, legal professional organisations, other actors from the field. FRA will also update existing publications, such as reports, handbooks and/or types of publication. Finally, the Agency will continue to update its existing work in this field in order to measure developments at Member State level.

PROJECT OBJECTIVES

criminal matters

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

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2 and 4.

PROJECT PLAN FOR 2021

ACTIVITIES

- Conduct background research work;Communicate the research findings to key policy
- Communicate the research findings to key policy makers and other relevant stakeholders at EU and national level;
- Update existing products, including reprinting, as required:
- Prepare briefing papers for current policy issues;
- Participate in and organise meetings and events;
- Re-print existing reports as required

- Expert input to stakeholders;
- Preparation and presentation of relevant opinions, papers, presentations and other expert input;

OUTPUTS

- Further develop indicators sets as appropriate;
- Selected publications and online tools (or parts thereof) updated as appropriate.

TARGET GROUPS AND BENEFICIARIES

- EU Institutions
- EU Agencies and bodies
- International Organisations
- EU Member States
- Civil society organisations
- Organisations for legal professionals
 - NHRIs and Equality bodies

RESOURCES FEARINED FOR 2021						
Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority	
		Research and Data	10,000	-	-	
Temporary Agents		Technical Assistance & Capacity building	-	-	-	
Contract Agents		Institutional Cooperation & Networks	-	-	-	
SNEs		Communications & Events	-	-	-	
Total		Total	10,000	-	-	

B 2.3 – The impact of counter-terrorism legislation on fundamental rights

Strategic programme B: JUST, DIGITAL AND SECURE
SOCIETIES
Area of activity 2: Judicial cooperation, except in criminal matters

PRIORITY 1
Start date: 01/01/2020
STATUS: TYPE: ongoing multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

Combating terrorism is a key priority of the EU, as demonstrated by both the new Strategic Agenda 2019-2024 adopted by the Council and the Political Guidelines for the next European Commission 2019-2024. The European Agenda on Security underlines as its first principle the need to ensure full compliance of security measures with fundamental rights. Directive (EU) 2017/541 on combating terrorism is the key EU legislative instrument in the area of combating terrorism, encompassing the definitions of terrorist offences and offences related to terrorist activities to be criminalised at the Member State level, other measures and tools, as well as specific provisions related to victims of terrorism. Besides the regular assessment of its transposition by the Member States, Article 29(2) of the Directive requires the European Commission to submit, by 8 September 2021, a report to the European Parliament and the Council assessing the added value of the Directive, as well as its impact on, among others, fundamental rights and freedoms.

In accordance with Article 4(1)(c) of the Agency's Founding Regulation, in October 2019, the European Commission requested the Agency to contribute to the evaluation of the Directive's impact on fundamental rights and freedoms. The project will collect data, mapping the implications of the application of individual provisions of the Directive at the Member State level on specific rights recognised by the Charter of Fundamental Rights of the European Union. The findings of the FRA research will be provided to the European Commission in the first half of 2021, in order to inform the Commission's evaluation in a timely manner. The Agency will publish a report, based on the research findings, by the end of 2021.

In order to provide a comprehensive overview of the fundamental rights impact, basic desk research will cover all 25 Member States applying the Directive (Denmark, Ireland and the United Kingdom are not bound by it). Legislative and policy developments prior to the adoption of the Directive will be covered as far as relevant, to provide a point of reference. In line with established FRA methodology, desk research will be complemented by fieldwork in selected Member States by means of targeted qualitative interviews with stakeholders, which will be conducted by FRA staff.

Although the Directive does not contain specific provisions related to gender, children or disability, the practical application of certain provisions may have specific impact on, for example, women and children.

PROJECT OBJECTIVES

- Contribute to the Commission's assessment under Article 29 of Directive (EU) 2017/541;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns combating terrorism.

LINK TO FRA MULTI-ANNUAL OBJECTIVES

This project is linked to the FRA Strategic Pillars 1, 2 and 4.

PROJECT PLAN FOR 2021

ACTIVITIES OUTPUTS Analysis of research findings; Research findings for the European Commission; Drafting of research findings for the European Main report. Commission and of the main report; Specific stakeholder communication and **TARGET GROUPS AND BENEFICIARIES** awareness raising activities. The European Commission European Parliament and Council of the EU EUROJUST and EUROPOL United Nations and Council of Europe **EU Member States** Legal professionals involved in criminal proceedings Civil Society Organisations

Human Resources	Financial Resources	1st priority	2 nd priority	3 rd priority
	Research and Data	10,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	_	-
SNEs	Communications & Events	-	_	-
Total	Total	10,000	-	-

Strategic programme B **JUST, DIGITAL AND SECURE SOCIETIES**

Area of activity 3: Victims of crime and access to justice

The Victims' Rights Directive (part of the 'Budapest Roadmap') requires Member States to present data on how victims are accessing their rights. FRA's on-going work in this area can support the Commission in identifying practical measures and promising practices to guide Member States in addressing specific needs of victims, including child victims and victims of terrorism, severe forms of labour exploitation, hate crime and of gender-based or domestic violence; for example, drawing on FRA's fieldwork research findings on victims, which the Agency will also share with EIGE. The FRA's Fundamental Rights Survey will contribute through dissemination of its findings data on the general population's experience of criminal victimisation and non-reporting to the authorities. Moreover, FRA's work in the area is reflected in the work of Eurostat, which has initiated a pilot exercise for a survey on violence against women and men, which utilises FRA's questionnaire from the Violence against Women survey. With FRA's expert input, the OSCE has replicated FRA's Violence against Women Survey in selected non-EU Member States. In the context of the EU Framework on the Rule of Law and the European Commission's goal to strengthen the capacity of the EU to ensure effective and equal protection of the rule of law in all Member States, including addressing any threats to the rule of law. FRA can support the Commission's efforts in this area through its targeted work in the field of fundamental rights and justice, as well as through its qualitative research and quantitative surveys. In relation to the legislative efforts towards facilitating redress for consumers for the infringement of their rights in a situation of mass harm, FRA can support the Commission and EU Member States on the basis of its past and existing work in the area of access to justice in relation to discrimination, data protection and business and human rights, to name but a few. Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- The Agency will finalize the analysis of the data collected in the course of 2020 in the context of its project 'Justice for all: Equal access to criminal justice for all victims of crimes against the person'.
- The Agency will disseminate the findings on 'Business and human rights: access to remedy'.
- FRA will continue disseminating the findings of its Fundamental Rights Survey.

New projects in 2021

• FRA will follow up on its past research in the area of business and human rights and start a new project on 'Business and Human Rights: Consumer Protection and the Environment', with the focus being on due diligence.

Responses to ad-hoc requests and fundamental rights challenges in 2021

Providing targeted fundamental rights assistance and expertise to EU institutions/agencies in response to EU
legislative or policy changes (incl. requests for FRA opinions) and potential
fundamental rights challenges (e.g. ad-hoc data collection and analysis), including in the area of justice for and
security of citizens.

Expected results and potential impacts

• The Agency's fundamental rights expertise will, together with the action of other stakeholders, support the EU and its Member States in applying existing fundamental rights standards in the area of victims of crime and access to justice, as well as responding to ongoing challenges in this area - such as in relation to rule of law, victims of business-related human rights abuses, and security-related issues.

3.1 Business and Human Rights: Consumer Protection and the **Environment** Strategic programme B: JUST, DIGITAL AND SECURE PRIORITY 3

Area of activity 3: Victims of crime and access to

SOCIETIES

Start date: 01/01/2021 STATUS: NEW

TYPF. multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows-up on FRA's past research in the area of business and human rights, which focused on ways to improve access to justice for victims of business related abuses of human rights. FRA's past findings have provided evidence regarding both obstacles and good practices regarding remedies available for individuals, including consumers and in the area of environmental protection.

In 2021 FRA will start a new project - comparing and analysing existing practices for due diligence regulations and their implementation from a fundamental rights point of view; focusing in particular on the interlinks between consumer protection (Article 38 of the Charter) and the right to environmental protection (Article 37 of the Charter). Due diligence is a key component of the UN Guiding Principles' second pillar on corporate responsibility to respect human rights. While putting emphasis on the prevention of violations as such, effective due diligence practices can also help to strengthen access to remedy (see also FRA's Opinion on improving access to remedy in the area of business and human rights at the EU level (1/2017, opinion 20)). The concept of the human rights due diligence refers to an ongoing evaluation process in order to identify, prevent, mitigate and account for how a company addresses its adverse human rights impacts. It includes the following key steps: assessing actual and potential human rights impacts, integrating and acting upon the findings, verifying whether adverse human rights impacts are being addressed, and communicating how impacts are addressed. In relation to the verification step, for example, operational-level grievance mechanisms can provide important feedback on the effectiveness of the business enterprise's human rights due diligence from those directly affected.

In this context, the research will support the Commission's efforts in promoting further the EU's sustainability agenda in the coming years, taking into account the UN Sustainable Development Goals, including by establishing minimum requirements for companies for due diligence at EU level. The project has also direct relevance for the 'European Green Deal', which includes enforcement and implementation of legislation relevant to the environment. In this regard, the project responds to one of the six focus areas of the 2019-2024 Commission. Finally, the project will feed into the European Commission's ongoing and future work in the area of due diligence, including the possible legislative framework for mandatory human rights due diligence.

The methodology used will include desk research in selected Member States combined with follow-up interviews with experts involved in development of due diligence policies as well as representatives of business communities in selected EU Member States. During the preparatory phase, FRA will seek cooperation with relevant stakeholders, such as the European Environmental Agency and environment-focused civil society organisations, and will liaise with the relevant branches of the Commission.

PROJECT OBJETCIVES

Provide further guidance to the EU and the Member States on how to design and/or implement human rights due diligence regulatory frameworks in order to improve consumers' rights, in particular with regard to environmental protection.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2.

PROJECT PLAN FOR 2021 ACTIVITIES OUTPUTS Expert consultation: Country reports - desk research Data collection - desk research in selected EUMSs (mapping human rights due diligence approaches in the context of consumer protection and the right to TARGET GROUPS AND BENEFICIARIES environmental protection): European Commission, Council of the EU, European Preparation of the fieldwork Parliament National parliaments and governments Council of Europe **OECD** and National Contacts Points Lawvers Civil society National consumer protection authorities **RESOURCES PLANNED FOR 2021**

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data		-	90,000
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	-		90,000

B 3.2 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights

Strategic programme B: **JUST, DIGITAL AND SECURE**

SOCIETIES

Area of activity 3: Victims of crime and access to

iustice

PRIORITY 1 Start date: 01/01/2014

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The FRA Fundamental Rights Survey is the first EU-wide survey to produce comparable data on the general population's experiences of fundamental rights in the EU. Unlike Eurobarometer surveys, FRA's fundamental rights survey does not focus only on people's attitudes or opinions, but also asks people about their actions and experiences that relate to their enjoyment of fundamental rights. The survey is complementary to the Agency's other surveys (including EU-MIDIS II, LGBTI survey, Roma and Travellers Survey, Roma survey 2020 and EU survey on immigrants and descendants of immigrants), as it matches (where possible) certain questions that are asked in these surveys with regard to their respective target populations, which can be used for comparison and benchmarking purposes. The core modules of the survey collect data on a wide spectrum of fundamental rights issues, such as discrimination on different grounds, rights awareness, consumer protection, data protection, and the right to good administration - focusing on where data is not available through Eurostat, Eurobarometer or other existing EU-wide surveys, or is otherwise not collected regularly for purposes of comparison in one survey instrument. In this regard, the survey is developed in close cooperation with relevant actors, including the Commission, to ensure complementarity and avoid duplication. In addition, the survey will collect data on the general population's experiences as crime victims, which will provide valuable data for the Agency's work on victims of crime and will offer key policy insights given the current absence of an EU-wide crime survey. The content and scope of the survey has been 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.

The survey collects background data on all respondents with respect to their sex, age and disability/health, as well as a range of other variables. As a result – the findings can be disaggregated and analysed taking into account the diversity of the population.

PROJECT 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';
- To provide data for core indicators on the situation of fundamental rights in the EU at Member State and EU level; the indicators which are developed will be suited for potential measurement over time to identify trends, which would 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 and thematic areas.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES Analysis of data:

- Drafting and dissemination of research findings;
- Informing key stakeholders concerning the survey results and methodological findings;
- Roll out of a communication package for the results

OUTPUTS

- Publication of survey results;
- Strategic communication campaign on selected results

TARGET GROUPS AND BENEFICIARIES

- European Commission, European Parliament, Council of the FU
- EU Member States
- NHRIs/Equality Bodies
- Data protection authorities
- Civil society
- Professional organisations

Human Resources	
Temporary Agents	
Contract Agents	
SNEs	
Total	

_						
Financial Resources	1 st priority	2 nd priority	3 rd priority			
Research and Data	30,000	-	-			
Technical Assistance & Capacity building	-	-	-			
Institutional Cooperation & Networks	-	-	-			
Communications & Events	90,000	-	-			
Total	120,000	-	-			

B 3.3 – Justice for all: Equal access to criminal justice for all victims of crimes against the person?

Strategic programme B: JUST, DIGITAL AND
SECURE SOCIETIES
Area of activity 3: Victims of crime and access to justice

PRIORITY 1
Start date: 01/01/2019
STATUS: TYPE: ongoing multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Council Roadmap for strengthening the rights and protection of victims, in particular in criminal proceedings of June 2011 envisaged a "Measure E" on "Specific needs of victims", observing: "Some victims have specific needs based on the type or on the circumstances of crime they are victim of, given the social, physical and psychological repercussions of these crimes, such as victims of trafficking in human beings, child victims of sexual exploitation, victims of terrorism and victims of organized crime. Their special needs could be addressed in specific legislation dealing with the fight against these types of crime." The Victims' Rights Directive (Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime) in several places highlights the particular situation and legitimate interests of various groups of victims, including victims of gender-based violence, child victims, victims whose country of origin is not the Member State where the crime was committed, victims of terrorism and victims of hate crime.

While – for example – the rights and legitimate interests of children as victims of sexual exploitation and victims of trafficking in human beings have been taken into account by pertinent secondary EU law instruments (see Directive 2011/92/EU on combating the sexual abuse and sexual exploitation of children and child pornography, and Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims), other categories of victims have, arguably, not received the same level of attention.

The project will identify whether there is such differential treatment of various categories of victims of crimes against the person leading to differences between these categories in having access to criminal justice.

The added-value of this project is to draw attention to different categories of victims, including child victims, victims with disabilities and women as victims of gender-based violence, whose rights are covered under the Victims' Rights Directive, but, in practice, may not receive adequate responses to their particular situations. In this context, the project will also examine the existence, if any, of states' differential investment in funding support services, legal aid and other forms of assistance, providing state compensation or adopting costly protection measures for different categories of victims.

FRA will also use the project findings to support European Commission` work on hate crime victims under the EU High Level group on combatting racism, xenophobia and other intolerance.

PROJECT OBJECTIVES

- Raise awareness of policy makers of the diverse situations and rights of certain groups of victims;
- Raise awareness and knowledge of legal practitioners on different categories of victims and on the need to understand various of situations of victims;
- Provide advice on the basis of empirical evidence which EU institutions and Member States can use when assessing how the rights of certain groups of victims are being met in line with the obligations set out in the Victims' Rights Directive.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillar 2018-2022

This project is linked to the FRA Strategic Pillar 2018-2022.						
PROJECT PLAN FOR 2021						
ACTIVITIES OUTPUTS						
Finalisation of the	results report	:;	Final compara	ative report; n of the findings		
Communication of	the results t	o relevant stakeholders	Dissemination			
and audiences based on a dissemination strategy TARGE		T GROUPS AN	ID BENEFICI	ARIES		
EU Institutions; in particular the European Commissi EU Agencies and bodies International Organisations EU Member States Civil society organisations Professional organisations working with victims Organisations for legal professionals NHRIs and Equality bodies						
RESOURCES PLANN	NED FOR 20)21				
Human Resources		Financial Resources		1st priority	2 nd priority	3 rd priority
		Research and Data		16,000	-	-
Temporary Agents		Technical Assistance & Capacity building			-	
Contract Agents		Institutional Cooperation	& Networks	-	-	-
SNEs		Communications & Event	's	-	-	-
Total			Total	16,000	-	-

B 3.4 - Additional activities in the area of "Victims of crime and access to justice"

Strategic programme B: **JUST, DIGITAL AND SECURE SOCIETIES**Area of activity 3: **Victims of crime and access to justice**

PRIORITY 1

Start date: 01/01/2017

NHRIs and Equality bodies

STATUS: onaoina

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas.

This project follows-up on activities related to past projects and covers ad-hoc requests for support by EU institutions and Member States in the areas of access to justice and victims of crime. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies as well as Member State authorities, including to ad-hoc requests, in the area of access to justice and victims of crime, including specific groups of victims, such as child victims and victims of terrorism, severe forms of labour exploitation, hate crime and of gender-based or domestic violence. Mainstreaming gender equality, rights of the child and persons with disabilities will also be considered. The Agency follows up its research work from previous years through targeted engagement with key stakeholders at EU level to contribute to strengthened capacities in the areas of access to justice and victims of crime. Evidence-based advice will also be provided as relevant to key policy makers at national level and to other relevant stakeholders, such as national bodies with a human rights remit (e.g. equality bodies or national human rights institutions), civil society organisations working with victims of crime, professional organisations working with victims, other actors from the victims of crime field and organisations for legal professionals. FRA will also update existing publications, such as reports, handbooks and/or types of publication. Finally, the Agency will continue to update its existing work in this field in order to measure developments at Member State level.

PROJECT OBJECTIVES

- To provide data, thematic reports and evidence-based advice;
- Issue ad hoc reports and opinions (on request) based on existing material and in-house expertise, update selected publications;
- Make findings of FRA available to policy makers in a proactive manner;
- Share promising practices and other findings resulting from FRA research at the right time to the right people;

PROJECT PLAN FOR 2021

Develop EU rights based indicators on specific issues relevant to the area and specific projects;

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

TROSECT LANTION ZOZZ				
ACTIVITIES	OUTPUTS			
 Conduct background research work; Participate in and organise meetings and events; Communicate the research findings to key policy makers at EU and national level, alongside other relevant stakeholders; Update existing products, including reprinting, as required; Prepare briefing papers for current policy issues; Participate in and organise meetings and events; 	 Expert input to stakeholders; Preparation and presentation of relevant opinions, papers, presentations and other expert input; Further develop indicators sets; Selected publications and online tools (or parts thereof) updated. 			
Re-print existing reports as required.	TARGET GROUPS AND BENEFICIARIES EU Institutions EU Agencies and bodies International Organisations EU Member States Civil society organisations Organisation for legal professionals			

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	10,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	10,000	-	-

B 3.5- Providing ad-hoc fundamental rights expertise in the area of justice, for and security of citizens

Strategic programme B: **JUST, DIGITAL AND SECURE SOCIETIES**Area of activity 3: **Victims of crime and access to justice**PRIORITY 1

Start date:01/01/2019

STATUS: nultiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

Ensuring that fundamental rights are fully upheld in the context of policies in the area of justice for and security of citizens is a recognised goal of the European Agenda on Security. Delivering FRA fundamental rights expertise in this area is of crucial importance. Issues such as radicalisation, terrorism, and serious crime will continue to remain a policy priority at the EU and Member State level, including topics that require additional data and evidence that can be collected as part of FRA's research on the impact on fundamental rights of developments in these fields. The project builds on relevant data and expertise from the Agency's ongoing and past activities, complemented by additional research in response to ad-hoc requests received for support – by EU institutions – in these fields.

In 2018, the Commission requested the Agency to work in the field of data retention and to provide its fundamental rights expertise on standards applicable to the area of data retention. This work will continue in 2021. FRA expertise may also be sought in relation to addressing the issue of encryption in criminal investigations and other related policy files.

In its resolution of 12 December 2018, on Findings and Recommendations of the Special Committee on Terrorism, the European Parliament called upon the Agency to examine the challenges in relation to fundamental rights that exist in the field of counter-terrorism policies and to identify best practices within Member States.

In 2021, the Agency will produce both informal and formal inputs and deliverables in these areas, at the request of the relevant EU institutions.

PROJECT OBJECTIVES

- Provide data and fundamental rights expertise to EU institutions and Agencies upon request in areas related to justice for and security of citizens;
- Issue ad hoc reports and opinions (on request) based on existing material and in-house expertise, update selected publications;
- Make findings of FRA available to policy makers in a proactive manner;
- Share promising practices and other findings resulting from FRA research in a timely manner to the EU Institutions requesting input.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2 and 3.

PROJECT PLAN FOR 2021

ACTIVITIES Attend and provide tailor-made input to meetings of the European Commission, Council Working Parties, the European Parliament LIBE Committee, expert meetings by the European Commission or EU Agencies as well as to other carefully selected events;

- Collect and analyse data;
- Organise expert meetings, where appropriate;
- Provide fundamental rights expertise to CEPOL, EUROJUST, EUROPOL and EBCGA.
- OUTPUTS

 Upon request provide informal and formal evidence to EU institutions and Agencies;
- Draft opinions if requested by EU institutions;
- Upon request draft reports and other publications and/or update past publications or parts thereof, in relation to the above fields.

TARGET GROUPS AND BENEFICIARIES

- EU Institutions
- EU Agencies and bodies
- International Organisations
- EU Member States
- Civil society organisations

RESOURCES FEATURED FOR 2021				
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	10,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	10,000	-	-

Strategic programme C

MIGRATION AND ASYLUM

Area of activity 1: Migration, borders, asylum and integration of refugees and migrants

The implementation of EU border control, asylum and return policies by the Union and its Member States will increasingly rely on large-scale information systems. The efforts to enhance cooperation with third countries in the field of border management and the determination to make return policies more effective will continue. EU agencies, and in particular the European Border and Coast Guard Agency as well as the EU Agency for Asylum will have a stronger mandate and presence on the ground. The third phase of developing EU asylum law may be completed, resulting in stronger EU rules, which may raise new fundamental rights challenges, particularly for asylum applications processed at the external border. The immediate and long-term implications relating to integration of new arrivals into the EU will require a rights-based approach to underpin this process.

The Agency will respond to request for fundamental rights input by EU institutions and agencies relating to the main EU law instruments in the fields of asylum, border management, irregular migration and return, facilitation, trafficking in human beings, and IT systems. This will be done by building on past FRA research findings, complementing it with targeted new research and analysis, where necessary. FRA will continue to produce quarterly overviews of migration related fundamental rights concerns. Depending on migratory flows, FRA will maintain its temporary presence to address fundamental rights challenges in up to two Member States. Identifying and addressing the specific needs of people at heightened risk of fundamental rights violations will remain at the core of FRA's work. Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

• FRA will continue to provide fundamental rights expertise to EU institutions and agencies as well as Member States. This will cover key upstream activities in Brussels and agencies' headquarters as well as expert advice provided at EU Member State level, including through temporary field deployments. FRA will provide targeted fundamental rights assistance and expertise to EU institutions and agencies in response to EU legislative or policy changes, paying particular attention to the fundamental rights issues relating to the use of large-scale IT systems as well as to children in migration. FRA's work on biometric data in large-scale IT systems will guide FRA in supporting a fundamental rights compliant expansion of IT tools at EU level. FRA will continue to collect evidence on fundamental rights developments in the EU Member States most affected by arrivals and carry out other small-scale data collection as may be required. The findings of the FRA report on the integration of young refugees will inform discussions on refugee integration and social inclusion. FRA will also continue to support Schengen evaluations with its fundamental rights expertise.

New projects in 2021

• FRA will start a new projects in 2021 on the fundamental rights situation of long-term residents in the EU.

Expected results

FRA expects that EU institutions will use FRA's research findings and expertise to inform their policy work. FRA outputs will assist EU agencies to promote high standards of fundamental rights. The translation and dissemination of the updated handbook with the European Court of Human Rights will reduce situations in which European law is not respected due to lack of knowledge. FRA's work on large-scale IT systems intends to instil fundamental rights friendly approaches, as the EU and its Member States will increasingly make use of already existing as well as new systems.

C 1.1 - Providing fundamental rights expertise in the area of home affairs

Strategic programme C:MIGRATION AND ASYLUM Area of activity 1: Migration, borders, asylum and integration of refugees and migrants

PRIORITY 1

Start date: 01/01/2017

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions, as well as initiatives taken in the implementation of the cooperation agreements with the Justice and Home Affairs agencies. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies in areas such as asylum, border management, EU IT systems, migrant smuggling and trafficking in human beings, severely exploited migrant workers, return and readmission, as well as Schengen evaluations and refugee/migrant integration. Evidence-based advice will also be provided as relevant to other key policy makers, particularly at national level. FRA will also carry out targeted research and analysis, draft or update reports, handbooks and/or fundamental rights guidance or other capacity-building tools. It will attend coordination meetings with JHA agencies and expert meetings by the European Commission. The project also allows FRA to actively participate in the Consultative Forum of EBCGA and EASO, implement the 2018 EU Agencies Joint Statement of commitment to working together to address trafficking in human beings and offer expert advice and support to CEPOL, ECDC, EASO, eu-LISA, EUROPOL and EBCGA in close cooperation with the Commission.

PROJECT OBJECTIVES

- share robust evidence where there is a knowledge gap, particularly on fundamental rights issues relating to large-scale
 IT systems, children in migration, refugee integration, border management, return, and other policy relevant issues;
- respond effectively to requests for fundamental rights expertise by EU institutions;
- advice the European Commission, Member States and EBCGA on how to incorporate fundamental rights in Schengen evaluations;
- provide timely and legally sound advice to EBCGA, EASO, eu-LISA as well as EUROJUST, EUROPOL, CEPOL and ECDC with respect to the application of fundamental rights in their respective spheres of work;
- Develop tools and practical guidance.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES

- Collect and analyse data:
- Draft reports, handbooks and other publications and/or update past publications or parts thereof;
- Translate and re-print existing reports as required;
- Draft legal opinions if requested by EU institutions;
- Develop tools and practical guidance;
- Attend and provide tailor-made input to Council Working Parties, the European Parliament LIBE Committee hearings, expert meetings by the European Commission or EU agencies as well as to other carefully selected events;
- Provide training and accompany on-site Schengen evaluation missions as observers, if requested by the Commission;
- Review draft documents shared by stakeholders to FRA for comments;
- Organise expert meetings, where appropriate;
- Actively participate in the EBCGA and EASO Consultative Forum;
- Participate in the THB Contact Points JHA Agencies Group;
- Implement cooperation agreements with EASO, EBCGA and eu-LISA and provide expert advice to CEPOL and EUROPOL, as appropriate.

- FRA-ECtHR handbook translated and disseminated:
- At least two new reports (or updates of past reports) on policy relevant issues produced;

OUTPUTS

- Research findings published in paper and/or electronic form:
- (if requested by EU institutions) up to three legal opinions produced;
- Approximately 50 news items published;
- Tailor-made input legislative, policy or other documents provided to EU institutions in 20 instances;
- Fundamental rights expertise provided to EASO, eu-LISA, EBCGA and/or other EU agencies on ten files, with a particular focus on child protection and vulnerable people;
- EBCGA and EASO Consultative Forum meetings attended and expertise shared;
- Training and other requested support delivered to Schengen evaluators;
- Fundamental rights expertise provided to Member States, with a focus on refugee integration, IT systems and child protection in at least 10 instances.

TARGET GROUPS AND BENEFICIARIES

- EU institutions, bodies and agencies,
- Member States authorities

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	200,000	-	-
Temporary Agents	Technical Assistance & Capacity building	90,000	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	250,000
Total	Total	290,000	-	250,000

C 1.2 - Periodic overviews of migration related fundamental rights concerns

Strategic programme C:MIGRATION AND ASYLUM Area of activity 1: Migration, borders, asylum and integration of refugees and migrants

PRIORITY 1

Start date: 28/09/2015

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows up on the Agency's data collection activities on the fundamental rights situation of asylum applicants and beneficiaries of international protection in 16 EU Member States and two candidate countries, which started end September 2015. The periodic online publications provide up to date overviews of legal and practical fundamental rights challenges at national level in the fields of asylum, border management and return, based on field and desk research. Even if the number of people arriving in the EU in an unauthorised manner has dropped, this has not led to a decrease in fundamental rights concerns. Issues appear to be more persistent and have in parts even deteriorated. Extracts from the reports are shared with EBCGA to support the vulnerability assessments as well as training on Schengen evaluations. With these reports, FRA adds a fundamental rights perspective for practitioners and policy makers working on migration. FRA will therefore continue its reporting. The periodicity of FRA's overviews on migration-related fundamental rights concerns will be quarterly and will continue to cover the most relevant countries, aiming to include half of EU Member States.

PROJECT OBJECTIVES

• Provide policy makers and practitioners with robust and up to date evidence on national legal and practical fundamental rights concerns relating to border management, asylum, reception, child protection, immigration detention, return, hate speech and violent crime.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 3 and 4.

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PROJECT PLAN FOR 2021				
ACTIVITIES	OUTPUTS			
Collect and analyse data;Draft reports.	Four online publications of periodic overviews of migration related fundamental rights concerns.			
	TARGET GROUPS AND BENEFICIARIES			
	 EU institutions, bodies and agencies Member States authorities International organisations and civil society 			
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RESOURCES PLANNED FOR 2021				
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	300,000	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	300,000	_	-

C 1.3 – Providing fundamental rights expertise to address operational challenges

Strategic programme C:MIGRATION AND ASYLUM Area of activity 1: Migration, borders, asylum and integration of refugees and migrants

PRIORITY 1

Start date: 01/01/2017

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In line with the European Agenda for Migration the European Commission set up the 'Hotspot' approach, according to which relevant EU agencies work on the ground with frontline Member States to swiftly identify, register and fingerprint incoming migrants and channel them into appropriate procedures. Member States run such facilities with a high level of EU support, both in terms of funding as well as operational presence through staff deployed as part of migration management support teams. By the end of 2019, Greece established five such facilities and Italy four. In addition, EASO, EBCGA and EUROPOL supported Cyprus to screen and register new arrivals. EBCGA also run operations in Spain. Deployed teams are required to have expertise in protecting fundamental rights. Therefore, capacity permitting, FRA will continue to offer its readiness to support such teams with the necessary expertise.

Since 2016 FRA has been undertaking extensive missions to Greece and Italy and a temporary FRA field presence was set up in Greece. The provision of fundamental rights expertise at a field level complemented FRA's upstream support at policy and planning level to the European Commission, EBCGA and EASO.

