

## MB DECISION

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**Decision n°:** 2023/16

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**Subject:** Adoption of the Draft estimate of revenue and expenditure 2025

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### THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS

HAVING REGARD to the Council Regulation (EC) No 168/2007 of 15 February 2007 establishing a European Union Agency for Fundamental Rights, and in particular Article 12 paragraph 6(f) and Article 20 paragraph 5;

HAVING REGARD to Management Board decision of 17 May 2019 on the Financial Rules applicable to the budget of the European Union Agency for Fundamental Rights, and in particular articles 32 and 33.

HAS DECIDED AS FOLLOWS:

#### Article 1

To adopt the Draft estimate of revenue and expenditure of the European Union Agency for Fundamental Rights for the financial year 2025 amounting to € 26,292,675, as provided in Annex III of the Draft Single Programming Document 2025-2027.

Done at Vienna, on 15 December 2023

*For the European Union Agency for Fundamental Rights*



*Jim Clarken*  
*Chairperson of the Management Board*

Annex: Draft Single Programming Document 2025-2027 (specifically Annex III)



# 2025-2027

# Draft Single Programming Document

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# FOREWORD

2024 will see a significant milestone in the life of the European Union; for the tenth time since 1979, citizens across the Member States will contribute to our supranational democracy, by voting in the European Parliament elections.

The period of 2025-2027 is the time in which we will see the ideas and priorities of the new or re-elected Members of the European Parliament and the new European Commission really come to life. Some of these will do so in the form of new Commission Priorities or in a new European Council Strategic Agenda. FRA looks forward to supporting the EU's leaders, in the development of these priorities, agendas, and other relevant policies.

These changes come at a time of colliding and compounding crises; the repercussions of Russia's invasion of Ukraine, and the impending expiration of the Temporary Protection Directive; rising prices and inflation that are being felt keenly, and even more so by different groups in our societies. The climate crisis, which continues to deteriorate rapidly, demands an immediate response. Racism, intolerance and hate crime are rife against a number of different communities across the European Union – FRA's work can attest to this.

Positive changes are also occurring, as the EU works towards its enlargement commitments.

The Agency for Fundamental Rights will continue to play an important role in ensuring that the protection of human rights remains a cornerstone of the EU's work, as it seeks to implement its new priorities.

We will do this by identifying vulnerabilities in our societies, and providing robust, reliable, and timely evidence, expertise and assistance to the EU and its Member States. We will produce rich data to assist with identifying the realities of life in the European Union for several different demographics, including LGBTI communities, the Roma community, Jews, immigrants and descendants of immigrants, and persons displaced by the war in Ukraine.

We will continue to promote the protection and enhancement of human rights by providing training materials, expertise and capacity-building exercises to judicial networks, national human rights experts, policy makers and civil society. We will work with the Council of Europe to update and develop practical handbooks, and with the European Commission to provide data and information which will enhance its annual rule of law report.

In 2025, the Agency will continue to work closely with the Human Rights Communicators network, in order to take advantage of our combined expertise and to mutually strengthen each other's human rights communications.

Regardless of the turbulent times that are facing us, our goal remains the same; to uphold the rights enshrined by the European Charter of Fundamental Rights – which will celebrate its 25<sup>th</sup> anniversary in 2025 - and to do all we can to ensure that their impact is felt by every person across the European Union. In the coming years, we may see a change of priorities and focus – but we will not see a change in the universal values of human dignity, freedom, equality, and solidarity which must be the starting point for all of us.

**Michael O'Flaherty**  
Director

SECTION 1

# General Context

# GENERAL CONTEXT

In the year 2025, the EU Charter of Fundamental Rights will mark its 25th anniversary since it was solemnly proclaimed by the EU institutions in Nice as the EU's bill of rights. The activities of the EU Agency for Fundamental Rights (FRA) will respond directly to a renewed strategic agenda for the EU institutions, including redefined priorities of the European Commission. In addition, the Agency will coordinate the Justice and Home Affairs Agencies Network (JHAAN), which will bring to the fore the range of FRA's activities in that area.