In 2021, FRA plans to continue its field-level involvement in Member States hosting migration management support teams or otherwise request FRA's support to deal with fundamental rights challenges linked to migration. Provided additional resources through EEA grants are secured (see Project C 1.4), FRA will consolidate its engagement in Greece. FRA's activities will be carried out in close cooperation with the European Commission, relevant EU agencies and national authorities. FRA experts will share promising practices and provide advice to EU actors and national authorities to support them to carry out their tasks in full compliance with the EU Charter. Building on the Agency's work from 2016 onwards, and while remaining open to other fundamental rights challenges, FRA will focus in particular on child protection, preventing and responding to sexual and gender-based violence and the protection of vulnerable people and people at risk.

PROJECT OBJECTIVES

Provide fundamental rights expertise calibrated to the practical challenges to EU actors and Member State authorities
operating on the ground.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 3, 4 and 5.

PROJECT PLAN FOR 2021

ACTIVITIES

Undertake longer-term missions to (or ensure a regular presence in) selected EU Member States particularly affected by arrivals;

- Carry out targeted capacity building activities;
- Carry out targeted research or data analysis activities;
- Inform regularly the EU and the concerned Member States about FRA's work, emerging fundamental rights challenges and how to address these.
- Information on fundamental rights risks and gaps as well as promising practices provided to EU actors and relevant Member States on a regular

OUTPUTS

Tailor-made capacity building activities to address identified gaps and risks

TARGET GROUPS AND BENEFICIARIES

EU Member State authorities

basis:

EU institutions, bodies and agencies

Human Resources	Financial Resources	1st priority	2 nd priority	3 rd priority
	Research and Data	-	-	-
Temporary Agents	Technical Assistance & Capacity building	60,000	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	60,000	-	-

C 1.4 The fundamental rights situation of long-term residents in the EU

Strategic programme C: Migration and Asylum / FES
Area of activity 1: Migration and integration of
refugees and migrants / Equality and nondiscrimination

PRIORITY 1

Start date: 01/01/2021

STATUS: NEW TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The project feeds into EU policy files on legal immigration and migrant integration under Article 79 of the TFEU.

In 2003, the EU adopted Directive 2003/109/EC on long-term residents. The directive sets out different rights for long-term residents, including their equal treatment with nationals in a number of areas, security of residence status, enhanced protection against return as well as intra-EU mobility. Currently, 13 million third-country nationals in the EU are long-term residents. However, only one out of four, enjoys a residence status based on the EU Long-Term Residents Directive. The rest lives in EU Member States with permits issued under national law outside the scope of application of Long-Term Residents Directive. Applying national instead of EU legislation means that Member States may depart from the standards set by EU law. Findings of the FRA's second EU Minorities and Discrimination survey (EU MIDIS II) have shown that having an insecure residence status decreases the level of trust in public authorities and the attachment to the country of residence. The results of this project intend to fill the information gap on the experiences of long-term residents across the EU. They will shed light on how EU Member States implement the relevant EU legislation and why the take-up of EU long-term residence status is low, illustrating the impact on the rights of long-term residents, as enshrined in EU law. This will help EU Member States to better implement EU law. It will also help EU Member States and EU institutions to take informed measures to further their integration and social cohesion policies from a fundamental rights perspective.

The project follows up on FRA's work on the integration of young refugees and on migrant integration more generally. The March 2019 fitness check of the European Commission on EU legislation on legal migration and the implementation report of the Long-Term Residents Directive revealed that several Member States have not transposed the equal treatment principle in their immigration legislation. The fitness check highlights the need to improve data collection on the implementation of the EU *acquis*. The European Commission 2016 Action Plan on the integration of third-country nationals requested FRA to "monitor social inclusion and the participation of third-country nationals in society from a fundamental rights perspective".

This project, which will consist in desk research, analysis of existing quantitative data as well as qualitative field research, is a concrete response to this call.

PROJECT OBJECTIVES

- Assess the situation of long-term residents in the EU from a fundamental rights perspective by collecting and analysing comparable EU-wide (qualitative and quantitative) data;
- Provide assistance and advice to EU institutions and EU Member States in the implementation of EU law;
- Inform discussions at the EU level for a comprehensive legal migration policy that promotes effective integration as a core element.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2, 4 and 5.

PROJECT PLAN FOR 2021 ACTIVITIES OUTPUTS Stakeholder consultation; The main outputs in form or a comparative analysis will be in 2022. In 2021, FRA will Desk research and mapping of national practices and laws on long-term residents; Present preliminary findings to policy makers at EU level, if requested: Analysis of existing primary and secondary quantitative data, including data from FRA's Present preliminary findings to policy makers at EUMS level, if requested survevs Contracting qualitative field research TARGET GROUPS AND BENEFICIARIES EU institutions, bodies and agencies Member States authorities NHRIs/Equality Bodies International Organisations Civil society, community and professional organisations

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	500,000	-	
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	500,000	-	

Strategic programme D

SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity 1: Projects and activities covering all MAF areas

In this area of activity, FRA will implement projects that cover all MAF areas. The projects serve to support human rights protection mechanisms and actors through institutional cooperation, capacity-building and communication activities. The focus is on providing tools for systematic human rights work, such as the European Union Fundamental Rights Information System (EFRIS); connecting actors to facilitate sharing of good practices in areas where progress is needed; and providing assistance and expertise to reinforce fundamental rights compliance in the EU, with an explicit focus on the EU Charter of Fundamental Rights. FRA will maintain the Fundamental Rights Platform as a key forum for engagement with a wide range of civil society actors and support civil society activities to protect and promote fundamental rights, including by providing periodic data related to the development of civic space in EU Member States. In all those activities, FRA will pay particular attention to an adequate representation of issues and topics related to gender equality, rights of the child and persons with disabilities and actively engage with actors working on those issues.

Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- European Union Fundamental Rights Information System (EFRIS)
- Cooperating with Member States and human rights bodies at national level
- Fundamental Rights Platform and cooperation with civil society
- · Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies
- · Applying the EU Charter of Fundamental Rights in national law and policymaking
- Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities
- Bodies of the Agency

New projects in 2021

Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds.

Expected results

• The Agency's fundamental rights expertise, resources and convening powers support stronger and more sustainable human rights systems in the EU and its Member States. In 2021, the outputs in this area include a further refined EFRIS tool and promotional activities, a framework of commitments for human rights cities, follow-up to the FRA report on the situation of National Human Rights Institutions, a report on the challenges facing civil society in the EU, and an expert meeting in the context of FRA's participation in the EU Framework under the Convention on the Rights of Persons with Disabilities. The Agency's work to support awareness and use of the EU Charter of Fundamental Rights will entail a chapter on the Charter's take up at national level in the Fundamental Rights Report 2021 and new training material for legal target audiences. The Agency's relations to national stakeholders will continue to be developed through FRA's national parliamentary focal points and National Liaison Officers.

D 1.1 - EU Fundamental Rights Information System - EFRIS

Strategic programme D : **SUPPORTING HUMAN**

RIGHTS SYSTEMS

Area of activity 1: **Projects and activities covering** all MAF areas

PRIORITY 1

Start date: 01/01/2017

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The European Union and its Member States are bound by a number of international human rights treaties and assessed by a range of human rights monitoring mechanisms. The United Nations and the Council of Europe have altogether some 60 monitoring mechanisms with relevance for the EU, including mechanisms established under treaties and other mechanisms, such as UN Special Procedures under the Human Rights Council. Some of these mechanisms are courts, like the European Court of Human Rights, others are quasi-judicial or provide more general monitoring. This wealth of resources is brought together in a tool called the European Union Fundamental Rights Information System (EFRIS). EFRIS is developed by FRA, in close cooperation, in particular, with the United Nations and the Council of Europe. EFRIS, publically available online as of late 2019, radically facilitates access to commitments to human rights treaties and more detailed aspects, such as acceptance of individual complaints, made by EU Member States (and accession states falling within the mandate of FRA, currently North Macedonia and Serbia). It provides direct access to the assessments made by the monitoring mechanisms, and where feasible, offers comparison across the EU. EFRIS is not an additional database but uses technology to bring data from existing data sources together for easy access and overview.

The European Commission, in its July 2019 Communication on Strengthening the rule of law within the Union (COM(2019) 343 final), notes the overlapping remit of the Agency with the rule of law and highlights EFRIS and the importance to make more and better use of the existing sources that the tool brings together.

After the launch of EFRIS, FRA is continuously developing the tool, in terms of user-friendliness, functionalities and scope. In 2021 EFRIS will be expanded to cover not only UN and Council of Europe sources, but also European Union sources, in particular data from the Court of Justice. Another possible expansion is to include data from the International Labour Organization's monitoring mechanism on labour standards.

PROJECT OBJECTIVES

- Provide a continuously updated online tool, which brings together commitments to human rights obligations and assessments of compliance with these;
- Facilitate greater use of existing international human rights data within an EU context, thereby reinforcing the human
 rights framework in the EU and increasing transparency and awareness. EFRIS is relevant in several EU contexts, including
 for the envisaged rule of law review cycle.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1 and 4.

PROJECT PLAN FOR 2021

ACTIVITIES

- Continuous iterations of the tool in terms of improved user-friendliness and functionalities as well as enlarged scope;
- User-testing to improve the tool;
- Evaluation of features to guide where future developments are most needed;
- Presentations and dissemination to raise awareness and receive feedback on further developments;
- Technical maintenance and adaptions due to the planned migration of FRA's servers

OUTPUTS

- Enhanced online tool with greater policy relevance and inclusion of new data sources, in particular from the Court of Justice of the EU;
- Specific functionalities to highlight relevance for groups in situations of vulnerabilities, such as children and persons with disabilities, and with human rights concerns related to gender similarly highlighted;
- Reports on user testing and evaluation;
- Infosheets of what EFRIS can deliver (currently and potentially) with manual analysis added

TARGET GROUPS AND BENEFICIARIES

- European Commission
- European Parliament
- Council of the EU
- Member States
- United Nations and Council of Europe
 - Academia, civil society and media

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Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority		
	Research and Data	-	_	-		
Temporary Agents	Technical Assistance & Capacity building	-	_	-		
Contract Agents	Institutional Cooperation & Networks	-	_	-		
SNEs	Communications & Events	50,000	-	-		
Total	Total	50,000	-	-		

D 1.2 - Cooperation with Member States and with human rights and equality bodies at national level

Strategic programme D: SUPPORTING HUMAN RIGHTS
SYSTEMS
Area of activity 1: Projects and activities covering all MAF
areas

PRIORITY 1
Start date: 01/01/2018
STATUS: TYPE:
ongoing multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA's role as an EU agency requires close cooperation with the Member States. The FRA regulation details this by stating that "[t]o help it carry out its tasks, the Agency shall cooperate with [...] governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions" (Art. 8 (2) (a)). The external evaluations of FRA, have also stressed the importance of enhanced engagement at national level, and FRA in response stepped up such activities. This project consists of four main areas of work:

- 1. Cooperation and consultations with government officials nominated by governments, so called "National Liaison Officers" (Art. 8 (1) of the FRA regulation) to provide the Agency with input by national authorities on its work. The regular exchange with the National Liaison Officers helps FRA feed its findings into the work of relevant ministries and government offices.
- 2. Cooperation with national parliamentary focal points, to enhance the exchange and interaction also directly with parliaments, as essential guardians of fundamental rights at national level.
- 3. Cooperation with human rights and equality bodies, including ombuds institutions, and in particular the network organisations of these bodies: European Network of National Human Rights Institutions (ENNHRI), the European Network of Equality Bodies (Equinet), and the International Ombudsman Institute (IOI).
- 4. Cooperation with human rights cities cities that explicitly have committed to promote and protect human rights, to support a strong rights-base also at local level.

FRA has well-established cooperation interfaces in all four areas, with an exchange ensuring a policy relevant and more impactful Agency nationally, including locally. In all four areas, gender equality, rights of persons with disabilities and the rights of the child are most relevant strands which will be reinforced within this project – not the least in relation to equality bodies.

PROJECT OBJECTIVES

- Outreach at national level in order to shape the Agency's work to the realities on the ground;
- Close consultations and exchange with governments, parliaments, statutory bodies with a human rights remit, and human rights cities to encourage full use of FRA's findings and advice nationally;
- Promote National Human Rights Institutions, in line with Goal 16 of the global 2030 Agenda.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 2, 4 and 5.

PROJECT PLAN FOR 2021

ACTIVITIES Two meetings with the National Liaison Officers, in addition to regular exchange;

- (Governmental expert) working party connected to one of the meetings with National Liaison Officers on key issue;
- Information exchange with national parliaments;
- Regular exchange with the network organisations for human rights and equality bodies, including ombuds institutions;
- Targeted research on equality bodies and/or ombuds institutions building on results of 2020 FRA study on situation of NHRIs in the EU;
- Support piloting of a systematic approach to human rights cities in Europe;
- Exchanges on FRA findings and advice at national level

OUTPUTS

- Targeted presentations at national level, including FRA Director's country visits, presentations in national parliamentary hearings, as well as at events organised by NHRIs, equality bodies, ombuds institutions, etc.
- Reports from two meetings with National Liaison Officers and working party meeting;
- One focus paper on the situation of equality bodies and/or on ombuds institutions (possible link to Article 41 of the Charter – "right to good administration");
- Report on results of piloting of a 'framework of commitments' for human rights cities in the EU;
- Peer review meeting on human rights cities during the Fundamental Rights Forum 2021

TARGET GROUPS AND BENEFICIARIES

- Member States (governments, parliaments)
- Statutory bodies with a human rights remit
- Local authorities

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	-	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	200,000	-	-
SNEs	Communications & Events	10,000	-	-
Total	Total	210,000	-	-

D 1.3 - Fundamental Rights Platform and cooperation with civil society

Strategic programme D : SUPPORTING HUMAN RIGHTS
SYSTEMS

Area of activity 1: Projects and activities covering all MAF

areas

PRIORITY 1 Start date: 01/01/2018

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA's interaction with civil society organisations is mainly done through its 'Fundamental Rights Platform'. The FRA regulation states that FRA "shall closely cooperate with non-governmental organisations and [...] civil society" and "establish a cooperation network (Fundamental Rights Platform) (Art. 10 (1)). The platform brings together over 750 organisations, from grassroots to the international level, and from non-governmental organisations, trade unions, employer's organisations, social and professional organisations to confessional and non-confessional organisations and academia. This is thus a key forum for engagement and exchange with and among a wide range of civil society actors.

The Fundamental Rights Platform engages with the Agency in several ways, including by providing suggestions to the Management Board on work programmes and on the Fundamental Rights Report (Art. 10 (4)). The Platform also contributes to FRA projects from inception to delivery, it responds to thematic consultations, including FRA's annual consultation on civic space challenges, and cooperates on awareness raising and dissemination of FRA findings and advice. Through the Platform and other activities, FRA also seeks to support civil society organisations as human rights defenders. In its work with the Platform, FRA seeks to mainstream gender equality, rights of persons with disabilities and the rights of the child. Civil society organisations also play a crucial role for the realisation of a variety of the Sustainable Development Goals (SDGs), whose implementation the Agency seeks to support. For example, of direct relevance for the Agency's data collection on civic space is SDG indicator 16.10.1 regarding violent attacks against human rights defenders.

With an explicit mandate to cooperate with a network of civil society organisations, the Agency's work is shaped by the civil society input and its work is supportive of civil society. The project has links with virtually all aspects of the Agency's work.

PROJECT OBJECTIVES

- Maintain the Fundamental Rights Platform as key forum for engagement and exchange with and among a wide range of civil society actors to draw on their knowledge and insights across all areas of the Agency's work;
- Enable and empower civil society to protect and promote fundamental rights, including by collecting data and raising awareness of the Agency's findings related to civic space challenges;
- Facilitate dialogue between civil society and policy-makers in relation to fundamental rights.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 4 and 5.

PROJECT PLAN FOR 2021

Running and further developing the Fundamental Rights Platform – enabling exchange of information and pooling of knowledge among civil society organisations:

Consultations with the Platform on issues related to the Agency's work, including its work programme and Fundamental Rights Report, and annual consultation on civic space challenges:

ACTIVITIES

- Supporting civil society input into FRA projects;
- Data collection to update FRA's findings on challenges facing civil society (possibly with a focus on women and environmental human rights defenders) in consultation with relevant EU and international organisations [FRANET research];
- Close cooperation on civil society exchange and human rights defenders with intergovernmental organisations and other entities of the European Union;
- Identification of support needs among the platform organisations and on this basis development or facilitation of adequate support

- OUTPUTS

 Report on challenges facing civil society;
- One meeting with the advisory panel of the Platform (or equivalent);
- One thematic meeting with participants from selected civil society organisations;
- Written analyses based on consultations with the Platform;
- Webinars offered to the Platform

TARGET GROUPS AND BENEFICIARIES

- Civil society organisations
- European Commission
- European Parliament
- Council of the EU
- Member States
- Media
- Academia

RESOURCES PLANNED FOR 2021					
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority	
	Research and Data	77,000	-	-	
Temporary Agents	Technical Assistance & Capacity building		-	-	
Contract Agents	Institutional Cooperation & Networks	70,000	-	30,000	
SNEs	Communications & Events	10,000	-	-	
Total	Total	157,000	_	30,000	

D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies

Strategic programme D : SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity 1: **Projects and activities covering all MAF areas**

PRIORITY 1

Start date: 01/01/2018

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency cooperates closely with EU institutions, agencies and other bodies at EU level, which are key beneficiaries of FRA's data and 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.

This relates to cooperation with the following institutions and bodies at EU and international level: 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; intergovernmental organisations including the Council of Europe, United Nations and the OSCE. A focus of the cooperation with the UN lies in promoting implementation and monitoring of the human rights dimensions of the 2030 Sustainable Development Goals (SDGs).

PROJECT OBJECTIVES

- Provide support to the EU and its Member States in decision making by providing data, evidence-based advice and opinions on thematic issues;
- Ensure synergy and coordination with intergovernmental organisations;
- Disseminate examples of good practice.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 2 and 3.

PROJECT PLAN FOR 2021

ACTIVITIES Provision of timely evidence-based assistance and expertise to the agency's institutional stakeholders at the EU and international levels;

- Meetings with institutions, bodies and agencies at EU and international levels to coordinate activities and achieve synergies;
- Consultation of relevant stakeholders to receive feedback on the utility and impact of the Agency's work:
- Presentations in EU and international fora to raise awareness on FRA's work and findings, and share promising practices;
- Regular, policy-relevant and timely information sharing and exchange with EU institutions, agencies and bodies;
- Cooperation, coordination and communication between FRA and international bodies, including the Council of Europe, UN and OSCE, on FRA's work and cross-cutting issues such as the SDGs;
- Stakeholder meetings and consultations, as relevant.

OUTPUTS

- FRA contributions to legislative and policy discussions at the EP, Council and Commission;
- References to the Agency and its findings in relevant EP, Council and Commission policy documents (e.g. EP annual report on the situation concerning fundamental rights in the EU, Council conclusions on the application of the Charter of Fundamental Rights);
- Stakeholder meeting reports;
- Timely feedback by EU and international stakeholders to FRA's programming and outputs.

TARGET GROUPS AND BENEFICIARIES

- European Parliament
- Council of the EU
- European Commission
- Committee of the Regions and European Economic and Social Committee (EESC)
- EU agencies
- Intergovernmental organisations

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	-	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	90,000	-	20,000
SNEs	Communications & Events	-	-	-
Total	Tota	90,000	-	20,000

D 1.5 - Applying the EU Charter of Fundamental Rights in national law and policy making

Strategic programme D : SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity 1: **Projects and activities covering all MAF areas**

PRIORITY 1

Start date: 01/01/2019

STATUS: on-going

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The 2019 Council Conclusions on the Charter of Fundamental Rights took stock of achievements in the first decade since it became legally binding and invited actors to make more and better use of the Charter (Council Conclusions of 7 October 2019). The Council also invited the Agency to work with Member States, exchanging good practices, and developing tools and methods related to the Charter. FRA developed a handbook on the applicability of the Charter at national level, 28 Charter 'country-sheets' and continues to enhance its online tool for jurisprudence and legislation, the Charterpedia. For the 10th anniversary of the Charter, the Agency developed an additional range of products and activities to promote its use, including a 'Charter box' and various training activities. The Agency's annual Fundamental Rights Reports contain a chapter dedicated to the Charter, tracking the use of the Charter at national level. The work on the Charter is implemented in close cooperation with the European Commission in particular, but also with the Council of the EU, and its Presidencies. The European Parliament is another close partner, for example with a request for an Opinion from FRA on the implementation of the Charter (Opinion 4/2018). In line with the Agency's strategic objective to strengthen of the capacity of national human rights actors, FRA also provides support and expertise to promote the use of the Charter nationally. In doing so, FRA builds on its own data collection and analysis regarding gaps in the application of the Charter at national level.

The EU Charter is essential as the EU's bill of rights, including important aspects like gender, children and disability, on which the Agency also places particular emphasis in this project. FRA ensures close links between the Charter rights and its equivalences in international human rights law instruments as well as in national constitutional contexts. In this way, the work on the Charter is also closely linked to the project on EFRIS (D 1.1.), but also the other projects in the programme Supporting Human Rights Systems (D), as well as awareness raising activities under projects in the programme Communicating Rights (E).

FRA adds value to the work on the Charter as the single EU agency with a broad fundamental rights mandate. FRA's work on the Charter is in accordance with the FRA regulation, which refers to the Charter as the main framework (Recitals 2 and 9).

PROJECT OBJECTIVES

- Support the EU and its Member States in delivering on the legal obligations flowing from the Charter of Fundamental Rights, in particular by providing analysis, guidance, and tools for practitioners;
- Promote the EU Charter and its use at national level, through strengthening the capacity of National Human Rights Institutions and relevant (legal) target audiences to apply the charter.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2, 4 and 5.

PROJECT PLAN FOR 2021

ACTIVITIES

- Continued engagement with EU institutions and Member States in promoting the use of the Charter;
- Capacity building on the Charter by providing relevant networks and institutions, including national human rights institutions, with expertise and training material on the EU Charter;
- Contribute to EU Presidency and European Commission events related to the Charter;
- Continued promotion of FRA's Charter products (Handbook, Charterpedia, national fact sheets, etc.);
- Collecting and analysing data on the use of the Charter for the Agency's Fundamental Rights Report

OUTPUTS

- A chapter on the Charter in FRA's annual Fundamental Rights Report, with selected cases highlighting the relevance for gender equality as well as rights of the child and rights of persons with disabilities;
- Further translations of the Charter handbook (depending on budget availability);
- Updates of the Charterpedia;
- A training toolbox on the Charter;
- Demonstration training on the Charter in cooperation with multipliers, with case studies highlighting the relevance for gender equality as well as rights of the child and rights of persons with disabilities

TARGET GROUPS AND BENEFICIARIES

- European Commission
- European Parliament
- Council of the EU
- Member States
- Statutory bodies with a human rights remit
- Civil society organisations and academia

Human Resources	
Temporary Agents	
Contract Agents	
SNEs	
Total	

Financial Resources	1st priority	2 nd priority	3 rd priority
Research and Data	77,000	-	-
Technical Assistance & Capacity building	20,000	-	-
Institutional Cooperation & Networks	5,000	-	-
Communications & Events	10,000	-	30,000
Total	112,000	-	30,000

D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities

Strategic programme D: SUPPORTING HUMAN RIGHTS
SYSTEMS
Area of activity 1: Projects and activities covering all MAF
areas

Start date: 01/01/2017
STATUS: TYPE:
ongoing multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In addition to all the EU Member States (as well as North Macedonia and Serbia), the EU itself is also a party (since 2010) to the United Nations Convention on the Rights of Persons with Disabilities (CRPD). For each party to the CRPD, there is a requirement to designate a framework, including "independent mechanisms [...] to promote, protect and monitor implementation" (Article 33 (2)). The European Union's framework is composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA (Council of the EU, Revised EU-level Framework Required by Article 33.2 of the UN Convention on the Rights of Persons with Disabilities, 6170/17, 9 February 2017). The framework cooperates and coordinates its activities with the work of the Commission, which is the EU's focal point for the implementation of the CRPD. The Agency's mandate within the framework is twofold. In the area of promotion of the CRPD, the Council document revising the framework cited above notes that "[t]he EU Agency for Fundamental Rights (FRA) can raise awareness of the Convention in accordance with Regulation 168/20076 and the Multi-annual Framework (MAF). In particular it can address disability as part of the thematic area of anti-discrimination, but also through other thematic areas following a cross-cutting approach." On monitoring, it notes that the Agency "independently collects and analyses data within the limits of its mandate. Providing such data in an independent manner will be its main task in the framework. In this context the FRA also develops indicators and benchmarks to support the monitoring process." FRA is also an observer to the ENNHRI Working Group on the CRPD, which brings together national human rights institutions that are members of their respective national CRPD monitoring framework. The framework cooperates through an annual work programme and regular meetings, including one with the equivalent frameworks in the EU Member States. As per the mandate described in the Council document cited above, the Agency continues to promote, as well as monitor implementation, of the CRPD. In 2021, the Agency will organise, in light of the post-2020 EU Disability Strategy and the second review of the EU's implementation of the CRPD by the UN CRPD Committee, an expert meeting, which will include disabled persons organisations, to consult on new FRA research and capacity building activities in the area of disability rights.

FRA also contributes to the promotion of the CRPD by mainstreaming disability within other thematic areas of its work by addressing the rights of persons with disabilities as a specific component of its awareness-raising activities, and by taking steps to ensure that its internal processes, including events and information and communication materials are accessible to persons with disabilities.. Efforts are also undertaken to mainstream disability issues in the analysis of data from the Agency's surveys. This data is collected in a manner that it can be disaggregated on the basis of gender and age, thereby also helping address multiple/intersectional discrimination.

PROJECT OBJECTIVES

 Contribute to the EU framework required under the Convention on the Rights of Persons with Disabilities, in particular in FRA's role to promote and monitor implementation. The project has close links to Agency work related to National Human Rights Institutions, the Charter of Fundamental Rights (Article 26), and civil society organisations. The work supports FRA's mainstreaming of the rights of persons with disabilities in all its work such as research, communication and technical assistance and capacity building.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2 and 4.

PROJECT PLAN FOR 2021

ACTIVITIES

- Participation in activities of the framework, including research in preparation of reports to the UN CRPD Committee and follow up to recommendations to the EU by that committee on the implementation of the convention, as well as activities to promote the convention, such as awareness-raising and capacity-building activities vis-à-vis EU bodies & agencies and EU MS;
- Providing input to other projects in the Agency, particularly in research, to ensure that persons with disabilities are also included in data collection activities;
- Preparatory work on developing potentially new research projects to ensure FRA's contribution to independently collect and analyse data

OUTPUTS

- Outputs as per agreement in the EU CRPD Framework;
- An event to consult on new research and capacity building activities of the Agency in light of the new EU Disability Strategy and on the basis of the second round of EU monitoring by the UN CRPD Committee

TARGET GROUPS AND BENEFICIARIES

- European Commission
- European Parliament
- Council of the EU
- Member States
- Civil society organisations
- Persons with disabilities (including disabled persons organisations)

Human Resources	Financial Resources 1s	st priority	2 nd priority	3 rd priority
	Research and Data	-	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	20,000	-	-
SNEs	Communications & Events	-	-	-
Total	Total	20,000	_	-

D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds

Strategic programme D: SUPPORTING HUMAN RIGHTS
SYSTEMS
Area of activity 1: Projects and activities covering all
MAF areas

Start date: 01/01/2021
STATUS: TYPE:
NEW multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

European Union funds contribute large amounts to issues such as cohesion, regional development, security, and migration. A Common Provisions Regulation (CPR) for the EU budget 2021–2027 (COM(2018) 375 final, pending adoption) sets out 'enabling conditions' that must be fulfilled throughout the implementation period, otherwise Member States will not be able to send payment requests for EU-funded projects to the Commission. Two of four sets of horizontal enabling conditions (Art. 11 (1) of the proposed CPR, with details in Annex III) concern the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities (the other two horizontal sets concerns public procurement and state aid). Fundamental rights, consequently, can play a significant role – by being respected but also promoted and 'enabled'. The draft regulation refers to civil society organisations and "bodies promoting social inclusion, fundamental rights, rights of persons with disabilities, gender equality and non-discrimination" – as partners and taking part in monitoring of disbursement of funds (Art. 6, on composition, also Art. 34).

The European Commission previously invited the Agency to develop training modules for Commission desk officers in relation to monitoring of *ex-ante* conditionality and fundamental rights, especially non-discrimination. These were conducted in 2016 and 2017. The new project will build on this experience while shifting focus from working with state authorities to independent bodies with a human rights remit, such as National Human Rights Institutions and equality bodies. The project will be able draw on the Agency's specific data and expertise, such as on Roma inclusion, equality and its role as member of the EU framework for the CRPD.

FRA's added value is its fundamental rights expertise and experience with related technical assistance. The Agency also has the established network and tools to facilitate transnational sharing of experiences on both monitoring and implementation. The project has close links to Agency work related to National Human Rights Institutions and civil society, as well as to the Agency's tools and capacity-building activities on the Charter of Fundamental Rights. The project supports the Agency's cooperation with "governmental organisations and public bodies competent in the field of fundamental rights in the Member States" (FRA Regulation, Article 8 (2) (a));

FRA's contribution will be at an early stage of the application of enabling conditions, thus being able to shape the process in a rights-based direction. It is important to underscore that capacity-wise FRA will be limited to a small-scale intervention, as outlined under the activities below. The Agency's involvement will focus on the most fundamental rights-sensitive contexts.

PROJECT OBJECTIVES

- Provide technical assistance to statutory national human rights bodies, namely national human rights institutions, ombuds institutions and equality bodies, to support their capacity to participate effectively in partnerships and monitoring committees when it comes to fundamental rights compliance.
- Support a rights-based implementation of the EU funds.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 2,3, 4 and 5.

PROJECT PLAN FOR 2021 ACTIVITIES OUTPUTS Developing training modules; Tested training modules; Training of selected staff of statutory human rights Selected staff members of statutory human rights bodies bodies in a limited number (3-4) Member States; trained: Facilitate transnational sharing of experiences Documented practices on fundamental rights aspects in monitoring of EU funds TARGET GROUPS AND BENEFICIARIES European Commission Statutory national human rights bodies Member States

RESOURCES PLANNED FOR 2021 Human Resources Financial Resources 1st priority 2nd priority 3rd priority Research and Data Temporary Agents Technical Assistance & Capacity building Contract Agents Institutional Cooperation & Networks 90,000 Communications & Events SNEs 10,000 **Total Total** 100,000

D 1.8 - Bodies of the Agency

Strategic programme D: SUPPORTING HUMAN
RIGHTS SYSTEMS
Area of activity 1: Projects and activities covering all MAF areas

PRIORITY 1
Start date: 01/01/2007
STATUS: TYPE: ongoing multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

PROJECT OBJECTIVES

- Smooth organisation of Management Board, Executive Board and Scientific Committee's activities;
- Supporting MB and EB in performing its statutory tasks as planning and oversight body;
- Supporting the SC in performing its statutory tasks as guarantor of the Agency's scientific quality.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

ACTIVITIES

PROJECT PLAN FOR 2021 OUTPUTS

- Management Board meetings;
- Executive Board meetings;
- Scientific Committee meetings;
- Translations of MB documents.