The year 2025 will also see the plausible expiration of the Temporary Protection Directive, which had been activated in response to the arrival in large numbers of Ukrainians in the EU, following Russia's war of aggression, which started in 2022. In this respect, the Agency will need to continue providing the EU and its Member States with data and evidence pertaining to the longer-term impact on fundamental rights of the war in the EU.

The war also gave a new impetus to the enlargement of the EU, with a wave of accessions plausible. This would entail candidate countries making steady progress in meeting the conditions for membership, including as regards transposing EU law relevant to fundamental rights into national legislation. The Agency's unique expertise on and ability to collect comparable data on fundamental rights will be an asset to the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) in this respect.

The EU itself also acceded to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), which came into force for it on 1 October 2023. As a result, the Agency will continue delivering the targeted results from its work on gender-based violence, including from the perspective of victims' rights, in 2025, with a view to assisting the EU in fully implementing the Convention. Come 2025, the EU may also have acceded to the European Convention on Human Rights, in which case the Agency will be poised to draw on the work initiated in 2023 and 2024, to deepen it in relevant perspectives and respond to requests relating operational implications of accession. Concerning the broader megatrends identified in the Strategic Plan 2023-2028, the Agency's work in 2025 will need to respond to the fundamental rights implications of the climate crisis, environmental degradation, social inclusion and the Green Transition as well as to the continued and far-reaching digitalisation of our societies, among others. 2025 will see the Agency step up its engagement in the area of corporate sustainability and due diligence, with a concerted effort to fulfil its role under existing legislation. In this respect, and to ensure that it can remain responsive and better anticipate possible societal changes, the Agency will further develop its work on strategic foresight, which the Communication on Better Regulation (COM/2021/219 final) has embedded into EU policy making. In doing so the Agency will seek to foster a data-driven, human rights-based approach to strategic foresight. Furthermore, the Agency will actively continue to follow up on the outcomes of the 2024 Fundamental Rights Forum.

The Agency's activities in 2025 will also be marked by the possible expiration or renewal of several strategies and action plans of the European Commission that are steeped in fundamental rights – several of which are based on FRA data and evidence – with some of those also coming to their mid-term point (e.g. anti-racism action plan; Roma strategic framework; strategy on combating antisemitism and fostering Jewish life; EU LGBTIQ strategy; Pillar of Social Rights

action plan; EU disability strategy; child rights action plan; strategy on victims' rights; Charter strategy; action plan on integration and inclusion; gender equality strategy, etc.). The renewal or evaluation of these strategies and action plans would have far-reaching implications for the activities of the Agency in 2025.

The Agency's large-scale quantitative surveys provide unique data on key fundamental rights issues that is otherwise not collected at the Member State and EU level, and which directly address key elements of the EU institution's priorities, which has resulted in requests from the European Commission for the Agency to undertake enhanced data collection and to repeat surveys at short intervals.

In 2023, the Agency published results from its survey on immigrants and their descendants and in 2024 from its survey on antisemitism, the results of which will be further disseminated in 2025. In 2025, FRA will publish the results of its 2024 survey on Roma. In 2024, FRA analysed data and jointly published selected findings from its joint survey with EIGE on violence against women, and in 2025 FRA will publish a final FRA-EIGE report (together with Eurostat) based on the comparative survey results - including all countries with available data (combining FRA-EIGE data and surveys carried out by EU Member States). In parallel, in 2025 FRA will launch the final results report from the survey research it conducted in three Member States on violence and related human rights abuses against women who have fled the Russian invasion of Ukraine who are now resident in the EU. 2024 also sees FRA analysing data from the Agency's third LGBTI survey. FRA's survey research provides empirical and typically unique evidence to support EU institutions and Member States, with respect to key policy processes and accompanying action plans – covering policy priorities relating to equality, social rights, hate crime, antisemitism, victims' rights, and violence against women, to name only some examples.

The Agency will continue its focus on fundamental rights in the digital age, with a series of relevant outputs in 2025. The Agency will publish results from its project on remote biometric identification in the field of law enforcement, providing evidential insights on uses of AI that raise a number of challenges with respect to fundamental rights. In addition, FRA will publish a report based on its research on assessing high-risk AI with a view to informing the implementation of the AI Act, once adopted. The Agency will follow-up on its research findings on online content moderation and online hate speech, and additional activities in relation to online platforms' conduct in view of supporting the European institutions' work in areas related to the Digital Services Act. Moreover, the Agency will initiate new projects dealing with illegal content online.

In 2025, FRA will publish the final results from its research on the fundamental rights implications of the digitalisation of justice and will start its new research on fundamental rights risks and necessary safeguards when accessing and using digital data in criminal proceedings. FRA will also continue to further disseminate its existing research findings on procedural rights, cross-border judicial cooperation in criminal matters and victims' rights, to support the ongoing legislative and policy process in the EU as well as all the related implementation efforts in this area.

The Agency remains involved in fundamental rights issues of border management, migration, integration and refugee protection. FRA will continue to react quickly in order to effectively address fundamental rights challenges in this area, as the level of requests for the Agency's support and expertise from Member States, EU institutions and agencies has

increased steeply in this area – as reflected in EU law, MoUs and working arrangements with FRA. More broadly, the Agency will also support a fundamental rights-compliant implementation of the Pact on Migration and Asylum. Moreover, the Agency participates in the Commission’s Migration Preparedness and Crisis Blueprint where key actors, including Member States and relevant EU agencies, exchange information to ensure situational awareness and better preparedness, as well as effective governance and timely response.

FRA is also expected to provide opinions on fundamental rights issues when Member States implement EU legislation, provide advice to the European Commission when developing impact assessments or future legislative proposals, support the implementation of EU strategies and action plans, and assist to address fundamental rights challenges on the ground. Cooperation with JHA agencies such as Frontex, EUAA and eu-LISA is well-established. The broadened mandates of JHA agencies - including new fundamental rights responsibilities - has and will continue to result in requests to FRA to strengthen their capacities in the area of fundamental rights. For example, FRA’s membership in the fundamental rights guidance boards for VIS (Visa Information System) and ETIAS (European Travel Information and Authorisation System) will deepen relations with eu-LISA and Frontex, and FRA’s input to the EU Innovation Hub for Internal Security, hosted at Europol, will increase over the coming period. In turn, FRA will continue to cooperate with the European Labour Authority (ELA), with respect to synergies on labour exploitation, and – throughout 2025 – will work closely with EIGE with respect to a joint publication and related activities stemming from the agencies’ survey on violence against women.

In parallel to its data collection, the Agency provides expertise and technical assistance to EU Member States, for example in the framework of the European Union High Level Group on combating hate speech and hate crime, as well as in the framework of the High Level Group on Non-Discrimination, Equality and Diversity, and the High Level Group on Access to Data for Law Enforcement Purposes.

The Agency will continue to support the European Commission and Member States in fulfilling and reporting on the 2020 EU Roma Strategic Framework for Equality, Inclusion and Participation and the related Council Recommendation. In 2020, the Roma Working Party developed a portfolio of indicators linked to Roma equality and inclusion objectives. FRA’s statistical data collected through large-scale surveys on Roma across several Member States are used by the Commission and the Council when formulating Country Specific Recommendations in the context of the European Semester. In parallel, the Agency will further develop its work which started in 2023 on fundamental social and economic rights aspects of social protection in light of the recent inflationary pressures, particularly on lower income groups and especially as regards rising energy costs in housing and transport. It will also deliver on its statutory tasks as a member of the EU monitoring framework for the Convention on the Rights of Persons with Disabilities, which was the first international human rights instrument acceded to by the EU itself. Relating to EU accession to international human rights treaties, in 2024 FRA will continue its research and consultation exercise into legal, policy and operational implications of the expected EU accession to the European Convention on Human Rights and Fundamental Freedoms, for FRA’s work, which began in 2023.