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

TARGET GROUPS AND BENEFICIARIES

FRA internal stakeholders, Management Board and Scientific Committee members

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	-	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	250,000	-	-
SNEs	Communications & Events	-	-	-
Total	Total	250,000	-	-

Strategic programme E

COMMUNICATING RIGHTS

Area of activity 1: Projects and activities covering all MAF areas

In this area of activity, FRA will implement projects that cover all MAF areas. With the aim of an integrated and holistic approach to its communication activities, the Agency makes use of resources and synergies from different units. Effectively communicating fundamental rights to promote the values and freedoms of today's societies in the European Union will remain at the core of the Agency's work in 2020. In its communication activities, FRA will pay particular attention to an adequate representation of issues and topics related to gender, rights of the child and persons with disabilities. By systematically implementing its '10 keys to effectively communicating human rights', the Agency will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations.

To do so, it will draw on key FRA deliverables that report on the situation of fundamental rights in the EU and its Member States, including in particular its annual Fundamental Rights Report. The report will cover the fundamental rights developments in the EU and Member States as they unfolded from January to December 2019 in the areas covered by the Agency's Multi-annual Framework. Every chapter will conclude with policy-relevant opinions based on the evidence identified and analysed in the report.

FRA will intensify its convening power to create a safe and inclusive space for dialogue with key actors on pressing human rights issues. In 2021, the Agency will organise its third Fundamental Rights Forum in Vienna, Austria, of which preparations will start in 2020. The Forum, first organised by FRA in 2016 and then in 2018, provides a unique opportunity for civil society, policy- and decision-makers, as well as experts from across the European Union to discuss pressing human rights challenges. The Forum also provides space for sharing knowledge and promising practices, as well as creating new partnerships, among a variety of stakeholders including young people, professionals from fields other than human rights.

Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects in 2021

- Annual reports
- · Raising awareness and promoting fundamental rights
- Production and dissemination of FRA outputs
- Fundamental Rights Forum 2021

New projects in 2021

With the full implementation of the Fundamental Rights Forum, there will be no new projects in 2021.

Expected results

To maximise the impact of its work through smart communication, the Agency will build on the expertise gained through its online-based community of communication practitioners to relate the communication of its findings to people's experiences to build wider support for human rights, including among young people. The Agency will promote more systematically its survey findings on the general population's perception of fundamental rights, as well as of LGBTI people, Roma and other minorities living in the EU, through its online channels, using audio-visual material such as podcasts and videos. Furthermore, FRA will intensify its communications on the use of automation in decision making resulting in or exacerbating discrimination, and the arising fundamental rights issues.

E 1.1 - Annual Reports

Strategic programme E: COMMUNICATING RIGHTS
Area of activity 1: Projects and activities covering
all MAF areas

PRIORITY 1

Start date: 01/01/2020

STATUS: onaoina

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Fundamental Rights Report is the Agency's annual report on the situation of fundamental rights in the EU and its Member States. It is accompanied by an activity report. The Fundamental Rights Report, which includes a 'Focus section' that examines an issue of particular relevance to policy priorities in the EU, identifies trends over time and includes relevant promising practices. Its findings in respect to the use of the Charter by national courts are included in the European Commission's annual report on the application of the Charter of Fundamental Rights. Furthermore, the Fundamental Rights Report includes a specific chapter on children and the fulfilment of their rights, as well as on the progress of implementing the Convention on the Rights of Persons with Disabilities (CRPD). Where relevant, it presents data disaggregated by sex and highlights the gender dimension. In addition, its overall findings are used by the European Parliament in its report on the situation of fundamental rights in the EU. The Fundamental Rights Report is mentioned in the relevant Council conclusions.

PROJECT 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;
- Identify and disseminate examples of good practice;
- Improving awareness raising in the area of fundamental rights.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1 and 4.

PROJEC	T PLAN FOR 2021
ACTIVITIES	OUTPUTS
 Data collection, analysis and drafting; Production, translation and dissemination; Targeted communication activities at EU and national level 	 Fundamental Rights Report; Summary report with opinions in all EU languages; Chapter infographics; Online component of the publication; 2 to 3 national events; Annual Activity Report.
	TARGET GROUPS AND BENEFICIARIES
	 EU Institutions, bodies and agencies National Ministries National Parliaments National Human Rights Institutions & Equality Bodies Civil society organisations International organisations

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	285,000	-	30,000
Temporary Agents	Technical Assistance & Capacity building	-	-	-
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	145,000	-	-
Total	Total	430,000	-	30,000

E 1.2 - Raising awareness and effectively promoting rights

Strategic programme E: **COMMUNICATING RIGHTS**Area of activity 1: **Projects and activities covering all MAF areas**

PRIORITY 1

Start date: 01/01/2018

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE 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 continue to develop a range of activities to fulfil this need based on the '10 keys to effectively communicating rights', which guide the Agency in its own communication work. To this end, FRA has set up a 'Communicating rights Programme', also to ensure the mainstreaming of issues and topics related to gender, children and youth, and persons with disabilities in all of the Agency's Communication activities.

In 2021, the Agency will further promote and expand its online toolkits, to build capacity among its stakeholders . The Agency will also continue to strategize its cooperation with communicators from national human rights institutions, equality bodies and civil society organisations. If its online toolkit on migration has been proven to be successful, the Agency may expand its toolkit methodology to develop other online training toolkits, for example on communicating rights.

FRA will organise two major events, convening 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.

The Agency will continue to communicate fundamental rights, based on set communication priorities for 2020 and informed by its survey and research findings. This will include social media campaigns to promote on the one hand the outcome of specific projects and on the other more generally fundamental rights. In this context, FRA has established a closed Facebook group of human rights communicators to exchange information and experiences on human rights communication. The Agency intends to organise and participate at face-to-face meetings of human rights communicators.

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.

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 PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES Capacity building and training of professionals using FRA's online toolkits;

- Audio-visual and audio material on FRA's findings;
- Carry out social media campaigns;
- Engage with human rights communicators to improve the delivery of human rights messages;
 Cooperation with the Presidencies of the Council of
- Cooperation with the Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities (Portugal and Slovenia)
- OUTPUTS

 Regular exchange of information between human rights communicators;
- Web-based toolkits;
- Social media campaigns;
- Webinars, seminars and other training sessions

TARGET GROUPS AND BENEFICIARIES

- EU institutions, bodies and agencies
- Member States authorities
- International organisations
- Human Rights Communicators
- Journalists
- Media
- General public

Human Resources		
Temporary Agents		
Contract Agents		
SNEs		
Total		

Financial Resources	1st priority	2 nd priority	3 rd priority
Research and Data	-	-	-
Technical Assistance & Capacity building	-	-	-
Institutional Cooperation & Networks	-	-	-
Communications & Events	200,000	-	50,000
Total	200,000	-	50,000

E 1.3 - Production and dissemination of FRA output

Strategic programme E: **COMMUNICATING RIGHTS**Area of activity 1: **Projects and activities covering all MAF areas**PRIORITY 1

TY 1 | Start date: 01/01/2020

2020 STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA disseminates the results of its work and raises public awareness (Founding regulation, Art. 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. Communication priorities set for 2021 will guide the Agency's communication and dissemination, ensuring a coherent approach across the wide range of activities. In its communication and dissemination activities, the Agency will pay particular attention to gender, children and youth, and the needs of persons with disabilities.

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. The Agency uses strategic communication services to ensure timely, relevant and high impact driven dissemination of its findings.

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 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

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES Develop, maintain and update FRA's website in order to make it more attractive, user friendly, and

- Improve the data visualisation and other online tools (e.g. Media toolkit; European Fundamental Rights Information System);
- Producing and disseminating major reports and other types of publications related to the Agency's activities;
- Produce communication material additional to major reports, such as In Briefs, infographics and brochures;
- Disseminate relevant output to specific audiences at events and through mailing lists, provided also by the Publications Office of the European Union;
- Ensure efficient stock management of publications
- Media monitoring and press clipping service;
- Produce translations of FRA deliverables in as many EU languages as financial resources allow;
- Develop FRA's corporate identity and branding

- OUTPUTS
- Data explorer (visualisation) for selected surveys;
- Translations of outputs into EU languages;
- New corporate visual identity and branding;
- Media monitoring;

FRA website;

- Communication products;
- Various types of print material;
- Dissemination and stock management

TARGET GROUPS AND BENEFICIARIES

- EU institutions, bodies and agencies
- Member States authorities
- International organisations
- Civil society organisations
- General public

RESOURCES I EARNED I OR 2021						
Human Resources	Financial Resources 1 st priority	2 nd priority	3 rd priority			
	Research and Data -	-	-			
Temporary Agents	Technical Assistance & Capacity building -	-	-			
Contract Agents	Institutional Cooperation & Networks -	-	-			
SNEs	Communications & Events 475,000	-	-			
Total	Total 475,000	-	-			

E 1.4 Fundamental Rights Forum 2021

Strategic programme E: **COMMUNICATING RIGHTS**Area of activity 1: **Projects and activities covering all MAF areas**

PRIORITY 1

Start date: 01/01/2021

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency will organise in 2021 for the third time its Fundamental Rights Forum as a two-day event with a core objective to improve the state of human rights and empower the human rights architecture. The event will bring together up to a maximum of 500 participants ranging from grass-root practitioners, including a significant role for young people, to leading European policy- and lawmakers.

Discussions at the Forum will contribute to major debates, concerning EU policy priorities and initiatives that affect human rights. The Forum will engage diverse audiences and encourage exchange of ideas for a critical exchange of views and experiences. As such, it calls for action, addressing heads-on, through intense public dialogue, major human rights challenges and fostering closer cooperation and networking between human rights institutions and bodies, civil society and social partners. The Forum will create opportunities for networking and enhancing partnerships between rights holders, in particular youth, their diverse communities and EU institutions.

The content of the Forum will be developed in 2020 through consultation with relevant institutional stakeholders and civil society. In the development of the Forum, the Agency will ensure the mainstreaming related to gender, children and youth, and persons with disabilities.

The Forum's discussions and outputs will be communicated using all of FRA's communication tools (online and print).

PROJECT OBJECTIVES

- Contributing to improve the state of human rights and empower the human rights architecture in the EU
- Inspiring innovative and solution-oriented debates among duty bearers, rights holders and others at EU, national, European and global level

PROJECT PLAN FOR 2021

- Providing a forum for networking and for sharing ideas and promising practices
- Facilitating interaction among FRA's stakeholders and explore new, innovative ways to engage with them

LINK TO FRA STRATEGIC PILLARS

This project is linked to FRA Strategic Pillars 1, 2, 4 and 5.

ACTIVITIES OUTPUTS 2-day event: Fundamental Rights Forum; Implementation of the Fundamental Rights Forum Fundamental Rights Forum Chair Statement 2021; Organising citizen dialogues to inform discussions at the Forum; TARGET GROUPS AND BENEFICIARIES Strategic communication activities to maximise and intergovernmental human rights International reach and engagement with stakeholders and target organisations audiences Policymakers (EU, national, regional/local level) Lawmakers (EU and national) Human rights bodies (NHRIs, equality bodies) Human rights experts and think tanks Civil society organisations, including religious and faithbased NGOs, as well as the arts Service sector and victim support organisations and

RESOURCES PLANNED FOR 2021

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority		
	Research and Data	-	-	-		
Temporary Agents	Technical Assistance & Capacity building	-	-	-		
Contract Agents	Institutional Cooperation & Networks	-	-	-		
SNEs	Communications & Events	450,000	-	-		
Total	Total	450,000	-	-		

networks

organisations

Youth organisations and influencers

Business sector and industries, including social partner

O 1.1 Performance, Monitoring and Evaluation

Other activities covering all MAF areas

PRIORITY 3

Start date: 01/01/2017

STATUS: onaoina

TYPE: multiannual

POLICY RELEVANCE 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 the 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

This project is linked to all FRA Strategic Pillars 2018-2022.

PROJECT PLAN FOR 2021

ACTIVITIES 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;

- 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.
- **OUTPUTS**Mid-term review of FRA Strategy 2018-2022;
- **Evaluation Reports**

TARGET GROUPS AND BENEFICIARIES

RESOURCES I EARTHED I OR ZOZZ						
Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority	
		Research and Data	-	-	35,000	
Temporary Agents		Technical Assistance & Capacity building	-	-	-	
Contract Agents		Institutional Cooperation & Networks	-	-	-	
SNEs		Communications & Events	-	-	15,000	
Total		Total	-	-	50,000	

O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders

Area of activity 1: **Projects and activities covering** all MAF areas

PRIORITY .

Start date: 01/01/2018

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE 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.

PROJECT OBJECTIVES

All FRA objectives may be addressed through this activity.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

PROJECT PLAN FOR 2021							
ACTIVITIES	OUTPUTS						
 Data collection activities will be carried out, as needs may develop; Communication & awareness raising activities; 	Data collection, communication and stakeholder communication activities.						
 Project-specific stakeholder communication and awareness raising strategy will be developed 	TARGET GROUPS AND BENEFICIARIES						

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

OTHER OPERATIONAL ACTIVITIES -

F1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021

TITLE IV - Other operational activities

PRIORITY 3

Start date: 01/01/2018

STATUS: ongoing

nype: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows the exchange of letters on the implementation of the administrative cooperation arrangement between the Financial Mechanism Office (FMO) and the European Union Agency for Fundamental Rights (FRA), under the EEA and Norwegian Financial Mechanism 2014-2021, which was signed on 14 December 2017. Under the scope and objectives agreed in the exchange of letters implementing the cooperation arrangement, FRA shall act in the role of International Partner Organisation (IPO) in advising the national level Programme Operators of the programme "Roma inclusion and empowerment" in Greece, and in the programme "Human rights, Roma inclusion and domestic and gender-based violence" in the Czech Republic, and in a programme in a third beneficiary state of the Grants, which is still to be determined. When providing advice to the programme operators, FRA will pay particular attention to issues related to the rights of the child, gender equality and rights of persons with disabilities, as applicable.

FRA will provide advice at an overall strategic level to the Programme Operators as well as to the FMO, in the preparation and implementation of the agreed programmes, through sharing its expertise and, inter alia, assist the Beneficiary State in applying European standards on fundamental rights. Programme development support as IPO will include the provision of advice and technical assistance on, for example: the development of the programmes' Concept Notes, participation in kick-off meetings, stakeholder consultations, programme agreement meetings; written input on the programme design, as well as advising on issues related to risk management and communication. FRA will also provide input to the draft Programme Agreement upon request of the FMO. In its role as IPO, FRA will also provide support during the programme implementation period, to ensure that the Programmes benefit from FRA good practices, recommendations and expertise related to policy analysis, peer support for national reform and policy dialogue. This will include participating in the Cooperation Committee of each Programme and providing input to the development of calls for projects, assess applications received under the calls for projects, take part in Selection Committee meetings and in the full selection process, as well as any other relevant activities at programme level. FRA may also contribute to the exchange of experience and capacitybuilding, communication plan of the programme, outreach seminars, providing advice to relevant entities, raise awareness and strengthen transparency of information about funding opportunities, project beneficiaries and achievements. FRA may also provide advice and strategic assessments to the FMO and the Donors on other areas, for example, through participating in expert meetings prior to the signature of an MoU between the Donors and a Beneficiary State, and to provide advice as to the feasibility and scope of a potential programme. In providing strategic advice and assessments to the FMO and the Donors, FRA will place particular emphasis on ensuring the implementation of fundamental rights relating to non-discrimination on the basis of gender and to gender equality. FRA will also provide support to projects at national level relating to the implementation of the rights of the child, as well as the rights of persons with disabilities whenever possible.

PROJECT OBJECTIVES

- To provide technical assistance to the FMO, Donors of the EEA and Norway Grants, and national level Programme Operators on programme development and programme implementation in Programmes in three Beneficiary States
- To provide overall strategic advice to the FMO and Donors on the feasibility and scope of potential programmes
- Share promising practices and other findings resulting from FRA research to Programme Operators and the FMO on applying European standards on fundamental rights

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 3, 4 and 5.

PROJECT PLAN FOR 2021

Programme development support in programmes of three Beneficiary States, through input to Concept Note development and participation in kick-off, stakeholder meetings and programme development meetings;

ACTIVITIES

- Programme implementation support in programmes, through participation in Cooperation Committee, selection of projects, various meetings and other strategic cooperation;
- Provide strategic advice to both Programme Operators and inter alia to Member States in applying European standards on fundamental right
- Annual Meeting between FRA and the Grants and other meetings to facilitate cooperation, including at the operational level, and regarding coordination with other International Partner Organisations as necessary.

- **OUTPUTS**Technical assistance provided to programmes in the Czech
- Republic, Greece and a third Beneficiary State of the EEA and Norway Grants to be determined;

 Strategic advice provided to the FMO and Donors through
- written and oral inputs;
- Contribution to a number of programme development and implementation meetings, including membership of Programme Cooperation Committees and Selection Committees

TARGET GROUPS AND BENEFICIARIES

EU Member State authorities and Roma communities in up to three beneficiary states of the EEA and Norway Grants

Human Resources				
Temporary Agents				
Contract Agents	4			
SNEs				
Total	4			

Financial Resources	1 st priority	2 nd priority	3 rd priority
Research and Data	-	-	107,143
Technical Assistance & Capacity building	-	-	107,143
Institutional Cooperation & Networks	-	-	-
Communications & Events	-	-	
Total	_	_	214 286

F 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

TITLE IV - Other operational activities PRIORITY 3 Start date: 10/06/2019 STATUS: TYPE: ongoing multiannual

POLICY RELEVANCE 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 monitoring the implementation require robust equality data. The European Handbook on Equality Data (revised in 2016) defines the conceptual and terminological framework in the field. 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.

Drawing on FRA's relevant research work and expertise on, for instance, collecting quantitative data (through representative surveys) and qualitative research (on Roma participation and on labour exploitation), the Agency will continue to provide TA to 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. In 2021 the team will analyse the data collected through the big-scale representative survey addressing the specific challenges Roma, children, people with disabilities, migrants, old-age populations and other groups at risk face. In particular, during 2021, the methodology for matching data from various sources to build indicators on social inclusion of hard-to-reach populations will be developed and tested and technical assistance provided to the Bulgarian statistical institute in analysing the data from 2020 survey on discrimination and social inclusion of vulnerable groups.

Given the potential 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, NRCPs; NHRIs/Equality Bodies); Specialised Agencies; EU Agencies; Eurostat, Civil Society and the Council of Europe and members of the Ad Hoc Committee of Experts on Roma and Traveller Issues (CAHROM).

PROJECT OBJECTIVES

- To provide technical assistance to the project promoter on specific methods for surveying 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 interpreting and contextualizing these analyses;
- To support knowledge exchange between relevant institutions at EUMS and EU 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

This project is linked to the FRA Strategic Pillars 1, 2 and 3.

PROJECT PLAN FOR 2021 ACTIVITIES OUTPUTS Technical assistance in implementing the Expert advice to stakeholders; Analyses of data; "Discrimination and harassment" module in the survey; Equality indicators profiles; Interpretation of data and indicators, SDG indicators populated; drafting reports; Reports drafted; Building the capacity of stakeholders at Communication materials (presentations and other inputs) prepared and national and local level to apply data in disseminated the policy-making process; Communicate research findings to key policy makers at EU, as well as national **TARGET GROUPS AND BENEFICIARIES** level and other relevant stakeholders; National governments Review translations of working materials Statistical offices and other actors involved in the production of data and data and reports: analysis Participate in meetings and events. Civil society actors working on social inclusion of vulnerable and hard-to-reach populations

DECOL	IDCEC	DIANNE	DEOD	2021

RESOURCES PLANNED FOR 2021							
Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority			
	Research and Data	-	-	29,141			
Temporary Agents	Technical Assistance & Capacity building	-	-	29,141			
Contract Agents	Institutional Cooperation & Networks	-	-	-			
SNEs	Communications & Events	-	-	30,572			
Total	Total	_	_	88,854			

F 1.3 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings

TITLE IV - Other operational activities PRIORITY 3 Start date: 01/01/2020 STATUS: ongoing TYPE: multiannual

DESCRIPTION and ADDED VALUE of the PROJECT

To promote and protect the rights of the child, all policies and actions with an impact on children must be designed, implemented and monitored in line with the best interests of the child. FRA's research on child-friendly justice has shown that children involved in criminal or civil judicial proceedings are often not heard in a safe and child-friendly environment and that practices, including minimum age for child participation with respective procedural safeguards, differ greatly across EU Member States, not ensuring their best interests. The project identified gaps in the Polish context. EU directives in the area of victim's rights, trafficking and sexual abuse, sexual exploitation and child pornography and procedural safeguards for children suspected or accused of a crime as well as the Brussels IIa Regulation (Recast) clearly postulate the age appropriate treatment of children in judicial proceedings ensuring their protection and participation.

Drawing on FRA's relevant research work and expertise on children and justice, the Agency was invited to join the Polish Ministry of Justice as a project partner in a pre-defined EEA/N Grants-funded project on child hearings as part of a concept note to increase the effectiveness and efficiency of the judicial system. FRA shall contribute to the Polish *project promoters'* goals to increase general awareness, professional knowledge and skills of professionals and authorities on child-friendly justice, also drawing from material the Agency has produced, through developing standards and guidelines, training materials, and conducting trainings and awareness raising activities.

Through the project FRA will continue to provide evidence-based advice to EU Member States on making judicial proceedings more child-friendly, support the daily work of professionals and enhance the exchange of learning and good practices on children's rights, particularly on access to justice. The relevant stakeholders will not only include Polish national and regional authorities, social services, civil society professionals but also key actors on European level in their work to ensure child-friendly justice such as the European Commission, the European Parliament, the Council of the EU, the Council of Europe European training networks and professional associations and most of all children. Due to the potential of replicability of the project results, relevant stakeholders also include key actors in other EU MS.

PROJECT OBJECTIVES

- To provide technical assistance to the project promoter when developing guidance and training for professionals as well as when conducting training and awareness raising campaigns to ensure the child-friendly treatment of children in judicial proceedings;
- To build the capacity of stakeholders at national and local level to make hearings more child-friendly;
- To increase children's awareness of their rights and inform them about judicial procedures so that the can feel safe and comfortable to effectively participate in judicial proceedings
- To issue analyses and papers based on the developed material and provide assistance in translating and contextualizing these analyses and guidance;
- To support knowledge exchange between Polish stakeholders and relevant stakeholders and experts at European, national and regional level

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 2, 3, 4 and 5.

PROJECT PLAN FOR 2021

ACTIVITIES

- Co-draft common standards for interviewing children
- Co-design training courses for professionals;
- Co-develop training modules and education material
- Communicate developed output (training and education material, guidance and standard) to key stakeholders at European, national and regional level;
- Support training of professionals to ensure childfriendly judicial proceedings;
- Facilitate contacts between international experts and key European actors with project promoter
- Review translations of output and FRA material, such as the Handbook on Rights of the Child and trafficking guide;
- Publish additional material;
- Participate in meetings and events.

OUTPUTS

- Methodologies for capacity building and technical assistance in the area of child participation in judicial proceedings developed and implemented;
- Expert advice on child-friendly justice provided to stakeholders;
- Reports, guidance and standards drafted, published and disseminated:
- Communication materials (presentations and other inputs) prepared and disseminated;
- Training modules and education material developed, using different channels of communication (print, online, videos)

TARGET GROUPS AND BENEFICIARIES

- National and regional authorities
- Civil society
- Professionals
- Children

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	Research and Data	-	-	30,000
Temporary Agents	Technical Assistance & Capacity building	-	-	60,000
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	10,000
Total	Total	-	-	100,000

F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Technical assistance to Greece in the field of migration

TITLE IV - Other operational activities

PRIORITY 3

Start date: 01/06/2020

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project complements C 1.3 – Providing fundamental rights expertise to address operational challenges by reinforcing the role of FRA in supporting Greece when dealing with newly arrived migrants and asylum applicants. This project is implemented together with the Greek Ombudsperson. In a first period it aims at strengthening FRA's presence in Greece but the project's ultimate objective is to support the Ombudsmans' Office in dealing with the human rights challenges relating to the arrival of asylum applicants at Greece's external borders.

Based on the lessons learned gained in the implementation of hotspot approach in Greece and Italy, the European Commission identified best practices. These clearly mention that fundamental rights need to be fully respected when operating in the hotspots. Activities carried out by the EU and by Greek national actors in Reception and Identification Centres (hotspots) touch upon many fundamental rights. Since 2016, FRA has been regularly visiting the Greek hotspots to disseminates good practices and provide fundamental rights advice. FRA established a temporary field presence in Athens to facilitate its work. However, constraints flowing from limited human and financial resources resulted in FRA being able only to respond to a small portion of the requests for fundamental rights expertise.

This project will enable the agency to carry out targeted capacity building activities focusing on vulnerable people and, in particular, unaccompanied children and other persons at heightened protection risks, such as victims of trafficking and of sexual and gender based violence. In addition, a regular and timely reporting on fundamental rights issues and the sharing of promising practices and provision of fundamental rights advice, will contribute to enhanced stakeholders' knowledge and skills on how to carry out their tasks in compliance with the EU Charter.

As an EU agency, FRA is in a unique position to support the design and implementation of such activities. FRA shares and discusses its findings with the EU at its Regional Task Force meetings, the main operational coordination body between EU and national Greek actors. It also maintains good operational working relations with all national, EU and international actors active in the hotspots, as well as national authorities in charge of managing the hotspots. The cooperation with the Greek Ombudsman will enable a handover to the national human rights body upon project completion.

PROJECT OBJECTIVES

• Provide fundamental rights expertise calibrated to the practical challenges to EU actors and Member State authorities operating on the ground.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 3, 4 and 5.

PROJECT PLAN FOR 2021

ACTIVITIES

- Deploy three fundamental rights officers in Greece;
- Discuss and coordinate activities with the Greek Ombudsman;
- Carry out targeted technical assistance and capacity building activities for stakeholders at the central level and on the ground, with particular focus on the protection of vulnerable groups, including children;
- Organise meetings and events;
- Monthly visits to Reception and Identification Centres (hotspots);
- Draft and share bi-monthly reports on main fundamental rights issues and recommendations on how to proceed;
- Carry out targeted research or data analysis activities.

OUTPUTS

- At least one capacity building activity per month (e.g. training, awareness raising sessions, meetings or other events) for stakeholders in Greece;
- Fundamental rights expertise shared with actors on the ground during field visits;
- Regular fundamental rights reports reflecting the situation in the hotspots;
- Requests for fundamental rights expertise responded to

TARGET GROUPS AND BENEFICIARIES

- European Commission, EASO, EBCGA, and other JHA agencies
- Hellenic authorities: Reception and Identification Service; Asylum Service, Police, Ministry of Labour, National Rapporteur on Trafficking in Human Beings, the Greek Ombudsman,
- UNHCR, IOM, civil society organisations

Human Resources	Financial Resources	1st priority	2nd priority	3rd priority
	Research and Data	-	-	-
Temporary Agents	Technical Assistance & Capacity building	-	-	296,800
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
Total	Total	-	-	296,800

F 1.5 - Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 - Strengthening the Greek Ombudsman's capacity-building

TITLE IV - Other operational activities

PRIORITY 3

Start date: 01/06/2020

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project focuses on strengthening the capacity-building abilities of the Greek Ombudsman, so this institution can better achieve its purposes relating to the protection of fundamental rights and the promotion of non-discrimination and equal treatment. European Commission Recommendation on standards for equality bodies C(2018)3850, builds on the Commission's commitment to encourage and help Member States to improve their capacity to enforce EU legislation and provide remedies to ensure that individuals and groups discriminated against and protected by EU law can fully enjoy their rights. The Recommendation requires that the tasks of equality bodies include exchange of information with corresponding European bodies. This project is to be implemented together with the Greek Ombudsperson under the Programme 'Good Governance, Accountable Institutions and Transparency' of the EEA and Norway Grants Financial Mechanism 2014-2021 in Greece, with FRA acting as an international project partner. In this role, FRA will fist provide advice and expertise to strengthen the capacity-building abilities of the Ombudsperson's staff through training, mainly on the EU Charter for Fundamental Rights, relevant EU law and case law as contained in FRA's Handbooks and other FRA reports. Secondly, FRA will contribute to strengthening outreach of the Ombudsperson's office to relevant public authorities, selectively joining fundamental rights workshops with public authorities scheduled by the Ombudsperson's staff, especially with authorities from regions with scarce Ombudsperson's presence thus far. FRA will also support the Ombudsperson's cooperation with civil society organisations and regional and local authorities in Greece to develop a network, which could benefit from the use of FRA's Charterpedia and EFRIS, for instance, as they relate to these stakeholders' functions.

FRA's reporting on fundamental rights concerns and its know-how of law and policies regarding fundamental rights, as well as FRA's experience in sharing promising practices and advice, will contribute to enhanced Ombudsperson's and authorities' knowledge and skills. Civil society organisations working in the fields mentioned should also benefit from the cooperation. This project complements project F 1.4 by strengthening the Ombudsperson capacity-building abilities beyond the fields of migration and asylum, facilitating fundamental rights mainstreaming and effectiveness also in regions outside Athens. Given the Ombudsperson's mandate as national equality body, the project will have a strong focus on the protection against discrimination and the promotion of equality of groups of persons particularly vulnerable to violations of EU anti-discrimination law, including to multiple discrimination, and likely victims of various forms of violence, such as women, children, and persons with disabilities.

PROJECT OBJECTIVES

Provision of fundamental rights advice and expertise to the Ombudsperson staff and State authorities, including at the
regional level, to strengthen their ability to protect and promote fundamental rights. This concerns particularly the
Ombudsman's capacity building capabilities, especially those relating to non-discrimination and equality, in cooperation with
civil society.

LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2, 3, and 4.

PROJECT PLAN FOR 2021

ACTIVITIES

- Conduct of workshops with Ombudsman staff regarding the EU Charter and EU law and case law as contained in FRA's Handbooks and other relevant FRA reports, the Charterpedia, and EFRIS;
- Collection of FRA publications and development of other tools to facilitate the use of FRA's findings and opinions in capacity-building activities, including of the Ombudsman staff, authorities and CSOs;
- Selective participation in capacity-building meetings of Ombudsperson staff with the authorities and CSOs.