To support the EU strategic priority to build a climate-neutral, green, fair and social Europe, the Agency will pursue its ongoing work on environmental protection, supporting rights-compliant environmental and climate policies, including



policies on the green transition. The principle of policy coherence will guide FRA's work in this area to support policies that take account of both environmental and climate commitments and fundamental rights obligations at the European and international levels.

In the area of business and human rights, and corporate due diligence, the Agency will expand its work to respond to EU institutions' and the European Supervisory Authorities' requests for support and input, and to remain agile in reacting to legal and policy developments relating to company law. Legislative measures of particular note include the EU-Taxonomy Regulation, the Sustainable Finance Disclosure Regulation, the Non-Financial Reporting Directive, Corporate Sustainability Reporting Directive and proposed Corporate Sustainability Due Diligence Directive, several of which make provision for a role for FRA.

At the end of 2020, the European Commission adopted a new strategy on the effective application of the EU Charter of Fundamental Rights, which will reach its midterm evaluation in 2025. The reinforced Strategy boosted attention to fundamental rights as a horizontal obligation for the Union and Member States. The Agency will continue to contribute to the various strands put forward in the Strategy, in particular by working with national stakeholders and legal practitioners to enhance the use of the Charter, proactively disseminating its tools and training materials, and by supporting capacity-building related to the Charter. It will also mark the 25<sup>th</sup> anniversary of the Charter's proclamation in 2000 in its communication activities.

FRA will continue providing expertise to the development or updates of online courses by the Human Rights Education for Legal Professionals (HELP) Programme of the Council of Europe. Since 2015, HELP courses cover the Council of Europe and the EU legislation including the EU Charter and case law, including a dedicated course on the interplay between the EU Charter and the ECHR which FRA contributed to. Jointly produced handbooks by the FRA, the European Court of Human Rights and relevant Council of Europe entities continue to be used as key references for related HELP courses. 2025 sees the publication of a new Handbook, together with the Council of Europe, on Cybercrime, which is aimed at lawyers and judges, and the update of the FRA - Council of Europe Handbook on Access to Justice.

Since 2020, the European Commission has published an annual rule of law report, while other EU institutions continue to give focussed attention to rule of law issues. The Agency is referred to by EU policy and law makers as an important source of information on fundamental rights aspects of the rule of law and will continue to provide a submission to the Commission's rule of law report drawing on the European Union Fundamental Rights Information System (EFRIS) and data in its own area of competence. The Agency will continue to support fostering a rule of law culture at national level by cooperating with the Commission, civil society and national authorities in organising rule of law dialogues in Member States, on the basis of the Commission's annual rule of law report. It will also continue its support to protecting the civic space in the EU and cooperate with national public bodies with a human rights and/or equality remit for example by building their capacities to work with the EU Charter, or supporting their engagement in EU policy contexts.

In 2021, the EU strengthened the fundamental rights accountability of its funding instruments by introducing new horizontal 'enabling conditions' for eight major EU funds. These 'enabling conditions' include the "effective application and implementation of the Charter of Fundamental Rights" and the "implementation and application of the United

Nations Convention on the Rights of Persons with Disabilities” and must be fulfilled throughout the preparation, implementation, monitoring, reporting and evaluation of EU funded programmes. The Agency in 2023 published a report on the role of independent fundamental rights bodies (NHRIs, Equality Bodies, Ombudsperson etc.) and of civil society organisations specialized on fundamental rights in the application of these fundamental rights conditions. Based on the findings of its report, the Agency will continue to provide assistance to national bodies with a fundamental rights remit in monitoring the fulfilment of the enabling conditions. This work is closely coordinated with the European Commission, as well as with the European networks of NHRIs and Equality Bodies ENNHRI and Equinet.

In 2025, the Agency will take over the chairmanship of the Justice and Home Affairs (JHA) Agencies network. The JHA agencies’ joint response to addressing the implications for the EU of the Russian invasion of Ukraine in 2022 illustrated the agencies’ close cooperation to support Member States in critical times. In this network, FRA supports an annual exchange on the implementation of the Charter of Fundamental Rights by the various JHA agencies.