OUTPUTS

- Fundamental rights advice and expertise provided mainly though trainings and meetings with Ombudsman staff and State authorities;
- FRA tools, handbooks and printed and electronic materials distributed to the Ombudsman, State authorities and CSOs

TARGET GROUPS AND BENEFICIARIES

- Greek Ombudsperson staff
- Greek public authorities
- Civil society organisations (CSOs) active in Greece

INTEGRAL DE L'ANTINE I											
Human Resources	Financial Resources	1st priority	2nd priority	3rd priority							
	Research and Data	-	-	-							
Temporary Agents	Technical Assistance & Capacity building	-	-	147,014							
Contract Agents	Institutional Cooperation & Networks	-	-	-							
SNEs	Communications & Events		-	-							
Total	Total	-	-	147,014							

>ANNEXES

FRA DRAFT PROGRAMMING DOCUMENT 2021-2023 ANNEX I: Resource allocation per Activity 2021 ANNEX I Resource allocation per Activity 2021

STRATEGIC PROG	RAMME	A – F	AIR A	ND EOU	AL SOCIET	IES	
			ESOUR		FIN	ANCIAL RESOU	RCES
	TA	CA	SNE	тот	1st priority	2nd priority	3rd priority
Area of activity: Equality and non-discrimination							
A 1.1 Roma Survey 2020	-	-	-	-	110,000	-	-
A 1.2 – EU Survey on immigrants and descendants of immigrants	-	-	i	-	2,500,000	-	-
A 1.3 - EU LGBTI Survey II					45,000	-	-
A 1.4 - Aging in digital societies: enablers and barriers to older persons exercising their rights	-	-	i	-	300,000	-	
A 1.5 - Social rights in the digital age						-	110,000
A 1.6 – Additional activities in the area of "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"	-	-	-	-	70,000	-	-
ACTIVITY GRAND TOTAL	3.69	1.28	1.47	6.44	3,025,000		110,000
Area of activity: Integration and social inclusion of I	Roma	ı		I			I
A 2.1 – Technical assistance and capacity building in the area of "Integration and social inclusion of Roma"	-	-	-	-	100,000	-	-
ACTIVITY GRAND TOTAL	3.26	0.87	0.48	4.61	100,000		-
Area of activity: Racism, xenophobia and related in	tolerance						I
A 3.1 – Antisemitism: Data collection and analysis	-	-	-	-	5,000	-	-
A 3.2 – Capacity building and technical assistance in the area of hate crime	-	-	-	-	40,000	-	-
A 3.3 – Update of FRA's online database on anti- Muslim hatred	-	-	-	-	80,000	-	-
A 3.4 – Additional activities in the area of "Racism, xenophobia and related intolerance"	-	-	-	-	40,000	-	-
ACTIVITY GRAND TOTAL	3.12	1.01	2.01	6.14	165,000	-	-
Area of activity: Rights of the Child		ı		I			I
A 4.1 – Providing fundamental rights expertise on child protection and participation	-	-	-	-	40,000	-	-
A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child	-	-	-	-	80,000	-	170,000
A 4.3 Children and young people's experiences of							
fundamental rights fulfilment - disaggregating	-	-	-	-	-	-	54,000
	2.87	0.07	- 0.24	3.18	120,000	-	54,000 224,000
fundamental rights fulfilment - disaggregating data in existing FRA surveys	2.87 12.94	- 0.07 3.23	0.24 4.20	- 3.18 20.37	120,000 3,410,000	-	
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL	12.94 1E B - J	3.23 UST, D	4.20 DIGIT	20.37 AL AND	3,410,000 SECURE SO		224,000 334,000
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL	12.94 1E B - J HI	3.23 UST, I UMAN R	4.20 DIGITA ESOUR	20.37 AL AND	3,410,000 SECURE SO FIN	ANCIAL RESOU	224,000 334,000 RCES
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMME	12.94 ME B - J HI TA	3.23 UST, I UMAN R CA	4.20 DIGITA ESOURCE SNE	20.37 AL AND S CES TOT	3,410,000 SECURE SO FIN 1st priority	ANCIAL RESOU 2nd priority	224,000 334,000
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particular data in existing the society and in particular data in the society and in the society	12.94 ME B - J HI TA	3.23 UST, I UMAN R CA	4.20 DIGITA ESOURCE SNE	20.37 AL AND S CES TOT	3,410,000 SECURE SO FIN 1st priority	ANCIAL RESOU 2nd priority	224,000 334,000 RCES
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particul B. 1.1 Online content moderation - harassment, hate speech and (incitement to) violence against	12.94 ME B - J HI TA	3.23 UST, I UMAN R CA	4.20 DIGITA ESOURCE SNE	20.37 AL AND S CES TOT	3,410,000 SECURE SO FIN 1st priority	ANCIAL RESOU 2nd priority	224,000 334,000 RCES
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particul B. 1.1 Online content moderation - harassment,	12.94 ME B - J HI TA	3.23 UST, I UMAN R CA	4.20 DIGITA ESOURCE SNE	20.37 AL AND S CES TOT	3,410,000 SECURE SO FIN. 1st priority	ANCIAL RESOU 2nd priority	224,000 334,000 RCES
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particul B. 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups B 1.2 Preventing unlawful profiling B 1.3 – Artificial Intelligence, Big Data and	12.94 1E B - J HI TA lar, respe-	3.23 UST, I UMAN R CA ct for pri	4.20 DIGITA ESOURC SNE vate life	20.37 AL AND : CES TOT and protect	3,410,000 SECURE SO FIN. 1st priority tion of persona 400,000 40,000	ANCIAL RESOU 2nd priority	224,000 334,000 RCES 3rd priority
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particul B. 1.1 Online content moderation - harassment, hate speech and (incitement to) violence against specific groups B 1.2 Preventing unlawful profiling B 1.3 - Artificial Intelligence, Big Data and Fundamental Rights B 1.4 - Additional activities in the area of "Information society and, in particular, respect for	12.94 1E B - J HI TA lar, respe-	3.23 UST, I UMAN R CA ct for pri	4.20 DIGIT/ ESOURC SNE vate life -	20.37 AL AND : CES TOT and protect	3,410,000 SECURE SO FIN. 1st priority tion of persona 400,000	ANCIAL RESOU 2nd priority	224,000 334,000 RCES 3rd priority
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particul B. 1.1 Online content moderation - harassment, hate speech and (incitement to) violence against specific groups B 1.2 Preventing unlawful profiling B 1.3- Artificial Intelligence, Big Data and Fundamental Rights B 1.4 - Additional activities in the area of	12.94 1E B - J HI TA lar, respe-	3.23 UST, I UMAN R CA ct for pri	4.20 DIGIT/ ESOURC SNE vate life -	20.37 AL AND : CES TOT and protect	3,410,000 SECURE SO FIN. 1st priority tion of persona 400,000 40,000 35,000	ANCIAL RESOU 2nd priority	224,000 334,000 RCES 3rd priority
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Information society and, in particul B. 1.1 Online content moderation - harassment, hate speech and (incitement to) violence against specific groups B 1.2 Preventing unlawful profiling B 1.3- Artificial Intelligence, Big Data and Fundamental Rights B 1.4 - Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data" B 1.5- Handbook on European law relating to	12.94 1E B - J HI TA lar, respe-	3.23 UST, I UMAN R CA ct for pri	4.20 DIGIT/ ESOURC SNE vate life -	20.37 AL AND : CES TOT and protect	3,410,000 SECURE SO FIN. 1st priority tion of persona 400,000 40,000 35,000 10,000	ANCIAL RESOU 2nd priority	224,000 334,000 RCES 3rd priority
fundamental rights fulfilment - disaggregating data in existing FRA surveys ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME A GRAND TOTAL STRATEGIC PROGRAMME Area of activity: Information society and, in particul B. 1.1 Online content moderation - harassment, hate speech and (incitement to) violence against specific groups B 1.2 Preventing unlawful profiling B 1.3 - Artificial Intelligence, Big Data and Fundamental Rights B 1.4 - Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data" B 1.5 - Handbook on European law relating to cybercrime and fundamental rights	12.94 1E B - J TA lar, respective	3.23 UST, I UMAN R CA ct for pri 2.62	4.20 DIGIT/A ESOURCE SNE vate life	20.37 AL AND SCES TOT and protect	3,410,000 SECURE SO FIN. 1st priority tion of persona 400,000 40,000 10,000 45,000	ANCIAL RESOU 2nd priority al data	224,000 334,000 RCES 3rd priority - 50,000

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B 2.2 - Additional activities in the area of "Judicial"	1 2025		,	AIVIVEX 1.		reaction per Acci	VICY 2021
cooperation, except in criminal matters"	-	-	-	-	10,000	-	-
B 2.3 - The impact of counter-terrorism legislation on fundamental rights	-	-	-	-	10,000	=	-
ACTIVITY GRAND TOTAL	3.16	2.12	0.30	5.58	35,000	-	-
Area of activity: Victims of crime and access to justi	ice						
B 3.1 Business and Human Rights: Consumer Protection and the Environment	-	-	-		-	-	90,000
B 3.2 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights	-	-	-	-	120,000	-	-
B 3.3– Justice for all: Equal access to criminal justice for all victims of crimes against the person?	-	-	-	-	16,000	-	-
B 3.4 – Additional activities in the area of "Victims of crime and access to justice"	-	-	-	-	10,000	-	-
B 3.5- Providing ad-hoc fundamental rights expertise in the area of justice, for and security of citizens	-	-	-	-	10,000	-	-
ACTIVITY GRAND TOTAL	4.82	2.25	0.52	7.59	156,000	-	90,000
STRATEGIC PROGRAMME B GRAND TOTAL	11.12	6.99	1.92	20.03	721,000		290,000
STRATEGIC PRO	GRAMM	1E C -	MIGR/	ATION A	ND ASYLU	М	
	н	JMAN R	ESOUR	CES		ANCIAL RESOU	RCES
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Migration, borders, asylum and inte	egration o	f refuge	es and m	nigrants			
C 1.1 – Providing fundamental rights expertise in the area of home affairs	-	-	-	-	290,000	-	250,000
C 1.2 – Periodic overviews of migration related fundamental rights concerns	-	-	-	-	300,000	-	-
C 1.3 – Providing fundamental rights expertise to address operational challenges	-	-	-	-	60,000	-	-
C 1.4 The fundamental rights situation of long-	-	-	-	-	500,000	-	-
term residents in the EU							
ACTIVITY GRAND TOTAL	4.92	3.79	0.25	8.96	1,150,000	-	250,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL	4.92	3.79	0.25	8.96	1,150,000	-	250,000 250,000
ACTIVITY GRAND TOTAL	4.92 IE D - S	3.79 UPPO	0.25	8.96 HUMAI	1,150,000 N RIGHTS S	SYSTEMS	250,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL	4.92 IE D - S	3.79 UPPO	0.25	8.96 HUMAI	1,150,000 N RIGHTS S FIN	- SYSTEMS ANCIAL RESOU	250,000 RCES
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM	4.92 IE D - S HI TA	3.79 SUPPO UMAN R CA	0.25 RTING ESOUR	8.96 HUMAI CES	1,150,000 N RIGHTS S	SYSTEMS	250,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information	4.92 IE D - S HI TA	3.79 SUPPO UMAN R CA	0.25 RTING ESOUR	8.96 HUMAI CES	1,150,000 N RIGHTS S FIN. 1st priority	- SYSTEMS ANCIAL RESOU	250,000 RCES
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS	4.92 IE D - S HI TA	3.79 SUPPO UMAN R CA	0.25 RTING ESOUR	8.96 HUMAI CES	1,150,000 N RIGHTS 5 FIN. 1st priority	- SYSTEMS ANCIAL RESOU	250,000 RCES
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level	4.92 IE D - S HI TA	3.79 SUPPO UMAN R CA	0.25 RTING ESOUR	8.96 HUMAI CES	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society	4.92 IE D - S HI TA	3.79 SUPPO UMAN R CA	0.25 RTING ESOUR	8.96 HUMAI CES	1,150,000 N RIGHTS 5 FIN. 1st priority	- SYSTEMS ANCIAL RESOU	250,000 RCES
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	4.92 IE D - S HI TA MAF areas -	3.79 SUPPO JMAN R CA S	0.25 RTING ESOUR	8.96 HUMAI CES TOT -	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all ID 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making	4.92 IE D - S HU TA MAF areas	3.79 SUPPO JMAN R CA S	0.25 RTING ESOUR	8.96 HUMAI CES TOT -	1,150,000 N RIGHTS S FIN. 1st priority 50,000 210,000 157,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority 30,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and	4.92 IE D - S HI TA MAF areas	3.79 SUPPO JMAN R CA S	0.25 RTING ESOUR	8.96 HUMAI CES TOT -	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority 30,000 20,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights	4.92 HU TA MAF areas	3.79 SUPPO JMAN R CA S	0.25 RTING ESOUR	8.96 HUMAI CES TOT -	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority 30,000 20,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter	4.92 HU TA MAF areas	3.79 SUPPO JMAN R CA S	0.25 RTING ESOUR	8.96 HUMAI CES TOT -	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority 30,000 20,000 30,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds	4.92 HU TA MAF areas	3.79 SUPPO JMAN R CA S	0.25 RTING ESOUR	8.96 i HUMAI CES TOT	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000	- SYSTEMS ANCIAL RESOU	250,000 RCES 3rd priority 30,000 20,000 30,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all ID 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds D 1.8- Bodies of the Agency	4.92 IE D - S HI TA MAF areas	3.79 SUPPO UMAN R CA	O.25 RTING ESOURG SNE	8.96 HUMAI CES TOT	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000	- SYSTEMS ANCIAL RESOU 2nd priority	250,000 RCES 3rd priority 30,000 20,000 30,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds D 1.8- Bodies of the Agency ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME D GRAND TOTAL	4.92 F D - S HI TA MAF areas - - - - 11.36 11.36	3.79 SUPPO JMAN R CA - - - - - 3.91 3.91	0.25 RTING ESOURG SNE 2.68 2.68	8.96 i HUMAI CES TOT 17.95 17.95	1,150,000 NRIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000 250,000 889,000 889,000	- SYSTEMS ANCIAL RESOU 2nd priority	250,000 RCES 3rd priority 30,000 20,000 30,000 100,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all ID 1.1 – EU Fundamental Rights Information System – EFRIS D 1.2 – Cooperation with Member States and human rights and equality bodies at national level D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 – Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds D 1.8- Bodies of the Agency ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME D GRAND TOTAL	4.92 IE D - S HI TA MAF areas 11.36 11.36 GRAMM	3.79 SUPPO UMAN R CA 3.91 3.91	0.25 RTING ESOURG SNE 2.68 2.68	8.96 i HUMAI CES TOT 17.95 17.95	1,150,000 NRIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000 250,000 889,000 889,000	- SYSTEMS ANCIAL RESOU 2nd priority	250,000 RCES 3rd priority 30,000 20,000 30,000 100,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all D 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds D 1.8- Bodies of the Agency ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME D GRAND TOTAL	4.92 IE D - S HI TA MAF areas 11.36 11.36 GRAMM MAF areas	3.79 SUPPO JMAN R CA 3.91 3.91 IE E -	0.25 RTING ESOURG SNE 2.68 2.68	8.96 i HUMAI CES TOT 17.95 UNICAT	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000 250,000 889,000 889,000 ING RIGHT	- SYSTEMS ANCIAL RESOU 2nd priority	250,000 RCES 3rd priority 30,000 20,000 100,000 180,000 180,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all ID 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds D 1.8- Bodies of the Agency ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME D GRAND TOTAL	4.92 IE D - S HI TA MAF areas 11.36 11.36 GRAMM MAF areas	3.79 SUPPO JMAN R CA 3.91 3.91 IE E -	0.25 RTING ESOURG SNE 2.68 2.68 COMM	8.96 i HUMAI CES TOT 17.95 UNICAT	1,150,000 N RIGHTS 5 FIN. 1st priority 50,000 210,000 157,000 90,000 250,000 889,000 889,000 ING RIGHT	- SYSTEMS ANCIAL RESOU 2nd priority	250,000 RCES 3rd priority 30,000 20,000 100,000 180,000 180,000
ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME C GRAND TOTAL STRATEGIC PROGRAMM Area of activity: Projects and activities covering all ID 1.1 - EU Fundamental Rights Information System - EFRIS D 1.2 - Cooperation with Member States and human rights and equality bodies at national level D 1.3 - Fundamental Rights Platform and cooperation with civil society D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds D 1.8- Bodies of the Agency ACTIVITY GRAND TOTAL STRATEGIC PROGRAMME D GRAND TOTAL	4.92 IE D - S HI TA MAF areas 11.36 11.36 GRAMM MAF areas HI	3.79 SUPPO JMAN R CA 3.91 3.91 IE E -	0.25 RTING ESOURG SNE 2.68 2.68 COMM	8.96 i HUMAI CES TOT 17.95 17.95 UNICAT	1,150,000 N RIGHTS S FIN. 1st priority 50,000 210,000 157,000 90,000	- SYSTEMS ANCIAL RESOU 2nd priority	250,000 RCES 3rd priority 30,000 20,000 30,000 100,000 180,000 180,000

FRA DRAFT PROGRAMMING DOCUMENT 2021-2023 ANNEX I: Resource allocation per Activity 2021

FRA DRAFT PROGRAMMING DOCUMENT 202	21-2023			ANNEX I:	Resource allo	ocation per Acti	vity 2021		
E 1.3 – Production and dissemination of FRA output	-	-	-	-	475,000	-			
E 1.4 Fundamental Rights Forum 2021	-	-	-	-	450,000	-			
ACTIVITY GRAND TOTAL	8.31	4.08	0.95	13.34	1,555,000	-	80,000		
STRATEGIC PROGRAMME E GRAND TOTAL	8.31	4.08	0.95	13.34	1,555,000	-	80,000		
STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES									
Other activities covering all MAF areas									
O 1.1 Performance, Monitoring and Evaluation	-	-	-	-	-	-	50,000		
O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders	-	-	-	-	-	-	-		
ACTIVITY GRAND TOTAL	2.35	0.00	0.00	2.35	-	-	50,000		
Title IV Other Operational Activities									
F 1.1. Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	-	4	-	4	-	-	214,286		
F 1.2. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights	-	-	-	-	-	-	88,854		
F. 1.3 –Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings	-	-	ı	-	-	-	100,000		
F 1.4 – Technical assistance to Greece in the field of migration	-	-	-	-	-	-	296,800		
F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity- building	-	-	-	-	-	-	147,014		
ACTIVITY GRAND TOTAL	-	4	-	4	-	-	846,954		

TITLE 3 OPERATIONAL EXPENDITURE

	н	JMAN RE	SOURC	ES	FI	NANCIAL RESOU	RCES
	TA	CA	SNE	Total HR	Budget 1 st Priority	Overheads	Total cost
STRATEGIC PROGRAMME A – FAIR AN	ID EQUAL	SOCIETIE	S				
Area of activity: Equality and non- discrimination	3.69	1.28	1.47	6.44	3,025,000	970,312.00	3,995,312.00
Area of activity: Integration and social inclusion of Roma	3.26	0.87	0.48	4.61	100,000	694,586.70	794,586.70
Area of activity: Racism, xenophobia and related intolerance	3.12	1.01	2.01	6.14	165,000	925,111.13	1,090,111.13
Area of activity: Rights of the Child	2.87	0.07	0.24	3.18	120,000	479,129.22	599,129.22
STRATEGIC PROGRAMME B - JUST, DI	GITAL AN	D SECURE	SOCIET	IES			
Area of activity: Information society and, in particular, respect for private life and	3.14	2.62	1.10	6.86	530,000	1,033,593.22	1,563,593.22
Area of activity: Judicial cooperation, except in criminal matters	3.16	2.12	0.30	5.58	35,000	840,736.17	875,736.17
Area of activity: Victims of crime and access to justice	4.82	2.25	0.52	7.59	156,000	1,143,582.00	1,299,582.00
STRATEGIC PROGRAMME C - MIGRAT	ION AND	ASYLUM					
Area of activity: Migration, borders, asylum and integration of refugees and	4.92	3.79	0.25	8.96	1,150,000	1,349,999.30	2,499,999.30
STRATEGIC PROGRAMME D - SUPPOR	TING HUI	MAN RIGI	HTS SYS	ΓEMS			
Area of activity: Projects and activities covering all MAF areas	11.36	3.91	2.68	17.95	889,000	2,704,518.70	3,593,518.70
STRATEGIC PROGRAMME E - COMMU	NICATING	RIGHTS					
Area of activity 1: Projects and activities covering all MAF areas	8.31	4.08	0.95	13.34	1,555,000	2,009,932.00	3,564,932.00
STRATEGIC PROGRAMME O – OTHER	OPERATIO	ONAL ACT	IVITIES				
Other activities covering all MAF	2.35	-	-	2.35	-	354,073.48	354,073.48
ACTIVITIES GRAND TOTAL	51	22	10	83	7,725,000	12,505,574	20,230,574
Operational reserves	-	-	-	-	-	-	-
TOTAL OPERATION	51	22	10	83	7,725,000	12,505,573.91	20,230,574
Support activities	21	11	-	32		4,821,426.09	4,821,426.09
GRAND TOTAL	72	33	10	115	7,725,000	17,327,000	25,052,000

TITLE 4 OTHER OPERATIONAL		HUMAN	I RESOL	JRCES	FINANCIAL RESOURCES		
ACTIVITIES	TA	CA	SNE	Total HR	Budget I Priority	Budget III Priority Bud	
F 1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	-	4	-	4	-	214,286	
F 1.2. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights	ı	ī	i	1	1	88,854	
F. 1.3 –Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings	ı	-	ı	1	-	100,000	
F 1.4 – Technical assistance to Greece in the field of migration	-	-	-	-		296,800	
F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity-building	-	-	-	-	-	147,014	
GRAND TOTAL	-	4	-	4	-	846,954	

ANNEX II Financial resources outlook 2021-2023

TABLE 1 - REVENUE

Revenues	2020	2021		
Revenues	Revenues estimated by the Agency	Budget Forecast		
EU contribution	23,326,000	24,679,000		
Other revenue	365,000	373,000		
Total revenues	23,691,000	25,052,000		

	General revenues								
	Executed	Revenues estimated	202	21	VAR				
REVENUES	2019 ⁴	by the Agency 2020	As requested by the Agency	Budget Forecast	2021 / 2020 (%)	Envisage d 2022	Envisaged 2023		
1. REVENUE FROM FEES AND CHARGES		-	1	-	1	-	-		
2. EU CONTRIBUTION		23,326,000	24,679,000		106%	25,172,040	25,675,101		
of which Administrative (Title 1 and Title 2)		16,808,000	17,327,000		103%	17,673,540	18,027,011		
of which Operational (Title 3)		6,518,000	7,352,000		113%	7,498,500	7,648,090		
of which assigned revenues deriving from previous years' surpluses		168,288	*		-	-	-		
3. THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)		365,000	373,000		102%	381,000	389,000		
of which EFTA		-	1		-	-	-		
of which Candidate Countries		365,000	373,000		102%	381,000	389,000		
4. OTHER CONTRIBUTIONS		-	1		-				
of which delegation agreement, ad hoc grants		-	-	-	-	-			
5. ADMINISTRATIVE OPERATIONS		-	-		-	-	-		

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⁴ The "Executed 2019" column is blank and will only be filled after the end of the financial year once the data are final.

^{*} Data will be provided after the end of the financial year once the data are final.

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- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)						
6. REVENUES FROM SERVICES RENDERED AGAINST PAYMENT	-	-	-	-	-	-
7. CORRECTION OF BUDGETARY IMBALANCES	-	-	-	-	-	-
TOTAL	23,691,000	25,052,000		106%	25,553,040	26,064,101

TABLE 2 - EXPENDITURE

	20	20	2021			
Expenditure	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations		
Title 1	14,598,000	14,598,000	14,872,000	14,872,000		
Title 2	2,210,000	2,210,000	2,455,000	2,455,000		
Title 3	6,883,000	6,883,000	7,725,000	7,725,000		
Title 4	-	-	•	-		
Total expenditure	23,691,000	23,691,000	25,052,000	25,052,000		

			A	ppropriations	5		
EXPENDITURE	Executed	Budget	Draft Bud	get 2021	VAR 2021	Envisaged	Envisaged
	Budget 2019 ⁵	2020	Agency request	Budget Forecast	/ 2020	in 2022	2023
Title 1		14,598,000	14,872,000			102%	102%
Staff Expenditure		, ,			102%	15,169,440	15,472,829
11 Salaries & allowances		12,547,000	12,748,000		102%	13,002,960	13,263,019
- of which establishment plan posts		9,498,000	9,684,000		102%	9,877,680	10,075,234
- of which external personnel		3,049,000	3,064,000		100%	3,125,280	3,187,786
12 Expenditure relating to Staff recruitment		61,000	61,000		100%	62,220	63,464
Employer's pension contributions							
13 Mission expenses		95,000	95,000		100%	96,900	98,838
14 Socio-medical infrastructure		72,000	75,000		104%	76,500	78,030
15 Training		250,000	250,000		100%	255,000	260,100

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⁵ The "Executed Budget 2019" column is blank and will only be filled after the end of the financial year once the data are final

FRA DRAFT PROGRAMMIN	IG DOCUMENT 2021-2	2023	ANNEX II: Financial	resources outlo	ok 2021-2023
16 External Services	180,000	194,000	108%	197,880	201,838
17 Receptions and events	3,000	3,000	100%	3,060	3,121
18 Social welfare	1,300,000	1,356,000	104%	1,383,120	1,410,782
19 Other Staff related expenditure	90,000	90,000	100%	91,800	93,636
Title 2				102%	102%
Infrastructure and operating expenditure	2,210,000	2,455,000	111%	2,504,100	2,554,182
20 Rental of buildings and associated costs ⁶	1,253,000	1,503,000	120%	1,533,060	1,563,721
21 Information and communication technology	649,000	733,000	113%	747,660	762,613
22 Movable property and associated costs	81,000	31,000	38%	31,620	32,252
23 Current administrative expenditure	96,000	52,000	54%	53,040	54,101
24 Postage / Telecommunication s	100,000	105,000	105%	107,100	109,242
25 Meeting expenses	13,000	13,000	100%	13,260	13,525
26 Running costs in connection with operational activities	-	1	-	-	-
27 Information and publishing	-	-	-	-	-
28 Studies	18,000	18,000	100%	18,360	18,727
Other infrastructure and operating expenditure					
Title 3	6,883,000	7,725,000	112%	102%	102%
Operational expenditure	0,000,000	7,723,000		7,879,500	8,037,090
31 Fair and equal societies	3,476,000	3,410,000	98%	3,478,200	3,547,764
32 Just, digital and secure societies	656,000	721,000	110%	735,420	750,128
			i		

⁶ Including possible repayment of interest; detailed information as regards building policy provided in Table in Annex III.

FRA DRAFT PROGRAMMING DOCUMENT 2021-2023

ANNEX II: Financial resources outlook 2021-2023

TOTAL EXPENDITURE	23,691,000	25,052,000		106%	25,553,040	26,064,101
40 Cooperation Agreements	-	-		-	-	-
Other operational expenditure	-	-		-	-	-
Title 4					102%	102%
39 Reserve for Title 3	1	-	-	ı	1	-
38 Bodies of the Agency and consultation mechanisms	-	-		-	-	-
37 Horizontal operational activities	60,000	-		-	-	-
36 Justice	-	-		-	-	-
35 Communicating rights	1,284,000	1,555,000		121%	1,586,100	1,617,822
34 Supporting Human Rights Systems	942,000	889,000		94%	906,780	924,916
33 Migration and asylum	465,000	1,150,000		247%	1,173,000	1,196,460

TABLE 3 - BUDGET OUTTURN AND CANCELLATION OF APPROPRIATIONS

Budget outturn	2017	2018	2019 ⁷
Revenue actually received (+)	22,852,250	22,915,429	
Payments made (-)	- 16,546,789	- 17,318,353	
Carry-over of appropriations (-)	- 6,549,461	- 5,886,076	
Cancellation of appropriations carried over (+)	117,566	213,442	
 Adjustment for carryover of assigned revenue appropriations from previous year (+) 	244,000	244,000	
Exchange rate differences (+/-)	- 250	- 154	
 Adjustment for negative balance from previous year (-) 	-	-	
Total	117,316	168,288	

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⁷ The "2019" column is blank and will only be filled after the end of the financial year once the data are final

ANNEX III Human Resources - Quantitative

TABLE 1 - STAFF POPULATION AND ITS EVOLUTION; OVERVIEW OF ALL CATEGORIES OF STAFF

A. Statutory staff and SNE

Staff		Year 2019		Year 2020	Year 2021	Year 2022	Year 2023
Staff occupying posts in establishment plan	Authorise d posts Budget	Actually filled as of 31/12/2019	Occupancy Rate %	Authorised posts	Envisaged posts	Envisaged posts	Envisaged posts
Administrators (AD)	48	47	98%	48	50	50	50
Assistants (AST)	24	24	100%	24	24	24	24
Assistants/Secretari es (AST/SC)	-	-	-	-	-	-	-
Total	72	71	99%	72	74	74	74
Staff who do not occupy posts in establishment plan	Planned staff	Actually engaged as of 31/12/2019	Engagement rate	Planned staff	Envisaged staff	Envisaged staff	Envisaged staff
Contract Agents (CA)	32	30	94%	32	34	34	34
Seconded National Experts (SNE)	10	9	90%	10	10	10	10
Total	42	39	93%	41	43	43	43
GRAND TOTAL	114	110	96%	114	118	118	18

B. Additional external staff expected to be financed from grant, contribution or service-level agreements

Human Resources	Year 2020	Year 2021	Year 2022	Year 2023
	Envisaged staff	Envisaged staff	Envisaged staff	Envisaged staff
Contract Agents (CA)	3	3	3	3
Seconded National Experts (SNE)	-	-	-	-
TOTAL	3	3	3	3

Other Staff

Structural service providers

	Actually filled as of 31/12/2019
Security	-
IT	-
Other (specify)	-
Other (specify)	-
Other (specify)	-

Interim workers

	Actually filled as of 31/12/2019	
Number	-	

TABLE 2 - MULTI -ANNUAL STAFF POLICY PLAN YEAR 2021-2023

dn		Year	2019		Year	2020	Year	2021	Year	2022	Yea	r 2023
nction gro and grade		orised Iget		y filled of /2019	Autho		Envi	saged	Envis	saged	Envi	saged
Function group and grade	Perman ent posts	Tempor ary posts	Perman ent posts	Tempor ary posts	Perm.	Temp . posts	Per m. posts	Temp.	Perm Posts	Temp posts	Perm.	Temp.
AD 16	-	-	-	-	-	-	-	-	-	-	-	-
AD 15	-	1	-	-	-	1	-	1	-	1	-	1
AD 14	-	1	-	2	-	3	-	4	-	4	-	5
AD 13	-	2	-	2	-	3	-	3	-	4	-	4
AD 12	-	7	-	3	-	2	-	4	-	5	-	6
AD 11	-	5	-	1	-	5	-	7	-	9	-	9
AD 10	-	9	-	5	-	10	-	12	-	10	-	10
AD 9	-	12	-	8	-	11	-	9	-	9	-	8
AD 8	-	8	-	11	1	8	-	5	-	5	-	4
AD 7	ı	2	-	11	ı	2	ı	3	ı	3	-	3
AD 6	-	1	-	4	1	3	-	2	-	ı	-	-
AD 5	-		-	1	1		-	ı	ı	ı	-	-
Total AD	-	48	-	47	-	48	-	50	-	50	-	50
AST 11	-	-	-	-	-	-	-	-	-	1	-	2
AST 10	-	1	-	1	1	4	-	4	1	3	-	3
AST 9	-	3	-	2	-	2	-	3	1	5	-	5
AST 8	-	5	-	4	-	3	-	4	-	4	-	4
AST 7	-	7	-	1	1	7	-	5	1	6	-	5
AST 6	-	7	-	6	-	6	-	6	-	4	-	4
AST 5	-	1	-	7	-	2	-	2	-	1	-	1
AST 4	-	-	-	4	-	-	-	-	-	-	-	-
AST 3	-	-	-	-	-	-	-	-	-	-	-	-
AST 2	-	-	-	-	-		-	-	-	-	-	-
AST 1	-	-	-	-	-	-	-	-	-	-	-	-
Total AST	-	24	-	24	-	24	-	24	-	24	-	24
AST/SC6	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC5	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC4	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC3	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC2	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC1	-	-	-	-	-	-	-	-	-	-	-	-
Total AST/SC	-	-	-	-	-	-	-	-	-	-	-	-

$FR\Delta$	DRAFT	PROGRA	AMMING	DOCUMENT	2021-2023

ANNEX I	II:H	'uman l	Resources -	Ouantitative
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TOTAL	-	72	-	71	-	72	-	76	-	76	-	76	
GRAND TOTAL		72		71		72		76		76		76	

External personnel

Contract Agents

Contract agents	Authorised 2019	Recruited as of 31/12/2019	Authorised Year 2020	Estimate Year 2021
Function Group IV	20	15	20	22
Function Group III	10	11	10	10
Function Group II	2	4	2	2
Function Group I	-	-	-	-
TOTAL	32	30	32	34

Seconded National Experts

Seconded National Experts	Authorised 2019	Recruited as of 31/12/2019	Authorised Year 2020	Estimate Year 2021
TOTAL	10	9	10	10

Table 3 - Recruitment forecasts for year 2021 following retirement/Mobility or new requested posts

Job title in the Agency	Type of contract (Official, TA or CA)		TA/Official Function group/grade of recruitment	CA Recruitment Function Group
	Due to foreseen retirement/m obility	New post requested due to additional tasks	Internal (Brackets) and external (single grade) foreseen for publication*	(I, II, III or IV)
Head of Unit	1 TA AD		AD 9 external AD9-12 (internal)	
Programme officers		2 TA	AD5-AD8(internal) AD6 external	
Finance and contracting assistant	1 TA AST 04			FG III
Programme manager	1 TA AD 06			

A. NEW TASKS AND GROWTH OF EXISTING TASKS

The Agency has fully complied with the Art. 27 of Inter-institutional Agreement of 02 December 2013 (2013/C 373/01) and implemented the agreed 5% staff reduction. In addition, the Agency had to further reduce its staffing level by 4 additional posts for the "re-deployment pool" reaching an overall 10% staff cut in 2017.

MIGRATION

The Agency is heavily involved in the areas of migration, integration and refugee protection – the level of requests for the Agency's support and expertise from Member States and EU institutions has increased steeply, which creates a significant additional workload in the Agency. Requests addressed to the Agency include legal opinions on pending EU legislation and policy files, support when developing the impact assessment and other input for future legislative proposals, the implementation of EU strategies and action plans, the mainstreaming of fundamental rights in the Schengen evaluation system, and support on the ground to address fundamental rights challenges in the 'hotspots'. Most notably, the Agency has in the recent years responded to requests for legal opinions in the area of asylum, EU information systems for migration and security, business and human rights, etc. The cooperation with other JHA agencies, such as EBCGA, EASO and eu-LISA is becoming formalised as changes to the eu-LISA regulation or EBCGA (proposed) suggest. The Agency employed staff on extended missions to Greece, but also to Spain and Italy looking, especially, at child protection issues, identification of vulnerable people, and respect of procedural safeguards in asylum, detention, and return proceedings. The success of the Agency's input has led to increased demands for its presence in Greece – with the Agency having recently signed a 'Memorandum of Understanding' with the Greek authorities envisaging a number of activities for 2017 and beyond. Thus, it is necessary to reinforce the Agency's

operational support by expanding the pool of its in-house experts, notably to provide on-the-spot deployment capabilities.

SECURITY AND DATA PROTECTION

In the coming period the agency will need to enhance its capacity in fields related to information society, privacy and data protection with respect to new areas of increased focus - including 'big data' and the use of algorithms with respect to developments in the field of Artificial Intelligence (AI). In 2018 and 2019 the Agency was a member of the Commission's High Level Expert Group on AI, where our project work on big data and artificial intelligence was able to provide valuable input into the work of this group. The Agency is receiving increasing demands to contribute with its fundamental rights expertise to this area; for example, with respect to the impact that algorithms can have on discriminatory decision-making. The Agency's previous work as part of the Commission's High Level Group on information systems and interoperability, and its increased work with agencies such as eu-LISA, indicates that projects will need to take into account new developments in data collection and exchange - for example with respect to VIS, SIS, and ETIAS if the Agency is to effectively address migration, asylum and security. In addition, given that work related to the fields of security and migration is expected to remain of high importance to the Commission, other EU Institutions and Member States in the coming months and years, requests for the Agency to provide inputs in these areas have grown; including direct requests from the Parliament and the Commission for expertise. The presence of the Agency as a member of the High Level Expert Group on information systems and interoperability, together with EDPS, as well as the High Level Group on combating racism, xenophobia and other forms of intolerance, together with the Council of Europe and OSCE/ODIHR, is a clear indicator that the Agency is increasingly playing an important role. Moreover, the Agency is a member of the ETIAS Fundamental Rights Guidance Board. The Agency is able to provide a complementary role to other actors such as EDPS, as the Agency can refer to a broad range of fundamental rights considerations, alongside privacy and data protection, which fall within its mandate - such as equality and non-discrimination, the rights of the child, and access to justice.

INCLUSION AND NON-DISCRIMINATION

The Agency is requested by EU institutions to provide data and analysis of key developments in regard to racism, xenophobia, antisemitism and related intolerance, as regards discrimination and hate crime. This requires extensive data collection and analysis on discrimination in particular on grounds ethnic or racial origin, religion or belief, sexual orientation or gender identity, disability and age in core areas of social life, such as employment, education, health, housing and societal participation. In parallel, the Agency has increased the scope of its work on racism both in terms of data collection mainly through its large scale surveys, and also by providing technical assistance to EU Member States as requested by the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance in order to improve police recording and data collection of hate crime incidents. Hate crime, which negatively affects migrant and refugee integration efforts remains high on the EU political agenda and it can be expected that the Agency will be asked in the future to be even more active in this field. Already, the Agency contributes by developing targeted analysis based on statistical data from its surveys, and by facilitating a dedicated Sub-group of Member States, part of the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance. This work is expected to grow in importance, as member States improve their capacity to record and collect data on hate crime. In parallel, the area of migrant integration is becoming of critical importance as recent refugees and migrants participate more actively in education and the labour market in many Member States. The Agency is currently conducting research on the experiences of recently arrived migrants and refugees, and further demand for data and analysis from EU institutions is expected to rise in the coming years, also linked to non-discrimination aspects of the implementation of the European Pillar of Social Rights.

The Agency is also requested to collect and analyse data systematically on Roma inclusion efforts in order to assist the Commission and member States in fulfilling and reporting on Council Recommendation of December 2018 on effective Roma integration measures in the Member States. Statistical data collected through large scale surveys on Roma across several Member States are used by the Commission and the Council to formulate appropriate Country Specific Recommendations in the context of the European Semester. In this context, the Agency's technical expertise is essential to support Member States to report on structural reforms and investment for Roma inclusion.

The EU Council tasked the Agency to participate with the European Parliament, European Ombudsman and European Disability Forum in the EU Framework to promote, protect and monitor the UN Convention on the Rights of Persons with Disabilities (CRPD). The tasks assigned to the Agency include data collection and analysis, as well as awareness raising. The Agency carried out two major projects and acted as Chair and Secretariat of the Framework. The Agency has been asked to focus on collecting data regarding deinstitutionalisation and the use of European Structural and Investment Funds (ESIF), and to contribute in training national ESIF management authorities in regard to their obligations to comply with the EU Fundamental Rights Charter and the UN CRPD Convention.

HIGH RESEARCH DEMAND FOR THE AGENCY'S DATA COLLECTION AND ANALYSIS

The success of the Agency's data analysis and large-scale quantitative surveys has resulted in requests to undertake enhanced data collection and to repeat surveys – as this typically provides unique data in key fundamental rights areas that is otherwise not covered at the Member State and EU level. For the period 2019-2020, the Agency has been requested to bring forward – by two years – its data collection for EU-MIDIS III, which will encompass a new round of data collection on Roma. During the same period, the Agency will be undertaking analysis and publishing further results from its second antisemitism survey, will be collecting data for the second round of the LGBTI survey, will be undertaking survey fieldwork – collecting data on Roma – in six Member States that were not previously covered by EU-MIDIS, and will be undertaking fieldwork for the Fundamental Rights Survey on the general population

in all Member States and selected Accession Countries. As a result, FRA will be managing an unprecedented five surveys at the same time. In order to effectively develop and manage these surveys and other areas of data collection and analysis that the Agency is engaged in in parallel – which draws on staff working in the field of statistics and data analysis – the Agency requires additional financial and human resources. This is essential in order to produce statistical data in a timely manner and according to high quality standards, so that the results can be used by the Commission, EP and Council in key policy areas, such as social inclusion, antisemitism, Roma, hate crime, and asylum and integration.

REQUEST

Based on a thorough needs assessment, and in order to continue to effectively meet the increase in new requests for fundamental rights input, including increased demands for data analysis covering all areas of FRA's work, the Agency requests the following posts to accommodate these requests for the areas of survey research and related data collection and analysis, encompassing operational work by the Agency, which addresses fields including asylum, migration, integration and internal security, and the fields of racism, xenophobia and related intolerance (such as antisemitism), including equality and non-discrimination.

The additional staff is requested by the Agency and its Management Board as from 2020 Budget in the Work Programme for 2019 - 2021 to reinforce operational support as follows:

Establishment plan posts

- AD 6 Data Analyst to expand the Agency's data collection into online survey research and related internet-based data mining, with a view to utilising these methods for future data collection by the Agency; for example, related to antisemitism and online hate. This post will encompass new skillsets that will increasingly be needed by the Agency in the next period to cover several areas of work; including, the extraction and analysis of data relating to different grounds of discrimination; asylum and migration-related research; data protection-related research (for example). The Data Analyst can also analyse existing data from non-FRA sources, including other surveys and open data produced by Member States. This post is also called for with the long term ambition of ensuring that the Agency's research is capable of utilising new sources and methods in the coming period, which should in the longer-term present cost-saving benefits. The proposed grade for this post is in line with the tasks to be undertaken.
- AD 6 Data Analyst to ensure that the Agency can continue to deliver on its large-scale quantitative survey research in a timely manner, reflecting an increase in requests from the Commission to provide data within shorter timeframes; including the timing of the Agency's surveys on Roma. The post will serve to ensure that FRA's data collection remains at the heart of the Agency's work, and that data is produced that is of high quality for use by policy makers. The post also reflects the fact that the Agency's data collection is expanding to cover accession countries, which places new demands on the Agency's data collection. The proposed grade for this post is in line with the tasks to be undertaken.

Contract Agents

- CA FGIV Data Analyst this post would allow the agency to continue to provide high quality data analysis, including through its large-scale survey research, for key policy areas where fundamental rights are impacted; for example, with respect to information society, privacy and data protection, including the fields of racism and discrimination. Enhanced quantitative data analysis by the Agency will serve to inform EU institutions and Member States about fundamental rights violations and trends. The data analyst post will provide essential support for the Agency's research on 'big data' and the use of algorithms to identify potential fundamental rights benefits as well as negatives in different areas. The proposed grade for this post is in line with the tasks to be undertaken.
- CA FGIV Data Analyst to build-up capacity (analysis and drafting) related to different areas of the Agency's work; including asylum and the integration of migrants, and equality. The data analyst post will primarily contribute to the analysis of major European survey data, e.g. European Quality of Life Survey, EU-SILC, LFS, etc., alongside FRA data collection, in order to provide new fundamental rights analyses of existing data. This post is essential to increase in-house capacity to respond at short notice to requests from EU institutions for data analysis working quickly with available sources covering areas such as racism and hate crime, as well as migrant integration, including children. The proposed grade for this post is in line with the tasks to be undertaken.

B. EFFICIENCY GAINS

The elaboration of an efficiency gains strategy is based on the following (non-exhaustive list of) initiatives:

- introduce changes to current business processes through mapping and re-engineering of processes;
- introduce changes to systems efficiencies through automation of repetitive tasks;
- introduce changes to the organisational set-up leading to a potentially better use of existing capacity;
- > introduce a more systematic and continuous set-up of cooperation platforms as well as establishing shared services with other Agencies

- simplify the rules and procedures to be applied for financial and human resources management, this facilitating the achievement of efficiency gains;
- carry out a qualitative assessment of the efforts to increase efficiency;

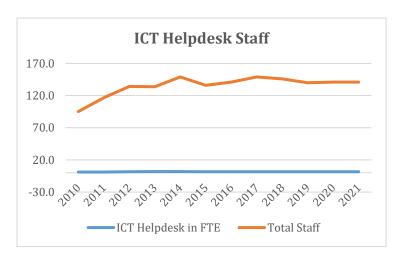
In relation to that, it appears that service transformation and re-design of processes are crucial to achieve both technical and allocative efficiency and to unlock transformational improvements in efficiency. To this end, the Agency has implemented a number of actions that resulted in an increase of productivity and achievement of efficiency gains. With a view of reaching further efficiencies, the Agency is currently undertaking the following initiatives in the four efficiency clusters:

Cluster I: Digital Services and Facilities

Over the past years, the Agency has rapidly modernised its Information and Communication Technologies by introducing state-of-the-art tools, common business architecture and latest IT solutions allowing for creation of full mobile workstations that enable a more collaborative digital workplace.

The Agency is looking to further optimise its resource utilisation as it plans to utilise cloud services within 2020 and hence be able to provide more services with the same resources. Potential use of cloud-based analytics can also contribute to the growing needs of the Agency.

Due to the synergies and efficiency gained, it remained possible for a small IT helpdesk to provide best service to ever-growing staff. Similarly, the Agency was able to retain a relatively low number of facilities staff.



Year	ICT Helpdesk in FTE	Total Staff
2010	1.2	95.2
2011	1.1	116.7
2012	1.5	134.3
2013	1.8	133.9
2014	1.8	149.0
2015	1.7	136.0
2016	1.6	141.0
2017	1.6	149.0
2018	1.6	146.0
2019	1.6	140.0
2020	1.6	141.0
2021	1.6	141.0

The staff evolution within the domain ICT helpdesk vis-à-vis an increase of the general staffing number



Year	Facilities Staff (incl. Security & Cleaning)	Total Staff
2010	9.0	95.2
2011	9.0	116.7
2012	9.3	134.3
2013	8.3	133.9
2014	8.3	149.0
2015	8.3	136.0
2016	7.8	141.0
2017	7.8	149.0
2018	7.8	146.0
2019	7.8	140.0
2020	7.8	141.0
2021	7.8	141.0

The staff evolution within the domain facilities vis-à-vis an increase of the general staffing number

The Agency continues to optimise its resources to achieve further efficiencies. The following list exemplifies the actions already taken or being in the process of implementation:

- 1. The Agency is working in redesigning its ICT systems to allow the IT to better utilise cloud services by setting up a hybrid infrastructure and hence reduce costs related to the management and maintenance of its on premise datacentre infrastructure. Cloud services implementation is expected to take place in 2020.
- 2. Further utilisation of the Commission ICT systems related to Human Resources Management (Sysper) and asset management (ABAC Assets).
- 3. Mission requests are better reviewed with the view to assess whether they can achieved using video conference technologies already in use within the Agency. An indicator is the increased number of video and web conferencing requests over the last two years.
- 4. Use of Interinstitutional framework contracts, e.g. ICT, Facilities and other administrative services.
- 5. Over the last years, the Agency took measures to reduce its facilities related costs by optimising internal facilities management, changed its electricity provider, and enhanced its data center cooling system. These changes reduced facilities management costs by an overall 10% and maintained this reduced consumption throughout the last years.

More specifically in the area of environmental management, the Agency undertook the following actions to reduce its environmental impact:

- The Agency changed the electricity provider to one that produces electricity from renewable sources.
- 2. Premises heating is provided by district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating.
- 3. The datacentre cooling system is heat-exchange based system, which reduced electricity consumption to more than 60%.
- 4. The Agency implements a recycling "waste material" programme and also ensures that any old equipment is properly recycled or reused (where applicable).
- 5. It is currently looking to replace the whole lighting system to a presence-based, energy saving, light emitting diode (LED) based to reduce its consumption.

Cluster II: Quality Management System

- 1. The continuous development of the implemented Quality Management System, built on the principle of Plan Do Check Act, offers avenues for refining the effectiveness and efficiency of the Agency's internal processes. Supplementary, following the restructuring process (Nov. 2018), a planned action for revising the internal processes is going to provide the opportunity for simplifying the workflows, and optimising the tasks performance and the use of the internal resources.
- 2. The financial circuits for Title I have been simplified with a reduction in the chain of control as well some control functions have been merged FVA/AO. This has increased the level of efficiency while maintaining the necessary level of compliance as proven by the positive results of the external audits (COA, IAS).
- 3. In the process for project implementation, the planning phase has been simplified with a new integrated approach. This will allow a standardised implementation of the projects and an increase of productivity via the reduction of coordination meetings replaced with the use of existing project management system.
- 4. A process for ex post controls has been designed following a risk based approach with the introduction of quality techniques using a robust analysis of statistical data retrieved during the budget execution. This will allow the execution of controls on a sample of selected transactions combining different dimensions of risk. A significant increase of productivity is expected by reduction of the working hours for controls otherwise performed on samples of all the budget lines.
- 5. During the last years a process for execution of compliance checks has been consolidated to integrate in selected areas similar tests performed by external auditing bodies. The process analyses the correct execution of the workflows while assessing the achievement of the objectives in relation to the use of existing resources.
- 6. Following the adoption of a new Guide to missions, and as result of an internal assessment, a proposal has been made for initiating the rationalisation of missions (justification, duration, frequency, added value, number of persons participating to the same mission, capacity of teleconference). It is expected to reduce significantly the costs generated by missions and the loss of productivity hours caused by, travel, transfers and other time-out.

Cluster III: Planning, Monitoring, Evaluation and Reporting

1. The integrated planning approach provides with a description of the overall planning, monitoring, reporting and evaluation activities that are described in only one process within the same cycle: this entails the description of how to integrate the several tasks linked to the PMEER cycle and the multi-level Internal/external stakeholder involvement within this cycle. The approach creates synergies and coherence during all the stages of programming, project management, evaluation and reporting under the definition of a single cycle encompassing the whole planning processes and tools. Such cycle covers the drafting of the newly introduced programming documents, the definition of new projects, the harmonization of the several internal and external stakeholder consultations, as well as the steps to implement all FRA projects and the preparation of simplified monitoring reports and their subsequent evaluation.

Importantly, the approach has been revised in 2019 based on the lessons learnt from 2016 and to optimise and streamline the existing processes and tools within the planning cycle. The new approach has been strengthened to reflect the recent restructuring based on enhanced cross-unit cooperation. The process has been simplified to improve clarity on the decision making process and about the roles (internally/externally), as well as to raise awareness on tasks, timeframe and deadlines.

The ultimate goal of such integrated approach is to contribute to the optimisation of the use of resources, potential workload decreases and increase of productivity.

- 2. Since 2011, a Performance Measurement Framework has been put in place, a tool including the so called Key Performance Indicators (KPIs) that contains output, short-term and long-term impact indicators, linked to FRA mandate and objectives and that are used to plan, monitor, evaluate and report FRA's multi-annual objectives and, especially, operational projects and their products. The framework has been revised and fine-tuned in the last few years and is integrated into FRA Programming Documents (from 2017-2019). As a result of internal performance monitoring we undertake the following monitoring activities:
 - At the strategic level, on the occasion of the review of FRA strategy, we prepare documents on main achievements and preliminary impact analyses of FRA strategic and thematic objectives with the aim to support discussion of the Management Board on the revision of FRA Strategy
 - At the thematic level, to check the progress at the level of the MAF areas (every 6 months) including information from our project management system concerning main categories of outputs, key milestones etc.
 - At the project level, to internally gather data for each single project included into the Annual Work Programme concerning their outputs and KPI (as basis for the elaboration of Performance statistics summarized in the Consolidated Annual Activity Report.
- 3. In addition to some of the reports that have been already mentioned/annexed linked to the previous point (monitoring) the following are the main reports on Performance related issues:
 - Mid-term review Report, drafted every 5 years as a result of the stock taking exercise at the strategic level. This report is discussed and adopted by the Management Board, and published It should be mentioned that the next one will be prepared in 2020 (mid-term review of FRA Strategy 2018-2022) and it will assess the achievement of KPI/target at the level of multi-annual objectives as they are planned in the FRA Programming Documents 2018-2020.
 - Annual Activity Report, where in addition to the achievements made in terms of strategic priorities, multi-annual objectives, thematic areas, operational activities and outputs, an overview of the results and KPIs is provided into the Annex I 'Core Business Statistics' (which is in any case based on the monitoring done at the project level, as explained above in the Performance monitoring).
- 4. FRA has implemented evaluations of projects and cross-cutting activities since 2011. As an important source of information for the FRA to deliver against targeted results, to address problems as well as to improve learning through review of projects and strengthen accountability we perform, on an annual basis, the following (external) evaluations of projects:
 - Ex-ante evaluations, a forward looking assessment of a project's objectives, activities and allocation of resources. (see one recent example attached Annex 8)
 - Interim evaluations, conducted whilst a project is on-going and aimed at improving the relevance of the intervention (see one recent example attached Annex 9)
 - Ex-post evaluations, to assess the extent to which the impacts of a project have been achieved as intended (see one recent example attached Annex 10)

The results of the evaluations are presented and discussed internally, involving several actors, and are summarised and published into the Annual Activity Report.

Since 2017, FRA is joining the Inter-agency Framework contract on Evaluations, which will provide single framework contract for the provision of evaluation services for several EU Agencies (EUROFOUND, SRB, CDT, EIOPA, EU-OSHA, ETF, and EASA) and will lead to the better use of the existing capacity for the continued implementation of the principle agreed under the Common Approach principle, including the sharing and the development of synergies among Agencies to increase effectiveness and impact.

Cluster IV: Human Resources Management

A number of initiatives have been undertaken in recent years that resulted in the achievement of an overall organisational fitness, efficiencies and productivity. The Agency plans to implement further measures that will increase the efficiency gains by e.g.:

- 1. The optimisation of the Agency's organisational structure. In the light of the staff reduction, it was necessary to reinforce the Agency's impact and overall organisational effectiveness by introducing synergies that optimised the use of FRA's resources while sustaining its operational capabilities. To achieve this, the Agency changed its organisational structure in 2016 by joining two support departments under one entity "Corporate Services". In November 2018 another organisational structure was established to cluster expertise and further strengthen outputs. One additional operational Unit was established to strengthen inter-departmental project co-operation and enhance capacity for real-time responses without endangering multiannual research.
- 2. The use of inter-institutional framework contracts in the areas of Learning and Development, and other administrative services for instance insurances for staff and externals within the Agency's premises.
- 3. The Agency introduced modern IT tools to allow direct access to and full automation of key HR processes for instance for the management of leave, part-time and parental leave requests, staff performance and appraisal, learning and development. Currently, the Agency is in the process of joining the tools under a single portal, encompassing services offered by PMO, JSIS, DG HR and DIGIT.
- 4. The preparatory work for the implementation of SYSPER in order to streamline and automate certain human resources management processes.
- 5. The enhanced PMO service level agreement to gain efficient use of the existing capacity.

Modernisation of HR tools, optimisation of its processes, and its Service Level Agreement (SLA) with PMO enabled the Agency to decrease the staff working within the HR domain. However it is evident from the Table below, while the number of the service receivers at FRA steeply increased, the Agency managed not only to retain the number of the HR staff but even decreased it further bringing the overall ratio to the level of 0,91:40 in 2017 and i.e.: 0,77:40 in 2018. By comparison, the European Commission's the estimated target for efficiencies and synergies gains in the whole HR community is to reach a HR ratio of 1:408, by 2019.



Year	HR Staff	Total Staff
2010	7.8	95.2
2011	7.8	116.7
2012	8.9	134.3
2013	7.1	133.9
2014	7.1	149.0
2015	5.3	136.0
2016	5.5	141.0
2017	3.4	149.0
2018	2.8	146.0
2019	2.8	140.0
2020	2.8	141.0
2021	2.8	141.0

Table XY: The staff evolution within the domain human resources vis-à-vis an increase of the general staffing number.

Importantly, it should be noted that, while the Agency worked towards the achievement of technical and allocative efficiency gains, it also managed to improve its overall performance in the implementation of its mandate. In particular, while boosting both productivity and efficiency, the Agency has prioritised its core activities and ensured the timely delivery of services and the production of the relevant outputs.

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⁸ Communication to the Commission: Synergies and Efficiencies in the Commission - New Ways of Working; SEC(2016) 170 final. 4.4.2016.

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ANNEX III: Human Resources - Quantitative

However, while the extra capacity obtained so far by improving several processes and generated via other efficiency initiatives in order to cover the reduction of posts, the demand for human resources is increasing. This is due to the need to address face the complexity of our work and the ever-growing workload linked to FRA core activities.

Although FRA will continue its efforts towards further efficiency gains, we expect that in 2021-2023 the demands for human resources and the expected capacity increases will not be balanced and FRA will have to request additional workforce from the budgetary authorities or apply negative priorities.

REDEPLOYMENT

Given the size of the Agency, there is a limited scope for further re-deployment. However, the Agency will continue to seek efficiency gains by inter alia conducting the skills audit, revising its Competency Framework and further simplifying procedures where possible.

C. NEGATIVE PRIORITIES/DECREASE OF EXISTING TASKS

The amount of additional tasks assigned to FRA has grown significantly since mid-2015, when the European Union was confronted with an increased arrival of refugees and migrants on the one hand, and with new internal security challenges on the other hand. These have been added to the increasing calls on the Agency to step-up the rate at which it produces its survey results and engages with new technological developments – as in the field of artificial intelligence. FRA has already optimised the use of its resources to execute the many tasks with which it has been entrusted and complies with its obligations under the Inter-institutional agreement of 2 December 2013 concerning the staff reduction.

FRA may not be able to continue addressing at short notice the growing number of requests from its stakeholders, if it is not given the adequate staff and financial resources. It may also not be in a position to fulfil its core tasks with respect to comparative data collection and analysis due to the growth in demand for repeating its surveys to provide comparable EU level data not available from any other sources. For example on antisemitism, Roma and LGBTI persons.

Thus, the following tasks may be affected unless the demand for additional human resources is provided:

1) New work on Artificial Intelligence and Fundamental Rights – encompassing all MAF areas	Human resources needs for 2021 -2023
FRA has started to work on the topic of artificial intelligence (AI), big data and fundamental rights. Any Given the increased focus on AI related research and industry applications in the EU – all of which have fundamental rights implications – the Agency is increasingly called on to provide its fundamental rights assessment; including, most recently, its work on facial recognition, as well as its long-standing work with eu-LISA on biometric data collection and its applications. For example, FRA is a member of the Commission's High-Level Expert Group on AI, and has initiated an EU project on AI and fundamental rights implications – which will develop 'use cases' of key public sector services and private industry areas where AI is playing an important role. The Agency plans to mainstream its work in relation to AI to the different fundamental rights fields covered under the Agency's multi-annual thematic framework; beginning in 2020 with the initiation of work on access to social rights in the digital age, focusing on the impact on the elderly. In order for the Agency to be relevant and fit for purpose for the digital age – it is essential that staff with the appropriate skillset are engaged to be able to develop and assess information and data relating to the Agency's planned work in this field. In the absence of staff with the required skills, the Agency will not be in a position to extend its research to encompass AI and related digital innovations as they affect all areas of its work – from asylum and migration, through to the rights of the child and hate crime.	1 AD Project manager – data engineering skills 1 CA Project officer - data engineering skills

2) Fundamental rights compliance within the new framework for interoperability between EU information systems	Human resources needs for 2021-2023
The establishment of the new framework for interoperability between EU information systems in the field of borders and visa (regulation (EU) 2019/817), and in the field of police and judicial cooperation, asylum and migration (regulation (EU)2019/818), gives FRA an important role in monitoring the compliance with fundamental rights in the process of data collection and processing. FRA's work on preventing unlawful profiling, the projects on biometrics, surveillance and artificial intelligence, provides a good basis for the Agency to ensure fundamental rights compliance within the framework. FRA support aims at strengthening fundamental rights compliance within the areas of criminal and immigration law enforcement, in particular, by advising EU Institutions and MSs authorities on how to avoid practices that risk resulting in unlawful profiling, by assisting to unveil discriminatory profiling on all grounds, including nationality, age and gender, in addition to ethnic origin. FRA should receive the evaluation report of the interoperability components which the Commission will draft assessing the automated data quality control mechanisms and procedure, common data quality indicators and the minimum data quality standards. This should constitute an input that FRA has to use for assessing the impact on Fundamental Rights of the Regulation formerly mentioned. In order for FRA to provide the adequate opinions on the compliance of the interoperability framework against the fundamental rights, it is necessary that supplementary staff with appropriate skills in biometrics are engaged to be able to assess the information contained.	1 CA Project Officer – Biometrics, data protection

3) FRA's ad hoc presence in the Greek hotspots	Human resources needs for 2021 - 2023
FRA currently provides targeted fundamental rights support on the ground in Greece and	
valuable input to the Commission and other EU Agencies - namely EBCGA and EASO - as	

well as to the Greek authorities, and is in the process of developing practical guidance and initiating training for key actors to ensure fundamental rights compliance. FRA staff who are deployed on mission to Greece currently provide expert advice with respect to: child protection (focusing on unaccompanied minors); the identification of vulnerable people; and the respect of procedural safeguards in asylum, detention, and return proceedings. These activities could be conducted also in other Member States, where needs are emerging, like Spain, Cyprus, Malta and Italy, to ensure the respect of fundamental rights, but the agency does not have currently enough human resources to cover this.

. In 2021, FRA plans to continue its field-level involvement in Member States hosting migration management support teams or otherwise request FRA's support to deal with fundamental rights challenges linked to migration

2 CA FG Project officer – to be deployed in the hotspots (Greece and Italy).

4) Providing fundamental rights assistance and capacity-building to support EBCGA

In 2020 and beyond, the intensive work of FRA in the area of migration and asylum will continue. As also in the past, the working arrangements with EBCGA, EASO and eu-LISA will enable these partners to benefit from FRA's fundamental rights expertise.

In particular, the significantly increased size of EBCGA and its expanded mandate in areas, where it is likely to encounter new fundamental rights-related challenges, as well as specific role foreseen for FRA in EBCGA founding regulation, will trigger more requests to FRA for support and need for even closer and more intensive cooperation. Through the founding regulation, EU 2016/1624 setting up EBCGA it is foreseen that EBCGA shall cooperate with FRA in better addressing migratory challenges, preventing and detecting cross-border crime, and in the development of specific training tools. EBCGA shall also invite FRA to participate in a consultative forum having as aim to assist the executive director and the management board with independent advice in fundamental rights matter.

As an immediate result, FRA has been tasked with developing guidance and tools as well as delivering training for a pool of forced return monitors to support EBCGA in ensuring the participation of well-trained monitors in EBCGA's joint forced return operations, as required by Article 8.6 of the Return Directive (2008/115/EC). The absence of this activity would result in a pool of monitors who would be ill equipped to carry out their functions, which would be detrimental to both returnees as well as escort police. In addition, through the development of guidance and tool, EBCGA will benefit of fundamental rights expertise.

Human resources needs for 2021 - 2023

1 AD project manager – asylum and migration (to develop guidance and tools as well as delivering systematic training for a pool of forced return monitors)

1 AST project assistant – asylum and migration

ANNEX IV Human Resources - Qualitative

A. RECRUITMENT POLICY

Implementing rules in place

		Yes	No	If no, which other implementing rules are in place
Engagement of CA	Model decision C(2019)3016	Χ		
Engagement of TA	Model decision C(2015)1509	Χ		
Middle management	Model decision C(2018)2542	Χ		
Type of posts and post titles	By analogy COM decision C(2013)8979	Х		

The Agency employs temporary agents 2(f) with the exception of the Director, who is temporary agent 2(a), contract agents 3(a), and seconded national experts who are seconded to the Agency and remain in the employment of their seconding organisation. Detailed rules on the employment of temporary agents 2(f) are set out in the general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of employment of other servants of the European Union (EB decision 2015/01 of 23 September 2015). Employment of contract agents is governed by EB decision 2019/03 of 16 May 2019. Employment of seconded national experts is governed by the rules on seconded national experts (MB decision 2017/01 of 11 April 2017) which are based on the Commission's ones adapted to the Agency's requirements.

The FRA in order to meet its objectives has identified the following generic job profiles:

- Advisers: undertake duties such as coordination, representation, analysis and advice, which represent a high added value for the Agency. They require special qualities of the person concerned and, in particular, special expert knowledge and special experience and the capacity to provided guidance of high added value. Typically these posts would be filled by Temporary Agents in the bracket AD13-AD14.
- Middle Managers: provide strategic and financial management and supervise the operational management within their respective fields covering different areas of FRA activities in respect of sound financial management. Typically these posts would be filled by Temporary Agents in the bracket AD9-AD12.
- Programme Managers: are typically engaged in ensuring the daily programme management throughout the programme life cycle, monitoring the implementation of programme in line with the conditions set out in the AWP, collaborating in the preparation of project's proposal and ensuring their alignment with the programme's purposes.. Programme managers may play a key role in contributing to the identification and analysis of the legislative and/or policy files beyond the projects an upcoming key political events and political decisions that FRA would aim to influence through the projects' objectives. Programme Managers may represent FRA in external activities. Typically these posts would be filled by Temporary Agents in the bracket AD8-AD10.
- Project Managers/Programme Officers: play a key role in general processes, draft reports, implement policies, analyse and advise the hierarchy in specific areas such as research, coordinate specific areas of work or a team's work content or, represent FRA in external activities. Typically these posts would be filled by Temporary Agents in the bracket AD5-AD8 Contract Agents FGIV. Seconded National Experts are all programme officers. Temporary agents at grades AD 5 and Contract Agents at function group IV under direct supervision will contribute to the completion of the above-mentioned tasks and may play a supporting and active role in the development of overall tasks and work.
- -Assistants/: provide support in the drafting of documents and assistance in the implementation of policies and procedures in areas such as administration, procurement, finance, human resources, research, communication, following advice from the hierarchy. Some assistants play more a supporting role in areas such as administration, procurement, finance, human resources, research and communication, under the supervision of a higher level function. Typically these posts would be filled by Temporary Agents in the bracket AST1-AST9 and by Contract Agents Function Group III.
- Administrative agents: provide secretarial and/or clerical support in operational and administrative areas. Typically these posts would be filled by Contract Agents Function Group II.

In addition to the abovementioned generic profiles, the Agency in order to increase its efficiency and effectiveness in 2012 adopted a decision (Decision HRP/030/2012) on the assignment of Heads of Sectors. Their role is to coordinate and supervise specific activities undertaken by staff in the sector they are responsible for. This function is only to be found in the Corporate Services Unit.

In terms of type of contract and recruitment grade for the different type of functions presented above, FRA has identified all temporary agent posts, with the exception of the Director, as posts of long-term duration.

a. Temporary agents on long term employment

Temporary agents, 2(f), are used for most roles, both managerial and operational, in the Agency, except of the role of Director and those roles that are filled by contract agents. The criteria of the Agency in the identification of the posts as being of a long-term duration are the following:

- for posts covering tasks of a permanent nature as resulting from the mandate and Work Programme of the Agency; and
- to safeguard continuous expertise in the specific areas of human rights

Long-term temporary agents will be recruited at the levels indicated below in order to permit a long term career development:

- > AST/SC1 to AST/SC2 for the secretaries and clerks function group (AST/SC)⁹
- AST 1 to AST 4 for the assistants function group (AST)
- AD 5 to AD 8 for the administrators function group (AD).

The determining factor in deciding on the appropriate entry point is the level of experience that the candidate needs in order to assume the responsibilities of the role. For instance, in the area of research, Project/Programme Managers recruited at AD 7 are candidates with a significant level of experience and expertise and are expected to assume a project managerial role immediately. Programme Officers, who are recruited at AD 5, will generally be less experienced and are assigned to carry out work of a more technical/scientific nature initially, for example conducting research rather than managing it. In this role, the Research Officer develops the skills of a Project Manager over time and by the time of promotion to AD 7 in due course will be expected to assume all aspects of the role of Project Manager.

Long-term temporary agents will also be recruited at the level of AD 9 to AD11 and in exceptional cases at grade AD 12 for middle management, and grades AD 13 and AD 14 for advisers positions. In all cases and before publishing any post, the Agency will carefully evaluate all options in order not to recruit at excessive level. Recruitment of middle managers at grades AD9-AD11, and in exceptional cases at grade AD12 shall remain within the limits of 20% of recruitments per year over a rolling period of five years for long term employment within the Agency.

Temporary agent posts are filled through the following processes:

- internal selection
- inter-agency mobility
- open selection

Internal selection procedure notices are advertised within the Agency, outlining the job description and the candidate requirements. If there are not sufficient qualified candidates through the internal selection process, the process moves to the inter-institutional and open stages of the selection procedure. The inter-agency procedure, which may run in parallel with the open selection, is advertised in the institutions and Agencies. Candidates are required to submit their applications through the Agency's online recruitment system.

The open selection procedure is advertised through a short notice on the EPSO website. The full detailed vacancy notice is published on FRA's website and intranet with all necessary instructions. Candidates apply through the online recruitment system. Normally, there is a four-week deadline for submission of applications.

Long-term temporary agents are offered a contract of an indefinite period. The Agency requires technically qualified staff with specialist knowledge and experience for most of its activities, especially in the areas of specific competence linked to its regulation and strategy. This is, however, also valid for staff working in administration, finance, human resources, accounting, procurement and information communication technology since, in many cases, there is an extremely limited number of members of staff to cover each specific activity. In many cases it is of utmost importance to have staff with broad knowledge and expertise in the respective fields of work. In the past the Agency faced difficulties in recruiting staff. However since the implementation of this measure as well as other social benefits, both the quantity and quality of candidates has been increased considerably.

Temporary agents on short/medium term employment

The post of the Director is of a fixed period of five years and could be extended once for a period of three years (ref. Article 15 (3) of the Regulation establishing the Agency No 168/2007 of 15 February 2007) and hence is considered short term.

b. Contract agents on long term employment

⁹ The Agency will consider requesting such posts progressively in the future (i.e. with departures, retirements, new recruitments)

Contract agents are engaged by the Agency mainly to carry out support roles and for assistance with operational activities. They are engaged as officers, assistants or agents in the areas of HR, project management, organisation of events, contract and finance, data protection and Internal Control, facilities and operations. In deciding on the posts to be filled by contract agents on long term employment the Agency takes into consideration if there are posts available in the adopted establishment plan and whether there are needs to be fulfilled based on the Agency's working priorities, as well as new tasks requested by key stakeholders.

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

- > Reinforcement of capacities in specific areas of expertise where there is a need of additional resources.
- Reinforcement of existing capacities in support functions as necessary.

Contract agents are usually initially offered a contract of two years renewable for another limited period up to five years. A second renewal is for an indefinite contract provided the first two contracts covered a total period of five years without interruption. Renewals of contract will depend on the future business needs for the function occupied, performance and budgetary availability.

Some contract agents may be offered contracts of shorter duration, depending, for example, on the envisaged duration of the project in the case of core activities, the estimated time for which an additional resource is required, or the time that it will take to fill a temporary agent vacancy.

The selection procedures for the recruitment of Contract Agents follow the EB Decision 2019/03. In addition, the Agency signed in 2010 a Service Level Agreement with the European Personnel Selection Office by which it may uses the database of successful candidates to fulfil vacant contract agent positions.

Contract agents on short/medium term employment

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

- > to work with specific, time limited projects, and
- to cover needs such as staff going on maternity and parental leave and staff on long sick leave.

In deciding on the posts to be filled by contract agents on short/medium term of employment, the following factors are considered:

- there is a short- or medium-term project where the appointment of a permanent resource is not justified
- by there are staff members in long absence due to extended illness, maternity leave, unpaid leave, etc., and
- A post is being created on a pilot basis and a contract agent is employed until the success of the new post can be assessed.

There are two options available when recruiting contract agents on short, medium or long-term employment. The first is to source candidates from the EPSO CAST database. The CAST has not proved to be effective, and it is now rarely used by FRA. The second option of recruiting through a selection procedure organised by the Agency is invariably the more effective solution.

They are offered an initial fixed-term contract whose duration is based on the duration of the tasks to be performed. The contract may be renewed for a second fixed-term should the duration of the specific project is extended. All renewals of contract will depend on the business needs for the function occupied and available budgetary provisions

c. Seconded national experts

Seconded National Experts are staff employed by a national, regional or local public administration or an IGO, who are seconded to FRA so that it can use their expertise in a particular field. They are selected according to an open procedure published on the FRA's website. Before their secondment the number of SNE is authorised by the Agency and they are included in the draft estimate of the financial year concerned.

The initial period of secondment, which is specified in the exchange of letters between the Agency and the seconding organisation, may not be less than six months and more than two years. It may be renewed, however, the total secondment will not exceed four years.

Exceptionally, the Director may authorise one or more extensions of the secondment for a maximum of two more years at the end of the four-year period.

An SNE may be seconded to FRA for another time provided that a period of at least six years elapsed between the end of the previous secondment and the start of the new. In cases where the initial period lasted for less than four years, the second secondment can take place before the six years elapse. However, in such cases, the total period of the two secondments cannot exceed the four-year period.

d. External service providers

External service providers are contracted via procurement procedures. Usually this is done through an open tendering procedure. The types of services typically include ICT helpdesk, other ICT assistance, security and cleaning services, and medical doctor services, some of which are on a part-time basis.

B. APPRAISAL OF PERFORMANCE AND RECLASSIFICATION

Implementing rules in place

		Yes	No	If no, which other implementing rules are in place
Reclassification of TA	Model Decision C(2015)9563	Х		
Reclassification of CA	Model Decision C(2015)9561	Χ		

Table 1 - Reclassification of temporary staff/promotion of officials

At the time of writing, the reclassification exercise 2019 is ongoing and the exercise 2020 planned to be launch in 2020.

	Average seniority in the grade among reclassified staff						
Grades	Year 2016	Year 2017	Year 2018	Year 2019	Year 2020	Actual average over 5 years	Average over 5 years (Annex IB SR)
AD05	=	=	-			-	
AD06	=	-	-			-	
AD07	1	1	-				
AD08	6	1	2			5.59	
AD09	1	3	-				
AD10	1	-	-				
AD11	-	-	-				
AD12	1	1	-				
AD13	-	-	-				
AD14	1	-	=-				
AST1	-	-	-				
AST2	-	-	-				
AST3	-	-	-				
AST4	-	-	-				
AST5	3	3	-				
AST6	2	3	-				
AST7	-	1	-				
AST8	-	3	1			6.51	
AST9	=	1					
AST10 (Senior assistant)	=	-	ı				
AST/SC1	-	-	-				
AST/SC2	-	-	-				
AST/SC3	=	-	-				
AST/SC4	=	-	-				
AST/SC5	=	-	-				

Table 2 - Reclassification of contract staff

At the time of writing, the reclassification exercise 2019 is ongoing and the exercise 2020 planned to be launch in 2020.

Function Group	Grade	Staff in activity at 01.01.2019	How many staff members were reclassified in 2019	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to decision C(2015)9561
	17	-			Between 6 and 10 years
	16	-			Between 5 and 7 years
CA IV	15	4			Between 4 and 6 years
	14	8			Between 3 and 5 years
	13	3			Between 3 and 5 years
	12	1			

FRA DRAFT PROGRAMMING DOCUMENT 2021-2023

ANNEX IV: Human Resources- Ouality	AININEX	ıv: Human	Resources-	<i>Qualitative</i>
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CA III	11	-		Between 6 and 10 years
	10	5		Between 5 and 7 years
	9	5		Between 4 and 6 years
	8	-		Between 3 and 5 years
	7	1		
	6	1		Between 6 and 10 years
CA II	5	3		Between 5 and 7 years
	4			Between 3 and 5 years
CA I	2			Between 6 and 10 years
CAI	1			Between 3 and 5 years
Total		31		

C. HR implementing rules foreseen for adoption Year 2021

Commission Decision on prevention of and fight against sexual and psychological harassment – possibly a model decision to be drafted and adopted

Commission Decision on absences as a result of sickness or accident – adoption by analogy or opting out and adoption of a model decision in case of an ex ante agreement

Amendment of Commission Decision C(2013) 9051 of 16 December 2013 on leave (Special leave for welcoming a new-born child in the household) – adoption by analogy or opting out and adoption of a model decision in case of an ex ante agreement

Note: the adoption of further Implementing rules depends on the decisions that may be taken by COM which are unknown by FRA when drafting the present document.

At the time of writing, the reclassification exercise 2019 is ongoing and the exercise 2020 planned to be launch in 2020.

The Agency's policy on performance appraisal and promotion/reclassification - short description

The FRA implements a comprehensive annual career development programme. An individual career development plan is drawn up at the beginning of the year laying down clear, meaningful and measurable objectives with robust performance indicators in relation to the work programme. A performance appraisal in terms of efficiency, abilities and conduct is done at the beginning of the next year on the basis of the performance indicators in the annual development plan. The performance dialogue exercise supports the development of people and improves organisational performance.

The FRA adopted by analogy the Commission Decision on appraisal (EB decision 2013/02 of 12 December 2013 and Commission Decision C(2014)2226 final of 7 April 2014 for contract agents) including the changes introduced by the amended Staff Regulations that came into force on 1 January 2014 (e.g. the appraisal report should include an overall assessment on whether the jobholder's performance has been satisfactory).

FRA's policy with respect to reclassification is articulated in the EB Decision 2016/01 of 26 February 2016 for temporary staff and in the EB Decision 2016/05 of 7 October 2016 for contract agents.

For the coming years the FRA will closely monitor the reclassification rates so as to respect as much as possible the rates indicated in Annex IB of the Staff Regulations

The outcome of the appraisal exercise also leads to the learning and development plan based on the identified needs in order to cater for career development. A learning and development plan is designed every year based on these specific needs and in line with FRA's strategic priorities and its learning and development policy. The latter integrates the policy on the financial support scheme of studies for its staff members. It is FRA's policy that all staff is given equal access to appropriate training according to the needs and budget availability. In-house, local and external training courses take place as well as e-learning. In 2016 the average number of training days per staff was 5 In 2017 the average number of training days per staff was 11 including language training.

C. MOBILITY POLICY

Internal mobility

Following the adoption in September 2015 of the new policy on the engagement and use of temporary agents 2(f), each time the Agency decides to fill in a vacant post TA 2f, the post may be filled by internal mobility, by mobility between Union Agencies or by external selection procedure. Internal mobility includes internal publication or transfer in the interest of the service. In 2018, the Agency published five posts internally.

Mobility among agencies (Inter-agency Job Market)

With the entry into force of the new policy on the engagement of temporary agents 2f, the inter-agency job market forms an integral part of the new policy. In 2018, FRA published zero posts through the inter-agency job market.

Mobility between the agencies and the institutions

FRA does not pro-actively pursue such mobility since it does not have any permanent posts in its Establishment Plan and therefore such mobility may not be possible. In the future by creating permanent posts the possibility for mobility in this sense will be feasible.

Traineeship

Following the revision of the Rules governing the Traineeship at FRA entered into force on November 16th 2017, FRA offers traineeships once a year starting on 1 October. The traineeship may last a minimum of 3 and a maximum of 12 months. Trainees are awarded a monthly grant corresponding to 25% of an AD5/step 1 temporary agent salary, reflecting the policy for trainees at the European Commission. The traineeship programme is addressed mainly to recent university graduates. It aims to provide trainees with an understanding of the objectives and activities of the Agency, a practical experience and knowledge of the day-to-day work of the FRA and the possibility to put their learning into practice and contribute to the Agency's mission. In October 2019 the FRA will offer traineeships to 27 trainees.

The selection procedure is open and transparent through the publication of a call for applications on the FRA's website. The detailed rules governing the internship programme at FRA may be consulted under the following link: www.fra.europa.eu/en/about-fra/recruitment/traineeship.

D. LEARNING AND DEVELOPMENT

For FRA learning and development is an on-going process and an investment in people. In order to encourage growth and development FRA has devoted an average of 10 learning and development days to the staff and a budget of an average of 2,500 EUR per staff member. Besides that, FRA annually organises wide range of Learning and Development activities including mandatory training (such as on the prevention of psychological and sexual harassment; unconscious bias as well as on ethics and integrity). These are complimented by various workshops and language training for integration of staff and also staff partners/spouses into the host city and for the third language requirements. Additional profession training is made available in online language courses, as well as via the Commission EU Learn portal etc.

E. GENDER REPRESENTATION

Table 1 - Data on 31/12/Year 2019 /statutory staff (only officials, AT and AC)

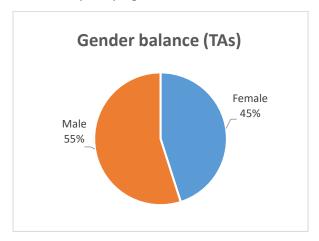
		Official		Tempo	orary	Contract	ontract Agents Gra		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%	
Female	Administrator level	0	0%	20	28%	9	30%	29	29%	
	Assistant level (AST & AST/SC)	0	0%	12	17%	10	33%	22	22%	
	Total	0	0%	32	45%	19	63%	51	50%	
Male	Administrator level	0	0%	27	38%	6	20%	33	33%	
	Assistant level (AST & AST/SC)	0	0%	12	17%	5	17%	17	17%	
	Total	0	0%	39	55%	11	37%	50	50%	
Grand Total		0	0%	71	100%	30	100%	101	100%	

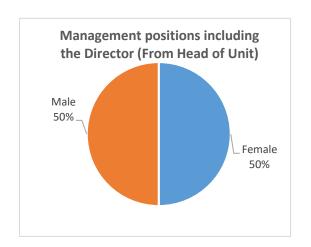
Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management

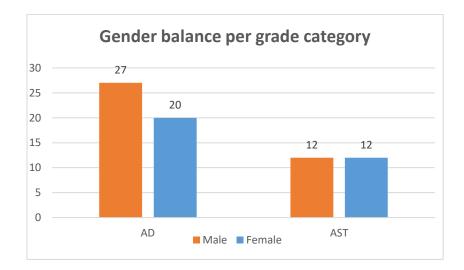
	2015		2019		
	Number	%	Number	%	
Female Managers	1	20%	3	50%	
Male Managers	4	80%	3	50%	

The charts below illustrate the staff breakdown by contract type and function group and the gender balance in 2019:

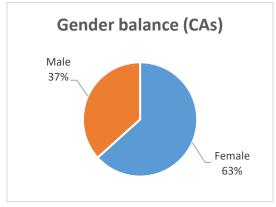
1. Temporary Agents:



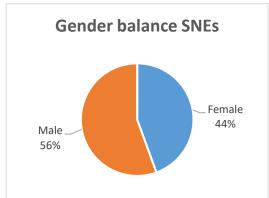




2. Contract Agents



3. Seconded National Experts (SNEs)



F. Geographical balance

Explanatory figures to highlight nationalities of staff (split per Administrator/CA FG IV and Assistant /CA FG I, II, III)

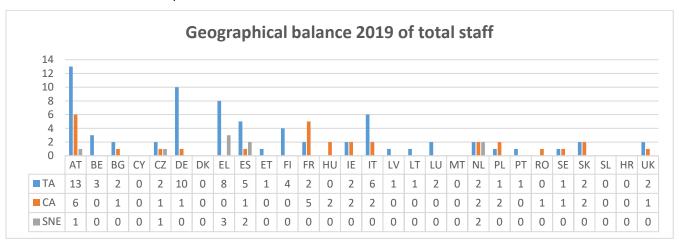
Table 1 - Table on 31/12/year 2019 - statutory staff only (officials, AT and AC)

Nationality	A	D + AC FG IV		C- AST + CA FGI/CA FGII/CA FGIII	TOTAL	
	Number	% of Total Staff members in AD and FG IV categories	Number	% of Total Staff members in AST SC/AST and FG I, II and III categories	Number	% of total staff
AT	10	16%	9	23%	19	18.8%
BE	1	2%	2	5%	3	3.0%
BG	2	3%	1	3%	3	3.0%
CY	0	0%	0	0%	0	0.0%
CZ	3	5%	0	0%	3	3.0%
DE	9	15%	2	5%	11	10.9%
DK	0	0%	0	0%	0	0.0%
EL	5	8%	3	8%	8	7.9%
ES	3	5%	3	8%	6	5.9%
ET	1	2%	0	0%	1	1.0%
FI	2	3%	2	5%	4	4.0%
FR	2	3%	5	13%	7	6.9%
HU	1	2%	1	3%	2	2.0%
IE	1	2%	3	8%	4	4.0%
IT	6	10%	2	5%	8	7.9%
LV	0	0%	1	3%	1	1.0%
LT	1	2%	0	0%	1	1.0%
LU	1	2%	1	3%	2	2.0%
МТ	0	0%	0	0%	0	0.0%
NL	3	5%	1	3%	4	4.0%
PL	3	5%	0	0%	3	3.0%
PT	0	0%	1	3%	1	1.0%
RO	1	2%	0	0%	1	1.0%
SE	1	2%	1	3%	2	2.0%
SK	3	5%	1	3%	4	4.0%
SL	0	0%	0	0%	0	0.0%
HR	0	0%	0	0%	0	0.0%
UK	3	5%	0	0%	3	3.0%
TOTAL	62	100%	39	100%	101	100%

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

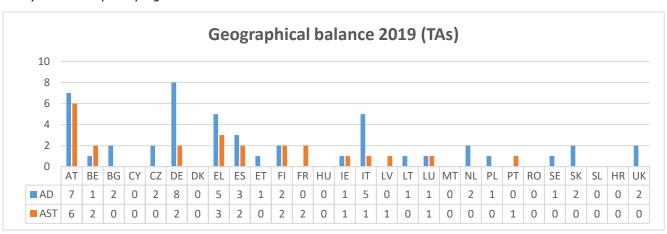
Most represented nationality	2015		2019	
	Number	%	Number	%
AT	17	17%	19	19%
Total	99	100%	101	100%

In 2019, the workforce of FRA covers 23 nationalities representing out of a total of 28 Member States. FRA will continue its effort to develop and to increase the number of nationalities.

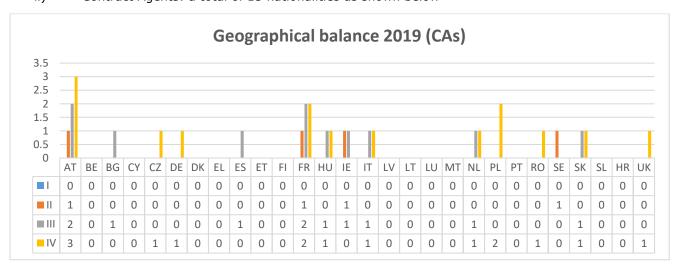


A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

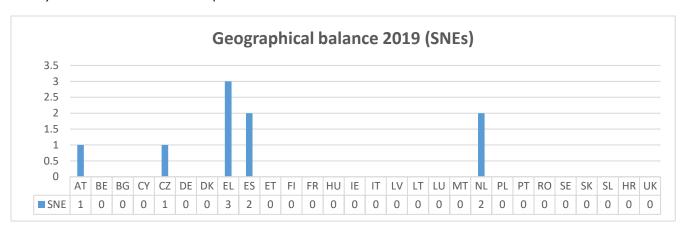
i) Temporary Agents: a total of 21 nationalities as shown below



ii) Contract Agents: a total of 15 nationalities as shown below



iii) Seconded national experts: a total of 5 nationalities as shown below



G. SCHOOLING

Agreement in place with the European School(s) of: No European School(s) exists in AUSTRIA						
Contribution agreements signed with the EC on type I European schools	Yes	No	X			
Contribution agreements signed with the EC on type II European schools	Yes	No	Х			
Number of service contracts in place with international schools:	4		•			

Description of any other solutions or actions in place:

Having regard to the Guidelines on Staff Policy in the European Regulatory Agencies as adopted by the European Commission on 16 December 2005 (C(2005)5304) and in particular to point 2.3.3 thereto, the European Union Agency for Fundamental Rights is implementing the MB Decisions [No. 2013/06] on childcare facilities costs for pre-school children of FRA staff http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf. and No. 2013/07] on Education costs for children of FRA staff http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013 07 education cost.pdf] by concluded Service Level Agreement(s) with service providers for the pre-schooling and schooling services.

Schooling is a key factor in enabling FRA to attract and to retain qualified staff members. In the absence of a European School and a European Section in Austria, the Management Board of the FRA in 2013 revised the two decisions, one regarding childcare facilities costs for pre-school children of FRA staff (MB decision 2013/06) and another one on education costs for children of FRA staff in Vienna or at no greater distance therefrom as is compatible with the proper performance of the staff member's duties (MB Decision 2013/07). According to these decisions the Agency has signed several service level agreements. Staff members enjoying the benefits of these measures are not entitled to receive the education allowances provided for in Article 3 of Annex VII of the Staff Regulations since the schools are considered as a non-fee paying ones.

H. STAFF WELLBEING

FRA acknowledges that wellbeing at work contributes to a positive working environment, improved staff engagement, improved health and productivity, increases job satisfaction, quality of life-work integration and improved overall organisational performance. Periodic, wellbeing survey's are conducted at the FRA and the next edition will be in 2020. Wellbeing is also included as a part of Learning and Development, where different trainings are provided that are connected with the wellbeing of staff, such as psychological and sexual harassment prevention, resilience, mindfulness etc. FRA staff invests in wellbeing activities that are a part of the working time such as running group, choir, theatre group etc.

I. TELEWORK

FRA acknowledges the need to provide a variety of working tools and solutions for its workforce. In this context teleworking is defined as an arrangement for organising and carrying out work outside the FRA premises. It is part of a modernising trend in organisations which focuses on result-based management and objective-driven performance to increase efficiency of operations.

On a voluntary basis, staff members have the right to request to telework. In assessing these requests, FRA takes into account the interest of the service in the specific circumstances.

ANNEX V Environmental management

The Agency over the last years undertook a number of actions to reduce its environmental footprint. The Agency is not EMAS registered and this is due to the limited resources available to it, human and financial, and because until recently it was not considered to be of a high priority. Having said that the Agency took considerable actions as indicated below:

- 1. Energy and water consumption: The Agency changed is electricity provider to a provider that produces energy from renewable sources.

 Furthermore, it changed its datacentre cooling system from a purely electricity one to an environmental friendly one, which operates based on the "heat exchange" principle. Meaning that if the outside temperature is below 25 degrees the datacentre is not cooled using electricity. This means that for about 7-8 months per year, the Agency makes use renewable sources to operate the datacentre cooling system.

 Moreover, the Agency is in the process of replacing its light bulbs to LED technology bulbs.
- 2. Waste management: The Agency takes measures to reduce internally generated waste and to sort the one generated. Different recycle bins are installed allowing staff to also contribute by sorting out their waste.
- 3. Paper use: The Agency is promoting the use of recycled paper for internal use. Also all its paper publications are using recycled and environmentally friendly material.
- 4. Building emissions to air: Measures to reduce, building emissions are linked to the heating system. It is provided by the district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating, hence reducing emissions.
- 5. Professional mobility: The Agency promotes the use of bicycle amongst its employees by offering a secure parking space inside its building. Also it supports and promotes the use of videoconference technologies, hence eliminating the need of mission travelling. Over the last years the use of videoconference is considerably increased. This results in CO2 emissions reductions.
- 6. Green Public Procurement (GPP): The Agency follows the practices of the Commission Services when publishing tenders which include provisions linked to GPP. For example, in tenders related to Facilities the use of environmentally friendly products is requested.

All the above activities indicate the practical measures taken by the Agency regarding environment management.

ANNEX VI Building policy

	Name, location and type of building	Other Comment
Information to be provided per building:	Schwarzenbergplatz11, Vienna, AT-1040, Austria	None
Surface area (in square metres) - Of which office space - Of which non-office space	5,546 3,704 1,842	It should be noted that the offices are accommodated in an old building which is renovated keeping its original layout and does not provide any luxurious modern amenities. In addition, the price per m2 for the net office space (i.e. 3704 m2) is on the lower end of the average prices in central Vienna areas.
Annual rent (in EUR)	804.245,85	None
Type and duration of rental contract	Lease agreement for an initial period of 10 years with the provision for an indefinite period.	Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome of these discussions it may decide to relocate to another building.
Host country grant or support	Based on a letter of intent received from the Austrian authorities, the host country will subsidise the rent by 1/3.	None
Present value of the building	N/A	None

ANNEX VII Privileges and immunities

	Privileges granted to staff					
Agency privileges	Protocol of privileges and immunities / diplomatic status	Education / day care				
The Agency is recognised as an international organisation.	The Director, the Heads of Department, the Heads of Sector and two designated senior staff members with grades AD9 or above, have been granted diplomatic status. They can claim VAT reimbursement and register tax free vehicles every two years.	In the absence of a European School and a European Sector In Austria the Agency has adopted two social measures: one regarding financial support to nursery schools and day care centres, and another one to Multi-lingual tuition for children of the Agency staff In Vienna.				
The Agency enjoys VAT exemption.	The Agency's staff members (the remaining Temporary Agents and all Contract Agents) can register a tax free vehicle every four years.	-				
No other privileges are offered to the Agency.	The Agency has been granted access to the UN Commissary, where staff members can purchase certain tax free items up to a limit based on their annual salary in accordance with the UN conditions.	-				

ANNEX VIII Strategy for the organisational management and internal control systems including their anti-fraud strategy as last updated

Internal Control systems

In 2018 the Agency revised and adopted a new Internal Control Framework (ICF) moving away from a purely compliance-based to a principle-based system, whereby the services are offered the necessary flexibility to adapt to their specific characteristics and circumstances while ensuring a robust internal control with a consistent assessment. This approach aims at helping the organisation to achieve its objectives and sustain operational and financial performance.

The Agency considers Internal control a process applicable at all levels of management and designed to provide reasonable assurance of achieving five objectives: (1) effectiveness, efficiency and economy of operations; (2) reliability of reporting; (3) safeguarding of assets and information; (4) prevention, detection, correction and follow-up of fraud and irregularities (5) adequate management of the risks relating to the legality and regularity of the underlying transactions.

The previous framework was based on standards and mandatory requirements, while the revised version relies on principles and characteristics.

The characteristics outlined for each principle are intended to assist management in designing, implementing and assessing internal control. They are non-mandatory and flexible, as they may be adapted to specific characteristics and circumstances. Accordingly, specific baselines are be established for each principle.

Moving to a principles-based system requires increased reliance on management's assessment in each Department.

Taking into account the Agency governance structure, the roles and responsibilities of the actors in the context of the implementation of the ICF are as follows:

Management Board

The Management Board provides continuous oversight for the internal control systems through the Consolidated Annual Activity Report and ongoing specific assessments.

Director

The Director is responsible for the functioning of the internal control system in the Agency. He must ensure that the internal control systems is in line with the Communication on the revision of the ICF and conduct an overall assessment of the presence and functioning of all internal control principles and components.

He signs a declaration of assurance annexed to the Annual Activity Report.

The Director must ensure the awareness and understanding of the ICF by all staff, in particular through training, information and support activities. In comparison to the previous ICF, the Director has more flexibility and autonomy in establishing the indicators and corresponding baselines and in performing the assessments. This allows him to take due account of the specific environment and needs.

Units

All managers are accountable for the achievement of objectives, both operational and internal control, and report in accordance with the applicable reporting arrangements within the Agency.

Units are primarily responsible for managing risk and controls on a day-to-day basis. This means that they execute the primary controls and take overall responsibility for the achievement of operational objectives and for the sound implementation of internal control. With the support of the Corporate services Department they implement and supervise the efficiency and effectiveness of the controls and are responsible for reporting to the Director. They are responsible for the design adequacy, efficiency and effectiveness of the control system in their environment and are the main source of assurance for the Director that the internal controls function effectively.

Head of Corporate services Unit in charge of Risk Management and Internal Control (RMIC)

The Head of Unit in charge of RMIC supports the Director in overseeing and monitoring the implementation of internal control within the Agency. He signs a statement annexed to the Annual Activity Report taking responsibility for the completeness and reliability of management reporting.

General Principles for the assessment of the Internal Control

The Financial Regulation requires that the budget shall be implemented in compliance with effective and efficient internal control.

The Agency must be able to demonstrate not only that the controls are place but also that these controls take account of the risks involved and that they work as intended.

Internal control principle 16 states that the Agency carries out continuous and specific assessments to ascertain whether the internal control systems and their components are present and functioning.

Therefore, before assessing the internal control system, the Agency sets its own baseline for each principle, as best adapted to its specificities and risks. These baselines are a starting point of known effective internal control from which regular monitoring and specific assessments can be implemented.

The baselines are dependent on the design of the internal control system implemented and how controls put into effect the principles. They should be expressed in terms of relevant and pertinent indicators. Where possible, these indicators should be quantitative.

Antifraud strategy

Taking into account the priorities set by the European Commission within the framework of the Common Approach on EU decentralised agencies, the need to pursue the European Commission's main objectives for its implementation and the guidance provided by the European anti-Fraud Office, in December 2014 FRA adopted its antifraud strategy and related action plan.

The overall objectives of FRA's antifraud strategy adopted in 2014 were:

- · Prevention through increased fraud awareness
- Strengthen the existing controls in a perspective of fraud prevention

The last revision of the anti-fraud strategy in 2018 took into account the lessons learnt in the implementation of the previous strategy over the past years, the latest trends and developments in the legislative framework and guidance received by the European Anti-Fraud Office.

The implementation of the internal control systems creates a reinforced overall environment in which fraud is prevented by the integrated application of different measures embedded in the Agency processes. Furthermore, the permanent contribution of the Internal Audit activities (IAS) and the Court of Auditors visits provides an independent assessment on the existing level of assurance.

Aiming to keep the risk of fraud at the minimum level allowing a sound financial management of its resources, the Agency, through this revision will strengthen the areas of prevention and detection continuing to raise awareness with regard to fraud matters among staff members and contractors, facilitating detection of possible fraudulent behaviours.

The current revision will also take into account the principle of proportionality, according to which the achievement of the strategy should not require disproportionate and excessively expensive inputs and should not jeopardise the operational activities.

Objectives and actions

During the past years of implementation FRA achieved the strategic objectives to reinforce a culture of high ethical behaviour and to strengthen the existing controls in a perspective of fraud prevention.

After the successful set up of this ethics framework, taking into account the proportionality principle and the available resources the Agency is now in a position to focus on continuous follow up and improvement of the measures taken, with special attention to continued communication and awareness raising and a regular review of key policies and procedures.

On the basis of the above considerations and taking into account the risk assessment, the Agency has identified the following strategic objectives in order to further improve the efficiency of fraud prevention within the already existing structure of internal controls.

- 1. Maintain and enhance an anti-fraud culture grounded on high levels of awareness, integrity, impartiality and transparency within the organisation.
- 2. Maintain an efficient system for internal reporting of suspicious behaviours.
- 3. Focus efforts on fraud risk-mitigation in identified areas of the organisation.
- 4. Regular follow up and monitoring of the existing ethics framework

Improve the staff's awareness of internal reporting and whistleblowing procedures.

ANNEX IX Evaluation of the FRA

Evaluation activities aim at assessing the performance and achievements of the programmes, projects, activities or organisation on the basis of a set criteria and indicators, in view of establishing findings and conclusions as well as recommendations for future programming or improvements to the current projects. Evaluation activities focus on measurement at the level of short-term impact, long term impact and aspirational impact as defined in the Performance Measurement Framework. Depending on at what stage of the project's life cycle the evaluation activities are conducted, there are different types of evaluation at FRA such as:

- Ex-ante evaluations and;
- Retrospective evaluations;

Based on the Financial Rules of the European Union Agency for Fundamental Rights an <u>ex-ante evaluation</u> supporting the preparation of programmes and activities shall be based on evidence, if available, on the performance of related programmes or activities and shall identify and analyse the issues to be addressed, the added value of Union involvement, objectives, expected effects of different options and monitoring and evaluation arrangements. The previous Implementing Rules to the Financial Rules of the FRA provided guidance on the approach to be taken for the ex-ante evaluation, in particular proposals for programmes, projects or activities occasioning budget expenditure or changes to the work programme for which the overall estimated expenditure exceeds 5% of the average operational expenditure of the preceding 3 years, shall be the subject of an ex-ante evaluation.

<u>Retrospective evaluations</u> shall assess the performance of the programme or activity, including aspects such as effectiveness, efficiency, coherence, relevance and EU added value. Retrospective evaluations shall be based on the information generated by the monitoring arrangements and indicators established for the action concerned. They shall be undertaken periodically and in sufficient time for the findings to be taken into account in ex-ante evaluations or impact assessments that support the preparation of related programmes and activities.

The previous Implementing Rules to the Financial Rules of the FRA provided guidance on the approach to be taken for the ex-ante evaluation, in particular programmes, projects or activities, including pilot projects and preparatory actions, where the resources mobilised of the estimated expenditure exceeds 10% of the average annual operational expenditure of the preceding 3 years, shall be the subject of an interim and/or ex post evaluation in terms of the human and financial resources allocated and the results obtained

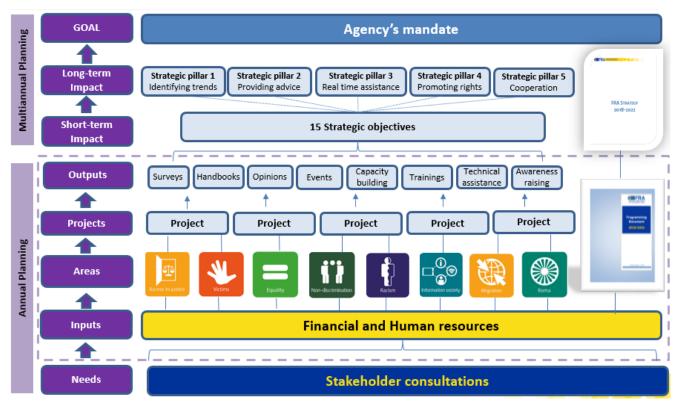
EX-ANTE EVALUATION

EX-POST EVALUATION

ANNEX X Performance Measurement Framework

Performance indicators are at the heart of the planning, monitoring, evaluation and reporting activities of the FRA. The indicators set in the Performance Measurement Framework (PMF) are used to measure FRA's performance. The PMF contains project level indicators describing the planned output of each project (number or reports, number of participants in each event etc.) and short term, long term and aspirational indicators, most of which can only be measured after the completion of project activities. The PMF is linked to both the Strategic plan and Annual Work Programmes. FRA's PMF is organised in a way, which supports the analysis of performance (i.e. monitoring and evaluation as well as reporting activities) at different levels of the Agency, i.e. project, activity, thematic area and at strategic levels.

Figure 1: Overview of the link among the Programming Document, Performance Measurement Framework and Target Repository



FRA's PMF includes an intervention logic and a list of the performance indicators along with the corresponding objective, judgment criteria, measures and sources and tools. The PMF brings all performance-related information and data under a logical framework. The FRA intervention logic illustrates the logical relationships between the resources (or inputs), activities, outputs and impacts of the intervention.

The indicator framework is directly linked to the FRA's logic model and accordingly provides a framework for measuring the extent to which FRA activities result in outputs and impacts. Each indicator is related to an objective, judgement criterion and a measure:

- > An objective is what an activity or a set of activities are aiming to achieve,
- A judgement criterion specifies an aspect of the FRA activities that will allow its merits or successes to be assessed; and,
- A measure specifies the unit of measurement and associated calculations to inform the value of the indicator or a judgement based on those criteria.

Indicators are differentiated by level of achievements (i.e. output, short term, long term and aspirational impacts) as per the levels of activities depicted in the logic model.

The multiannual planning perspective is incorporated in Section II of this document and the annual in Section III. Section II outlines the Agency's long-term approach towards Fundamental Rights concerns and sets specific objectives.

Section III provides information on the nature and objectives of projects and cross cutting activities to be carried out on an annual basis as well as the allocated human resources and available budgets. The annual planning is directly connected to the multiannual planning in terms of objectives and activities.

The PMF is linked to both the annual and multiannual planning. Each project is contributing towards the achievement of the strategic objectives of FRA.

A. FRA'S KEY PERFORMANCE INDICATORS

The table below contains the range of indicators identified to assess the results and achievements of FRA's activities. The indicators are differentiated by level of achievements – output, short-term impact, long-term impact and aspirational impact – and follow the levels of the intervention logic.

Output Indicators

- I1 Number of hearings or presentations to institutional stakeholders across levels of governance
- I2 Percentage of responses to requests for opinions and other advice
- I3 Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]
- I4 Number of good practices identified (per Thematic Area)
- I5 Number of publications produced (per thematic area
- I6 Number of relevant stakeholders receiving FRA information
- I7 Number of stakeholders receiving a copy of the publications
- I8 Number of documents produced whose purpose is to present methods and standards (including sets of indicators)
- 19 Number of networking events organised
- I10 Number of participants in FRA events
- I11 Number of material and tools produced related to awareness raising activities

Short-term Indicators

- I12 Proportion of key stakeholders that consider evidence and opinions provided by FRA are- relevant reliable- of high quality- useful
- I13 Proportion of key stakeholder and experts who consider that reliable, relevant and high quality information resulting from FRA Data collection, research and analysis activities is delivered to intended target group[by type of outputs]
- I14 Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society
- I15 Proportion of FRP and other network members/ stakeholders who consider the networking/collaboration activities organised by FRA to be useful to their organisation in order to promote fundamental rights
- I16 The proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contributes to a greater shared understanding of trends in fundamental rights
- I17 Proportion of stakeholders who came into contact with FRA as a result of the communication activities
- I18 Proportion of outputs [publications, opinions, communications, etc.] translated in all 24 official languages of the EU
- I19 Proportion of stakeholders who consider that they would not have found out about FRA if the latter was less active in communicating
- I20 Proportion of media coverage of FRA's activities [by type of awareness raising material and media channel

Long-term Indicators

- I21 Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings, Opinions and other policy advice directly influenced policy development in a manner which reflects the desired impacts of the Agency
- I22 The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings contributes to the development of policies and legislation in a manner which reflects the desired impacts of the Agency
- I23 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the development of legislation and policies in a manner which contributes to the desired impacts of the Agency
- I24 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the implementation of legislation and policies in a manner which contributes to the desired impacts of the Agency
- I25 Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation
- I26 Proportion of stakeholders who agree that FRA's range of activities influenced EU and Member States legislation and policies related to fundamental rights practice (a) at EU level (b) at MS level [By type of activities]
- I27 Proportion of stakeholders who agree that FRA's range of activities have actively contributed to the implementation of fundamental rights legislation and policies in practice (a) at EU level (b) at MS level [By type of activities]
- I28 Proportion of stakeholders who consider that existing legislation and policies are effective in guaranteeing fundamental rights
- I29 Proportion of stakeholders who consider that EU and Member State institutions effectively respect, protect and promote Fundamental Rights
- I30 Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights
- I31 Proportion of EU citizens who know about their fundamental rights and the Charter

B. MULTI-ANNUAL PROGRAMMING 2021-2023: INDICATORS AND TARGETS PER OBJECTIVE

The table below contains the relevant indicators and targets identified for each strategic pillar and objectives illustrated in Section 2 "Multi-Annual Programming 2020-2022". The indicators are recalled by a code, as explained in the table above.

Pillar 1: Identifying trends	: collecting and an	alysing comparable d	lata and evidence	
Stratogic objectives	Р	MF Indicators' path and	d assigned targets	
Strategic objectives	Output	Short-term	Long-term	Aspirational
	·	I13	I22	I26
1.1) Generating comparable, robust and reliable data and evidence to identify trends in the fulfilment of fundamental rights	Assessed separately for every individual project	Minimum target:70%	Minimum target:70%	Average target: 50%
		I12		
 Developing and using fundamental rights indicators to benchmark gaps and achievements 	Assessed separately for every individual project	Minimum target:70%		
1.3) Using analysis of data and evidence		I13	I22	I26
collected to generate fundamental rights assessments on the implications of mainstreamed policies and interventions at EU and national level	Assessed separately for every individual project	Minimum target:70%	Minimum target:70%	Average target: 50%
Pillar 2: Contributing to better I	aw making and imp	olementation: providi	ing independent a	dvice
	Р	MF Indicators' path and	assigned targets	
Strategic objectives	Output	Short-term	Long-term	Aspirational
	o a space	I13	I21	I26
2.1) Strengthening FRA's role as an independent core actor in informing EU law and policymaking	Assessed separately for every individual project	Minimum target:70%	Minimum target:70%	Average target: 50%
		I12	I22, I23	I27
2.2) Providing, upon request by EU institutions, opinions on the compatibility of legislative proposals with fundamental rights	Assessed separately for every individual project	Minimum target:70%	Minimum target: 70%	Average target: 50%
2.2) 2		I12	I24	I27
2.3) Providing fundamental rights advice to EU Member States when they are implementing EU law drawing on FRA expertise and evidence	Assessed separately for every individual project	Minimum target:70%	Average target: 70%	Average target: 50%
Dillar 2: Currenting rights complia	nt noliny responses	u providing real time	a acciptance and o	vnortice.
Pillar 3: Supporting rights-complia		MF Indicators' path and		xpertise
Strategic objectives	Output	Short-term	Long-term	Aspirational
3.1) Strengthening the delivery of real-time advice, assistance and expertise to EU institutions and Member States	Assessed separately for every individual project	I13 Minimum target:70%	I21 Minimum target: 50% (EU level) Average target: 50% (MS level)	I26 Average target: 50%
		I12, I13	I22	I26
3.2) Informing EU and national authorities on fundamental rights risks in priority areas	Assessed separately for every individual project;	Minimum target:70% Average target: 75%	Minimum target:70%	Average target: 50%
		I12, I14	I24	I27
3.3) Supporting on the ground responses to fundamental rights challenges	Assessed separately for every individual project	Minimum target:70% Average target: 50%	Average target: 30%	Average target: 50%
Pillar 4: Effect	tively promoting rig	hts, values and free	doms	
		MF Indicators' path and		
Strategic objectives	Output	Short-term	Long-term	Aspirational
		I16	I21	I31

4.1) Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%
		I15, I17	I21	I30
4.2) Creating a safe and inclusive space for dialogue with key and new actors to respond pressing human rights challenges and shape critical agendas	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%
		I17, I18, I19	I21	I30
4.3) Ensuring smart communications to maximise the effect of FRA outputs	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%

Pillar 5: Strengthening coop	eration with nation		ental rights actors	5:			
Strategic objectives PMF Indicators' path and assigned targets							
	Output	Short-term	Long-term	Aspirational			
		I13	I21	I26			
5.1) Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%			
		I14	I21	I30			
5.2) Supporting further the strengthening o the capacity of national and local human rights actors	Assessed separately for every individual project	Average target: 50%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%			
5.3) Assisting national authorities in		I12	I22				
developing data collection to create evidence-based approaches to rights protection and promotion across EU Member States	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target:70%				

C. ANNUAL PROGRAMMING 2021: INDICATORS AND TARGETS PER PROJECT

The table below contains the list of the multi-annual and new projects described in Section 3 "Work Programme 2020". For each project, several indicators and the relevant have been identified, in order to assess their achievements and impact.

	STRATEGI	C PROGRAMME A – F	AIR AND EQUAL SOC	ZIETIES		
	Area	of activity: Equality a	and non-discriminati	on		
Draiosta		-	PMF Indicators' path an	d assigned targets		
Projects	Output category	Output type	Output description	Output Indicators ¹⁰	Target	Output category
A 1.1 Roma Survey 2020	-	-	-	-	-	-
A 1.2 EU Survey on immigrants and	-	-	-	-	-	-
descendants of immigrants						
A 1.3 EU LGBTI Survey II	-	-	-	-	-	-
A 1.4 Aging in digital societies: enablers and barriers to older persons exercising	-	-	-	-	-	-
their rights						
A 1.5 Social rights in the digital age	-	-	-	-	-	-
A 1.6 – Additional activities in the area of	-	-	-	-	-	-
"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"						
	Area of ac	tivity: Integration a	nd social inclusion of	Roma		
Duoiseta		F	PMF Indicators' path an	d assigned targets		
Projects	Output category	Output type	Output description	Output Indicators	Target	Output category
A 2.1 – Technical assistance and	-	-	-	-	=	-
capacity building in the area of						
"Integration and social inclusion of Roma						
	Area of acti	vity: Racism, xenopl	nobia and related into	olerance		
Drojects		F	PMF Indicators' path an	d assigned targets		
Projects	Output category	Output type	Output description	Output Indicators	Target	Output category
A 3.1 – Antisemitism: Data collection and analysis	-	-	-	-	-	-
A 3.2 - Capacity building and technical	-	-	-	-	-	-
assistance in the area of hate crime						
A 3.3 - Online database on anti-Muslim	-	=	-	-	=	-
hatred						
A 3.4- Additional activities in the area of	-	-	-	-	-	-
"Racism, xenophobia and related intolerance"						

¹⁰ Please refer to the list of indicators described in Annex X, Section A "FRA'S KEY PERFORMANCE INDICATORS"

		Area of activity: Ri	ghts of the Child			
Duningto			PMF Indicators' path and	d assigned targets		
Projects	Output category	Output type	Output description	Output Indicators	Target	Output category
A 4.1 – Providing fundamental rights expertise on child protection and participation		-	-	-	<u>-</u>	-
A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child	-	-	-	-	-	-
A 4.3 – Children and young people's experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys	-	-	-	-	-	-
			DIGITAL AND SECURE			
Area of a	ctivity: Information society				onal data	
Projects			PMF Indicators' path an			
· ·	Output category	Output type	Output description	Output Indicators	Target	Output category
B 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups	<u>-</u>	-	-	-	-	-
B 1.2 -Preventing unlawful profiling	-	ī	-	-	-	-
B 1.3– Artificial Intelligence, Big Data and Fundamental Rights	-	+	-	-	-	-
B 1.4 – Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"	-	-	-	-	-	-
B 1.5 – Handbook on European law relating to cybercrime and fundamental rights	-	-	-	-	-	-
	Area of activi		ion, except in crimina			
Projects			PMF Indicators' path an			_
· ·	Output category	Output type	Output description	Output Indicators	Target	Output category
B 2.1 – Presumption of Innocence: procedural rights in criminal proceedings	-	-	-	-	-	-
B 2.2 - Additional activities in the area of "Judicial cooperation, except in criminal matters"	-	-	-	-	-	-
B 2.3 – The impact of counter-terrorism legislation on fundamental rights	-	-	-	-	-	-
	Area of a		rime and access to ju			
Projects			PMF Indicators' path and			
•	Output category	Output type	Output description	Output Indicators	Target	Output category
B 3.1 Business and Human Rights: Consumer Protection and the Environment	-	-	-	-	-	-

B 3.2 – Fundamental rights survey - establishing a EU-wide survey on trends	-	=	-	-	-	-
in fundamental rights						
B 3.3- Justice for all: Equal access to	-	-	-	-	-	-
criminal justice for all victims of crimes						
against the person? B 3.4 – Additional activities in the area	_		_		_	
of "Victims of crime and access to	-	-	-	-	-	-
justice"						
B 3.5 – Providing ad-hoc fundamental	-	-	-	-	-	-
rights expertise in the area of justice, for						
and security of citizens			NECO ATTOM AND AC			
			MIGRATION AND AS			
	Area of Activity: Migration		PMF Indicators' path an			
Projects	Output category	Output type	Output description	Output Indicators	Target	Output catagon/
C 1.1 – Providing fundamental rights	Output category	- Output type	output description	Output Indicators	Target -	Output category
expertise in the area of home affairs	-	-	_	-	_	_
C 1.2 – Periodic overviews of migration	-	-	-	-	-	-
related fundamental rights concerns						
C 1.3 – Providing fundamental rights	-	-	-	-	-	-
expertise to address operational						
challenges C 1.4 The fundamental rights situation of						
long-term residents in the EU	-	-	-	-	-	-
iong term residents in the Es	STRATEGIC PRO	GRAMME D - SUPPO	RTING HUMAN RIGH	TS SYSTEMS		
	Area of activ		ivities covering all M			
Projects		F	PMF Indicators' path an			
	Output category	Output type	Output description	Output Indicators	Target	Output category
D 1.1 – EU Fundamental Rights	-	-	-	-	-	-
Information System – EFRIS D 1.2 – Cooperation with Member States						
and with human rights and equality	-	-	-			
				-	-	-
bodies at national level				-	-	-
D 1.3 – Fundamental Rights Platform	-	<u>-</u>	-	- -	-	-
D 1.3 – Fundamental Rights Platform and cooperation with civil society	-	-	-	-	-	-
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights	-	- -	-	- -	-	-
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions,	-	-	-	- -	-	-
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	-	-	- - -	- - -	- - -	- - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of	-		-		-	- - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making	- - -	- - -	-	- - -	- - -	- - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU	- - -	- - -	-	- - -	- - -	- - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU Framework required by Article 33 (2) of	-	- - -	-	- -	- - -	- - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons	-	-	-	- - -	-	- - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities	-	- - -	- - - -	- - -	- - -	- - - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons	-	- - - -	-	- - - -	- - -	- - - -
D 1.3 – Fundamental Rights Platform and cooperation with civil society D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities D 1.7 Providing technical assistance to	-	- - -	- - -	- - -	- - -	- - - -

D 1.8 - Bodies of the Agency	_	_	_	_	=	_		
D 1.0 Dodies of the Agency	STRATEG	STC PROGRAMME F -	COMMUNICATING RI	GHTS		L		
			tivities covering all M					
PMF Indicators' nath and assigned targets								
Projects	Output category	Output type	Output description	Output Indicators	Target	Output category		
E 1.1 – Annual Reports	-	- '	-	-	-			
E 1.2 – Raising awareness and	-	-	-	-	-	-		
effectively promoting rights								
E 1.3 – Production and dissemination of	-	-	-	-	-	-		
FRA output								
E 1.4 - Fundamental Rights Forum 2021	<u>-</u>	-	-	-	=	-		
	STRATEGIC F		IER OPERATIONAL AC	CTIVITIES				
		Other activities cove	ring all MAF areas					
O 1.1 Performance, Monitoring and Evaluation	-	-	-	-	-	-		
O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders	-	-	-	-	-	-		
		Other Operationa	al Expenditure					
F 1.1. Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	-	-	-	-	-	-		
F 1.2. Technical assistance to NSI Bulgaria for generating data on hard-to- reach populations at risk of violation of their fundamental rights	-	-	-	-	-	-		
F. 1.3 –Technical assistance to the Polish Ministry of Justice for ensuring child- friendly justice in civil and criminal proceedings	<u>-</u>	-	-	-	-	-		
F 1.4 – Technical assistance to Greece in the field of migration	-	-	-	-	-	-		
F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity-building	<u>-</u>	-	-	-	-	-		

D. KEY PERFORMANCE INDICATORS FOR THE DIRECTOR

In line with the Commission Guidelines on key performance indicators (KPI) for directors of EU decentralised agency, the following objectives, indicators and targets for the FRA's Director are identified:

OBJECTIVE	KPI	TARGET
Work programme fully implemented	Timely submission of the draft Programming document to the Management Board and to the European Commission	December N-2 January N-1 December N-1
throughout the year and such implementation is	Percentage of completion of the activities of the AWP/Programming document	80%
reflected in the Annual Activity Report for such a year	Timely achievement of objectives of the Programming document Timely submission of documents foreseen for publication in the AWP/Programming document/Annual activity report and in particular of the (annual) Fundamental Rights Report, in cooperation with the Scientific Committee	80%
Swift, timely and full use of	Rate (%) of implementation of Commitment Appropriations	> 95%
the financial and human resources allocated by the	Rate (%) of cancellation of Payment Appropriations Rate (%) of outturn (Total payments in year N and carry-forwards to	< 5%
budgetary authorities	Year $N+1$, as a % of the total EU funding and fee income, where applicable, received in Year N)	> 95%
	Rate (%) of payments executed within the legal/contractual deadlines	> 80%
	Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable')	90%
Timely implementation in the adequacy and	Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31st December)	< 5% of total posts
effectiveness of internal control systems	Positive review of agency publications containing Opinions through the FRA Opinions Committee	100%
Control systems	Delivery of positive opinions by the Scientific Committee on agency publications	100%
	Ex-ante and ex-post evaluations of projects are implemented based on the Annual Evaluation plan	80%
		.
	Organisation of satisfaction surveys / engagement surveys within the Agency	1 every two years
Evidence of the level of staff wellbeing	Annual average days of short term sick leave per staff member Member of staff complaining under Article 90 (2) SR per 100 staff members	< 8 < 5
	Formal presentations to the European Parliament and Council (incl. its preparatory bodies)	> 4
	Country visits to present the Agency's work	4
	Number of interviews or mentions of FRA Director in different media outlets	12 in a year
External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders	Cooperation meetings with the Agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform)	> 200 bilateral meetings > 15 stakeholder meetings at FRA 1 NLO meeting 1 major event (Fundamental Rights Forum) > 6 visits to EU institutions, bodies and agencies

ANNEX XI Risks Year 2021

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

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

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

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

Risk typology

The risk types for each process are classified in the following groups

Е	External
I1	Internal/Planning, processes, systems
I2	Internal/People, organisation
13	Internal/Legality, regularity
14	Internal/Communication information

R	isk details	Assessment of the risks			Management of the risks					
		Potential impa					npact			
Risk Type	Description of the risks	Possible consequences	Likelihood of occurrence	Objectives	Financial	Reputation	Residual risk L*I	Action owner	Action	
E	New data protection regulation not applied. – Accountability principle	Loss of confidence in the Agency. Reputational risk in case of an incident	Medium 2	Significant 2	Significant 2	Significant 2	Medium 4	CS	- Review and adaptation of existing internal process to meet the new data protection regulation provisions - Awareness raising amongst MT and staff - Appointment of the Deputy Data Protection Officer	
Е	Brexit impact in terms of budget and staffing due to absence of information.	Decisions taken based on	Medium 2	Significant 2	Significant 2	Significant 2	Medium 4	ALL	- Ensure strict monitoring via networking and official information by the EC. Early detection of potential consequences	

		incomplete information. Budgetary constraints. Inability to reallocate resources due to the lack of personnel.							in terms of budget and staff cuts. - Inform continuously the UK staff members. - Strict monitoring of the information via networking channels with DG BUDG.
E	Transitional period with new FRANET contractors leading to: -risk of unavailability of data and/or collection capacity in different MSsrisk of failure in collecting all necessary data relating to FR due to inefficient organisation of the data collection process.	Incomplete analysis. Loss of confidence in the Agency. Inappropriate action taken by the Agency.	Medium 2	Significant 2	Limited 1	Limited 1	Medium 4	Research	- Increase monitoring of new FRANET members and provide the necessary information on the required quality standards Reinforce internal review of deliverables.

ANNEX XII Procurement plan Year 2021 (Financing Decisions)

STRATEGIC PROGRAMME A - FAIR AND EQUAL SOCIETIES

Area of activity: Equality and non-discrimination

A 1.1 - Roma Survey 2020

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 110,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 1.2 - EU Survey on immigrants and descendants of immigrants

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 2,500,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 1.3 - EU LGBTI Survey II

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 45,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 1.4 Aging in digital societies: enablers and barriers to older persons exercising their rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 300,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 1.5 Social rights in the digital age

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 110,000 (3rd priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item.
Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 1.6 – Additional activities in the area of "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"

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 70,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

Area of activity: Integration and social inclusion of Roma

A 2.1 – Technical assistance and capacity building in the area of "Integration and social inclusion of Poma"

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 100,000 (1st priority)

Budget line: B0-3130 Integration and social inclusion of Roma 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: 5

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

Area of activity: Racism, xenophobia and related intolerance

A 3.1 - Antisemitism: Data collection and analysis

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 5,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 3.2 - Capacity building and technical assistance in the area of hate crime

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 40,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 3.3 - Update of FRA's online database on anti-Muslim hatred

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 80,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A 3.4 - Additional activities in the area of "Racism, xenophobia and related intolerance"

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 40,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

Area of activity: Rights of the Child

A 4.1 - Providing fundamental rights expertise on child protection and participation

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 40,000 (1st priority)

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: study

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: 4th quarter of the year

A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 80,000 (1st priority)

and EUR 170,000 (3rd priority)

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract
Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

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

A 4.3 – Children and young people's experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 54,000 (3rd priority)

Budget line: B0-3120 Rights of the child

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: 4th quarter of the year

STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES

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

B. 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 400,000 (1st priority) Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal 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: 5

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

B 1.2 Preventing unlawful profiling

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 40,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal 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: 5

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

B 1.3- Artificial Intelligence, Big Data and Fundamental Rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 35,000 (1st priority) Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

B 1.4 – Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

B 1.5 - Handbook on European law relating to cybercrime and fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 45,000 (1st priority) Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

Area of activity: Judicial cooperation, except in criminal matters

B 2.1 - Presumption of Innocence: procedural rights in criminal proceedings

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 15,000 (1st priority)

Budget line: B0-3230 Victims of crime and access to justice Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

B 2.2 - Additional activities in the area of "Judicial cooperation, except in criminal matters"

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)

Budget line: B0-3230 Victims of crime and access to justice Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

B 2.3 - The impact of counter-terrorism legislation on fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)

Budget line: B0-3230 Victims of crime and access to justice Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

Area of activity: Victims of crime and access to justice

B 3.1 Business and Human Rights: Consumer Protection and the Environment

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 90,000 (3rd priority)

Budget line: B0-3230 Victims of crime and access to justice

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: 8

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

B 3.2 - Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 120,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

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: 8

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

B 3.3- Justice for all: Equal access to criminal justice for all victims of crimes against the person?

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 16,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

B 3.4 - Additional activities in the area of "Victims of crime and access to justice"

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

B 3.5- Providing ad-hoc fundamental rights expertise in the area of justice, for and security of citizens

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM

Area of activity: Migration, borders, asylum and integration of refugees and migrants

C 1.1 - Providing fundamental rights expertise in the area of home affairs

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 290,000 (1st priority) and EUR 250,000 (3rd priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

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 quarter of the year

C 1.2 - Periodic overviews of migration related fundamental rights concerns

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 300,000 (1st priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

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: 20

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

C 1.3 - Providing fundamental rights expertise to address operational challenges

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 60,000 (1st priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract
Type of procurement: service

Indicative number of contracts envisaged: 3

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

C 1.4 - The fundamental rights situation of long-term residents in the EU

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 500,000 (1st priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract
Type of procurement: service

Indicative number of contracts envisaged: 3

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

STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity: Projects and activities covering all MAF areas

D 1.1 - EU Fundamental Rights Information System - EFRIS

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 50,000 (1st priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: promotion and communication activities

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.2 - Cooperation with Member States and human rights bodies at national level

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 210,000 (1st priority)

and EUR 40,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.3 - Fundamental Rights Platform and cooperation with civil society

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 157,000 (1st priority)

and EUR 30,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.4 - Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 90,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.5 - 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 2021 amounts to EUR 112,000 (1st priority) and EUR 30,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.6 - Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 20,000 (1st priority)

Budget line: B0-3400 Supporting Human Rights systems Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.
Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 100,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

D 1.8 - Bodies of the Agency

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 250,000 (1st priority)

and EUR 10,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS Area of activity: Projects and activities covering all MAF areas

E 1.1 - Annual Reports

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 430,000 (1st priority) and EUR 30,000 (3rd priority)

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: research

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 29

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

E 1.2 - Raising awareness and effectively promoting rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 200,000 (1st priority)

and EUR 50,000 (3rd priority)

Budget line: B0-3500 Communication and awareness raising Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

E 1.3 - Production and dissemination of FRA output

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 475,000 (1st priority)

Budget line: B0-3500 Communication and awareness raising Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

E 1.4 Fundamental Rights Forum 2021

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 450,000 (1st priority)

Budget line: B0-3500 Communication and awareness raising Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

STRATEGIC PROGRAMME O - OTHER OPERATIONAL ACTIVITIES

Other Activities covering all MAF areas

O 1.1 Performance, Monitoring and Evaluation

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 50,000 (3rd priority)

Budget line: B03701 - Research and data

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders

Budget line: B03701 - Research and data

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

Other Operational Activities

F 1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 214,286 (3rd priority)

Budget line: B04000 - Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

F 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 2021 amounts to EUR 88,854 (3rd priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

F 1.3 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 100,000 (3rd priority)

Budget line: B04010 - Partnership agreements 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: Choose an item.

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

F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Technical assistance to Greece in the field of migration

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 296,800 (3rd priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity-building

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 147,014 (3rd priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item. Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

ANNEX XIII Strategy for cooperation with third countries and international organisations

FRA's cooperation and engagement with international organisations (IGOs) is based on specific provisions in <u>Council Regulation no 168/2007</u>¹¹ (Founding Regulation) and is consistent with the list of actions established by the <u>Common Roadmap on EU Agencies</u>¹². FRA's engagement with international organisations serves to:

- a) ensure complementarity and synergy with international organisations active in the field of human rights (in accordance with Article 5 of the Founding Regulation);
- b) develop cooperation and coordinate activities to that effect;
- c) share expertise and knowledge within the international human rights system; and
- d) contribute to the overall effort of EU institutions and bodies to achieve greater coherence between external and internal fundamental / human rights policies.

As required by the Founding Regulation, FRA collaborates systematically with the:

- Council of Europe (CoE);
- United Nations (UN);
- Organization for Security and Co-operation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR);

In addition, the Agency engages with other international or regional organisations and entities active in the area of FRA's competence, such as the EEA and Norway Grants Financial Mechanism Office, the World Bank, the Organisation for Economic Co-operation and Development (OECD), the International Organisation for Migration (IOM), the European Broadcasting Union, etc.

External engagements with third countries are limited, with the Agency primarily responding to requests, which are triggered by/consulted with the European External Action Service or the European Commission. FRA's international activities are closely coordinated with the European Commission and EEAS in line with an existing working arrangement, to ensure coordination and coherence with the EU's overall external policy priorities.

Cooperation with the Council of Europe

The cooperation between the Agency and the CoE has evolved in recent years, with the continued aim to improve coordination of activities and synergies between FRA and the Secretariat, the Parliamentary Assembly, the European Court of Human Rights, the Commissioner for Human Rights, the European Committee of Social Rights (ECSR), the European Commission against Racism and Intolerance (ECRI) and other bodies and monitoring mechanisms of the CoE.

In 2021-2023, the established institutional cooperation will continue through amongst others: a) participation of the CoE appointed independent member in the Management and Executive Boards of the FRA; b) representatives of the CoE Secretariat participating as observers in FRA Management Board meetings; c) annual exchanges of views between the Committee of Ministers' Rapporteur Group on External Relations (GR-EXT), the independent person appointed by the CoE, the Chairperson of FRA Management Board and FRA Director; d) consultations between FRA and the CoE during the preparation of the FRA Annual Work Programmes and annual Fundamental Rights Report; e) an annual visit by the FRA director to the CoE, including meetings with the COE Secretary-General, the Commissioner for Human Rights, a presentation to the Committee of Ministers and a presentation to the CoE's Steering Committee for Human Rights (CDDH); f) submission of relevant country data for CoE's Monitoring Bodies periodical country reports and visits; and g) CoE's Conference of INGOs participation in the FRA's Fundamental Rights Platform.

FRA will continue its cooperation with the CoE and the European Court of Human Rights for the production of handbooks on European law. The handbooks deal with very diverse and key topics such as data protection; asylum,

¹¹ FRA's Founding Regulation stipluates in Article 5 (2) (c) that "in pursuing its activities, the Agency shall, in order to achieve complementarity and guarantee the best possible use of resources, take account, where appropriate, of information collected and of activities undertaken, in particular by the Council of Europe (...], the Organisation for Security and Cooperation in Europe (OSCE), the United Nations and other international organisations. A particularly close cooperation is foreseen with the Council of Europe (see Article 9). Moreover, Article 8 (2) (b) states that "to help carry out its tasks, the Agency shall cooperate with the Organisation for Security and Cooperation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR), the United Nations and other international organisations".

¹² List of Actions established by the Common Roadmap on EU Agencies, point 44: Ensure the relations with stakeholders (e.g. the United Nations and other international organisations, sister agencies in third countries and Member States' agencies) are coherent with their mandate, the institutional division of tasks in international relations, EU policies and priorities, and Commission's actions.

borders and immigration; non-discrimination; rights of the child; and access to Justice. In the future the topic of cybercrime and fundamental rights will also be addressed. These handbooks are in high demand among legal professionals and have often filled an important gap in the provision of training materials in the official languages of EU Member States.

FRA will continue cooperating with the CoE in developing the European Union Fundamental Rights Information System (EFRIS) during 2021-2023. This online tool provides accessibility and visibility to EU Member States human rights obligations under international human rights law and to the assessments by the various monitoring mechanisms of the Council of Europe and the United Nations. It provides access to such human rights data, allowing among other things for country-focused searches, through a single access point.

In the period 2021-2023, FRA will continue to strengthen operational cooperation with the CoE in various thematic areas, including: combating racism, xenophobia and other forms of intolerance; equality and non-discrimination; asylum and migration; information society, data protection and artificial intelligence; the rights of the child; Roma and travellers; rights of LGBTI persons; national human rights institutions (NHRIs) and national human rights action plans; civil society space; human rights at the local level; the HELP Programme; sustainable development goals (SDGs); and communicating human rights.

Cooperation with the United Nations

FRA will continue enhancing the working engagement with the United Nations Office of the High Commissioner for Human Rights (OHCHR) and other UN relevant bodies, funds, specialised agencies and also with other organisations within the UN system on an ad-hoc basis. In the period 2021-2023, the on-going institutional cooperation will develop through: a) a bi-annual FRA-OHCHR Management Team dialogue; b) an annual meeting between the FRA director and the High Commissioner; c) an annual FRA-UNODC management team meeting; d) ad hoc presentation to UN Treaty Bodies and Committees (including CERD, CRC); e) submission of relevant country data to support UN Treaty Monitoring Bodies periodical country reports and visits; f) participation in annual meetings of Regional Human Rights Mechanisms' focal points for cooperation, as well as workshops on regional arrangements.

FRA will continue the development of the European Union Fundamental Rights Information System (EFRIS) also in cooperation with the UN.

FRA will also continue its cooperation with the UN regarding the development of the Agenda 2030, including participation in the regional preparatory forum and the High Level Political Forum on Sustainable Development.

FRA will continue operational cooperation in different thematic areas, including: contribution and participation in working groups to develop indicators; combating racism, xenophobia and other forms of intolerance; asylum and migration; information society, data protection and artificial intelligence; the rights of the child; rights of LGBTI persons; the protection and promotion of the rights of the Roma population; national human rights institutions (NHRIs) and national human rights action plans; civic space; human rights at the local level; and communicating human rights.

Cooperation with OSCE-ODIHR

FRA will continue to cooperate with the OSCE mainly in its 'human dimension' activities as they relate to FRA's thematic areas of work. FRA will aim to contribute to the work of the OSCE Chairmanships and their thematic Personal Representatives. The Agency will also aim to participate in Human Dimension Committee as well Human Dimensions Implementation Meetings and seminars. FRA will continue enhancing its cooperation with ODIHR, with the OSCE Secretariat (in particular the office of the Senior Adviser on Gender Issues and of the Special Representative and Coordinator for Combating Trafficking in Human Beings); the OSCE High Commissioner on National Minorities and the Representative on freedom of the media. The FRA Director will attend the EU-OSCE High Level Meeting.

FRA will also continue its operational, country level cooperation with ODIHR and with the OSCE field operations as relevant, including activities in EU Member States and States having an Observer status at FRA in different thematic areas, such as: hate crime recording and reporting; support for the activities of national human rights institutions; protection and promotion of the rights of Roma and Sinti; protection of the civic space and human rights defenders; and communicating human rights.

Engagement with third countries

The Agency's geographical coverage is the EU and also countries with observer status in the Agency's work (currently North Macedonia and Serbia). In the period 2021-2023, other Western Balkan countries may gain observer status in the Agency. This would allow for a more comprehensive inclusion of the Balkan region in FRA projects and data collection. This in turn may allow FRA to better respond to the interconnectedness of fundamental issues within the region and also in relation to EU Member States.

FRA DRAFT PROGRAMMING DOCUMENT 2021-2023 ANNEX XIII: Str

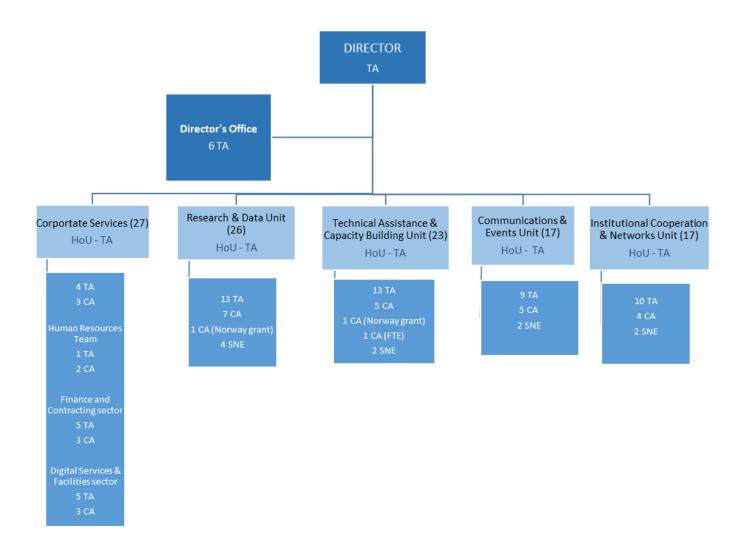
ANNEX XIII: Strategy for cooperation with third countries and international organisations

FRA engages with third countries, at the request of the European Commission and the European External Action Service, with the main aim to share knowledge and expertise. When the Agency shares its findings, expertise and methodologies with countries or regions outside the Agency's geographical scope, priority is given to multilateral fora where the Agency can simultaneously inform a number of non-EU countries about its work. Examples include: Human Rights Dialogues, country delegations visiting FRA, and participation in the Inter-agency (JHA) task force on the Western Balkans. The Agency's participation in EU human rights dialogues with other non EU-partners is limited to around three per year.

ANNEX XIV Organizational Chart

Organisational structure:

The structure of the Agency at 01.10.2019 is composed of the Director with his Director's Office (including (a.o.) the Scientific Adviser, Adviser on Communication and Accounting Officer) and five units as shown below:



ANNEX XV: Support Activities

ANNEX XV Support Activities

CORPORATE SERVICES

Digital services & Facilities

The Digital Services and Facilities (DSF) sector is within the Corporate Services department and it provides the underlying ICT & Facilities infrastructure and services to the Agency. It is responsible for the provision and management of the ICT infrastructure, datacentre, ICT applications and systems. It also covers facilities services that include building maintenance, security and reception services.

Description of the activity in 2021					
Objectives	Outputs	Indicators	Targets	Expected results	
To ensure proper execution of Title II	- Timely execution of Title II commitments (approx. 100 transactions) and payments (approx. 250 transactions)	 % of budgetary execution % of executed budget by Oct	>95% >80%	99% 80%	
To ensure the maximum uptime of ICT systems during working hours	 Uninterrupted delivery of ICT systems excluding planned maintenance periods 	- % of ICT systems uptime	99,99 %	99,99%	
To ensure timely responses on ICT & Facilities requests as foreseen in the related procedures	Timely delivery of ICT & Facilities services	- % of requests to be delivered in accordance with the foreseen procedures timelines	97%	97%	
To ensure all ICT change requests are authorised	- Delivery of ICT change requests	- % of authorised change requests	- 100%	- 100%	
To decrease the environmental footprint of the Agency	- Reduce energy and heating consumption	- % reduction on energy and heating consumption	5% reduction	5% reduction	
	Resources fo	r the activity in 2021			
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total	
	5	3	0	8	
Budget available					

Finance and Contracting

The Finance and Contracting sector provides service-oriented services, ensures sound financial management of the Agency's resources (effectiveness, efficiency and economy of operations) as well as compliance with the applicable rules (legality and regularity). The sector produces reliable 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 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 enter 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.

Description of the activity in 2021				
Objectives	Outputs	Indicators	Targets	Expected results

To maintain high level of financial management services	- 700 budgetary commitments - 3,200 payments	 % of budgetary execution % of outturn % of delayed payments Number of ex-post exceptions registered Fulfilment of recommendations given by IAS/ECA 	- >95% - >95% - <10% - =< compared to previous year - >95%	- 100% - 99% - <5% - = < compared to previous year - 100%
To provide timely and reliable financial management reports	- Monthly execution reports	- No. of days between the end of the month and the publication of the report	- <15	- 7
Increase efficiencies and productivity in the financial circuits	- Paperless workflows	- Time required for the completion of each financial workflows	- Reduced by 10%	- Initially reduced by 5%
Mission management	- Timely process of mission claims - Effective management of the travel agency contract	- % of missions execution - Timely management of the travel agency	- >80% of the mission claims and invoices from the travel agency are paid within the 30 days deadline	- 90% of the mission claims and invoices from the travel agency are paid within the 30 days deadline

Description of the activity in 2021				
Objectives	Outputs	Indicators	Targets	Expected results
To provide legal and regular procurement procedures	- 20 tendering procedures - 660 contracts	No. of failed procedures No. of complaints from unsuccessful economic operators No. of complaints after the General Court, presented by bidders and/or contractors Amount of damages payed	- <5% - <5% - <1 <€5,000	- <2% - <2% - 0
Increase efficiencies and productivity in the procurement circuit	 Enhance of local systems for the management of tenders and contracts 	Time required for the completion of each procurement procedure	- Reduced by 10%	- Reduced by 10%
	Resources	for the activity in 2021	l	
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total 8
Budget available	3	3		

Quality Management

The Quality Management team coordinates the implementation of the FRA Quality Management System and ensures its continual improvement. In this context the main responsibilities are: Risk management, process design, liaison

with the Internal Audit Service, compliance checks and continuous monitoring on the implementation of the internal controls and the necessary corrective and preventive actions.

	Description of the activity in 2021				
Objectives	Outputs	Indicators	Targets	Expected results	
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	Process description in the appropriate procedures and continual update for effectiveness.	- No. of procedures revised and time for quality review.	- Quality revision within 2 weeks	- < 2 weeks	
Revision of quality management measures at project level (research) after restructuring.	Quality checks at project level (on demand).	- Execution of quality checks and issuance of improvement recommendations.	 100% of requested interventions performed within the agreed time line. 	- 100%	
Adoption and introduction of the new internal control framework, check for compliance. Assessment of full compliance with ISO 9001 Standards.	Gap analysis	- Assessment of compliance (% estimate)	 90% compliance with the new ICS framework 90% compliance with ISO 	- 90% - 90%	
Annual risk management and effective preventive measures	Annual risk assessment exercise and adoption of the risk register.	- No. of agreed preventive actions and follow up.	Risk assessment and issuance of the register completed by April and 80% of preventive actions undertaken within the agreed deadline	- April 2020 - 75 %	
Extension of ex post controls methodology and introduction of internal quality checks at process level	Adoption of a compliance check plan for internal processes and implementation.	- Level of implementation of the plan.	- 80% plan implemented	- 80%	
Liaise with external auditing bodies for the follow up of corrective and preventive actions, preparation of Audits	Prompt action on raised recommendations	- Level of implementation of the plan.	90 % actions taken on the recommendations by the agreed deadline	- 90%	
	Resources	for the activity in 202			
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total 2	
	1	1			

Budget available	0

Planning

The main aim is to set up and manage the Agency's planning through the design and implementation of strategic and operational programming processes and tools as well as by effectively monitoring and evaluating FRA objectives and activities in accordance with EU standards as well as based on stakeholders' needs - to enhance agency's performance, accountability and learning.

Description of the activity in 2021					
Objectives	Outputs	Indicators	Targets	Expected results	
To strengthen all Planning processes	 Programming documents 2021-2023 and 2022-2024 Director's note on the development of the Annual Work programme 2022 	- No. of FRA programming documents submitted to the MB	- PD 2021-2023 is adopted by Dec. 2019 - Director's note on 2022 is drafted by May 2020	- Programming documents timely are approved by MB and submitted to EC	
by timely drafting and delivering the relevant key documents	- FRAPPE fiches and meetings	- No. of fiches and meetings produced	- FRAPPE is timely implemented (quarter 2 and 4)	- FRAPPE process is fully operational and embedded in FRA (integrated) planning process	
To enhance the KPI- 's monitoring system and streamline and simplify the performance indicators	- Framework of key Performance indicators	- No. of indicators simplified/introduci ng	- Framework of indicators is updated by Dec. 2020	- Performance based management at FRA is strengthened	
To take stock of the results achieved in the FRA Strategy 2018-2022 and optimise its strategic pillars and objectives	- Mid-term review of FRA Strategy	- No. reports regarding FRA areas of work	- 1 Mid-term review report	- FRA Strategy 2018-2022 is revised	
To assess the results achieved in the context of FRA	- Ex-ante evaluations reports	- No of evaluation reports produced according to the evaluation plan 2020	- 1 Evaluation report	- Results from evaluations feed into the planning process	
operational projects and activities	- Ex-post evaluations reports	- No. of evaluation report produced according to the evaluation plan	- 1 evaluation reports	- Results from the evaluations are summarised in the CAAR 2018	
To ensure FRA stakeholders are constantly involved	- Stakeholder consultations on relevant planning documents	No. consultation undertaken Response rate of FRA stakeholders	1 consultation on AWP 2021 1 consultation on Director's note on 2022	- Stakeholder inputs are taken into account during the	

and consulted within the PMER cycle				entire PMER cycle
To enhance the Reporting of the Agency and ensure its timely delivery	- Consolidated Annual Activity Report 2019	- No. of Consolidated annual activity report	- 1 CAAR 2019	- CAAR is timely prepared and adopted by the MB in May 2020
	Resources	for the activity in 202	• -	
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	_13	-	-	-
Budget available		N/A		

Human Resources

The aim is to provide high quality and modern human resources and legal services, and to create and sustain a pleasant and appreciative working environment.

	Description of the activity in 2021				
Objectives	Outputs	Indicators	Targets	Expected results	
	Fulfilment of the establishment plan and the non-statutory positions	 Average statutory staff occupancy rate Rate of recruitment procedures launched/successfully completed 	- 95%	- >90%	
	Implementation of the 2020 L&D plan and yearly evaluation report	- % of completion of the L&D plan - Evaluation results	- >90%	- >80%	
Deliver top class HR services	2020 appraisals and 2020 reclassifications of statutory staff	- Implementation and monitoring of appraisal and reclassifications	- Two appraisals and two reclassifications exercises (one for each category of statutory staff)	- 100% of launching and closing the exercises	
	Optimisation of HR IT systems	- Optimisation rate	- Smooth running of HR IT systems - Implementation of 2020 SYSPER plan	Smooth running of HR IT systems Implementation of 2020 SYSPER plan	
	Follow-up of the wellbeing survey 2017	- % of implementation of 2018 activities	- >90% annual plan implemented	- 80%	
Developing and monitoring HR policies including social dialogue	Number of HR policies developed/revised	 % of adoption of policies Average time consumed No. of consultations No. of meetings 	- Consultations within the statutory deadlines	 Smooth and timely adoption of policies Communication to staff 	

¹³ The two 'Temporary Agents – TAs' in Planning are included in the allocated human resources of AWP under "Operational Activities"

	Number of meetings ensuring social dialogue		- Accomplishmen t of all meetings scheduled	
Management of budget title I in collaboration with administration	Monitoring and execution of 2020 budget title I Drafting 2021 budget title I	 % of budgetary execution % of completion of draft 2020 budget title I	- >100%	- 95%
Implementation of the Equality and Diversity Strategic Action plan 2016- 2020	Prioritisation of 2020 activities	- % of implementation of the annual plan	- >90% annual plan implemented	- 80%
Running the internships and study visitors programmes	Smooth running of programmes in compliance with the regulatory framework	- Average occupancy rate	- 90%	- 90%
		Legal services		
Deliver top class HR services	Handling of requests including complaints and litigations with respect to staff and staff recruitment	Smooth handling of complaints and litigations within the statutory deadlines	Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements	Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements
Resources for the activity in 2021				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	3	4	0	7 ¹⁴
Budget available		N/A		

Director's office and advisers

Please find the key performance indicators (KPI) and targets for the director in Annex X.

The Director's Office supports the Director in day-to-day administration, in representing the Agency externally, and in ensuring that the agency's overall objective and related tasks, set out in the founding Regulation, are achieved efficiently and effectively and in accordance with the multi-annual strategic priorities defined by the Management Board of the agency.

The advisers support the director in his tasks by providing expertise on issues concerning research – data collection and analysis - and communication. In this context, they participate in internal and external meetings and events.

Description of the activity in 2021					
Objectives	Objectives Outputs Indicators Targets Expected results				
- Enhancing relevance and impact of FRA evidence and advice on	FichesBriefingsNotesEvaluationreports	Delivery of Timely and accurate information Meetings arranged with the key	 Representatives of national administrations Representatives of human rights 	 Incorporation of fundamental rights considerations in future policy 	

¹⁴ The total includes: 1 TA (Human resources Team), 1 TA (HoU of Corporate Services Unit), 1 TA (Legal services), 2 CAs (Human resources Team) and 2 CAs (CS Unit)

fundamental rights at the national and local level	- Country Specific Information - Events - Dialogue	interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors	structures - Civil society - Local government	responses and action - Access for the Agency to government controlled facilities or locations - Increase and broadening of Agency's contacts - Agreement with key interlocutors on follow up activities and action - Incorporation of fundamental rights considerations in training and education modules
- Informing EU and national authorities on fundamental rights risks in priority areas	- Briefings - Notes - Country Specific information - Dialogue	- Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors	- Representatives of national administrations - European Commission Representatives - EU Agencies	Incorporation of fundamental rights considerations in future policy responses and action Access for the Agency to government controlled facilities or locations Incorporation of fundamental rights considerations in training and education modules
- Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU	 Fiches Briefings Notes Country specific information Events Dialogue 	- Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors	- Representatives of national administrations - European Commission Representatives - Representatives of human rights structures - Civil Society - Local government	- Incorporation of fundamental rights considerations in future policy responses and action - Incorporation of fundamental rights considerations in training and education modules
- Creating a safe and inclusive space for dialogue with key and new actors to respond to pressing human rights challenges	- Events - Briefings - Dialogue	- Meetings arranged with the key human rights actors under threat	- Civil society - European Commission Representatives	- Activities and events to support threatened human rights actors

and shape critical agendas						
- Support effective functioning of the Executive Body	- 4 EB meetings - Decisions of the Executive Board - Proposals submitted to the MB	Number of EB decisions Number of proposals accepted by the MB Number of participants in each meeting	- 95 % of the decisions adopted - 95 % of the proposals accepted - Quorum (3 members) in order to take EB decisions	- 100 % of the decisions adopted - 100 % of the proposals accepted - 95 % of all members		
Resources for the activity in 2021						
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total		
	6	-	0	6		
Budget available	N/A					

Accounting

Description of the activity in 2021						
Objectives	Outputs	Indicators	Targets	Expected results		
Prepare and keep the 2019 annual accounts of the FRA, in line with the financial regulation and the Commission's accounting rules. Maintain and validate the accounting systems.	Completion of the draft and final 2019 accounts while respecting the deadlines mentioned in the Financial Regulation.	- Number of observations from the ECA/IAS in the year.	- No observations from the ECA/IAS	- No observations from the ECA/IAS		
		- Number of qualifications in the audit reports	 Clean audit report of the 2019 annual accounts i.e. no qualifications 	 Clean audit report of the 2019 annual accounts i.e. no qualifications 		
		 Deadlines relating to the delivery of the provisional and final accounts mentioned in the Financial Regulation respected during the year. 	- All deadlines respected	- All deadlines respected		
Execute payment instructions correctly within 3 working days of being signed by the Authorising Officers) while maintaining sufficient cash to pay debts as they fall due.	All payments executed correctly within 3 working days of being signed by the Authorising Officers.	Number of payments delayed due to cash flow problems in the year.	- No payments delayed due to cash flow problems.	- No payments delayed due to cash flow problems.		
		 Number of payments executed after 3 working days of signature by the Authorising Officer. 	 No payments executed after working days of signature by the Authorising Officer. 	 No payments executed after 3 working days of signature by the Authorising Officer. 		
Resources for the activity in 2021						
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total		
	1	0	0	1		
Budget available	€17,000					