In a time when information moves around digitally at an unprecedented speed, the Agency will continue to develop effective, agile and appropriate communication activities to demonstrate ‘why’ fundamental and human rights are universal and required. It will seek to further modernise its communications and means to do so to ensure that FRA’s findings and data reach relevant target audiences as well as the broader public, namely rights holders. The overall goal is to communicate in accessible and user-friendly ways to make it easier for the Agency’s stakeholders to develop and implement policies, strategies and action plans to protect and fulfil fundamental rights in the EU. With the rise of disinformation and corresponding decline in civic engagement, the Agency will also seek to develop communication narratives that raise awareness of the benefits of fundamental and human rights to people’s lives and build public support for the human rights system. Ultimately, the legitimacy of fundamental rights depends on public consent and support.

SECTION 2

Multi-Annual  
Programme 2025-  
2027



# MULTI-ANNUAL PROGRAMME 2025-2027

FRA's multi-annual programming is based on the Strategic plan for 2023-2028, which was adopted by the Agency's Management Board in May 2023.

FRA's strategy for 2023–2028 consists of three strategic priorities supported by ten strategic objectives that are based on the agency's role and mission as defined in its amended founding regulation. The new vision, strategic priorities and objectives build on the approach adopted by FRA for the previous programming period and past achievements, ensuring continuity. Their design takes into account future fundamental rights challenges facing Europe the agency's mandate, the broader operational context and the resources available. They will ensure that FRA's strategic and operational response to future challenges maximizes coherence, synergies, efficiency and effectiveness of the Agency's delivery mechanisms.

In preparing the strategy, extensive consultations were undertaken to obtain views on FRA's priorities for 2023–2028. The consultations included online surveys, focus groups and interviews. In total, around 350 people provided input to the research from many different bodies: the European institutions, other EU agencies, international organisations, national authorities, fundamental rights bodies and civil society organisations, FRA staff and others.

## VISION

*FRA envisions a future in which everyone in the EU is treated with dignity and is able to fully enjoy their fundamental rights and freedoms.*

*FRA will continue to fulfil its role as the EU's independent centre of excellence for fundamental rights, providing support to the EU institutions and Member States in developing and implementing legislation and policies in accordance with the Charter of Fundamental Rights of the European Union*

## STRATEGIC PRIORITIES

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- 1. Support the upholding of fundamental rights standards in the development of new EU laws and policies**
- 2. Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies**
- 3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision**

## 1

## STRATEGIC PRIORITY

## SUPPORT THE UPHOLDING OF FUNDAMENTAL RIGHTS STANDARDS IN THE DEVELOPMENT OF NEW EU LAWS AND POLICIES

At the core of FRA's mandate is the function of providing information, data and analyses to assist policymakers and inform EU laws and policies. This will remain a cornerstone of its work for 2023-28.

### STRATEGIC OBJECTIVES

#### 1.1. Produce information on fundamental rights issues and trends by collecting and analysing robust, reliable and comparable data and evidence on the state of the respect, protection and fulfilment of fundamental rights across the Union.

**In 2023–2028, among other core functions, FRA will continue to research fundamental rights in the EU.** More precisely, it will continue to collect and analyse objective, reliable and comparable information and data on the situation with regard to respect, protection and fulfilment of fundamental rights across the Union and emerging trends. Among other things, this will involve populating fundamental rights indicators with relevant data. Particular emphasis will be put on fieldwork research through large-scale quantitative surveys and qualitative research, especially in areas where there is limited comparable research. The research will be mainly sociolegal, encompassing legal analysis, use of secondary source material and empirical data collection. This makes it possible to analyse fundamental rights issues and trends over time and inform policymakers. FRA will adopt an intersectional approach to the research in priority thematic areas and improve the efficiency of the research processes. The agency could also seek to lower the minimum age for people to take part in its surveys (while respecting all principles of child protection), and to communicate these findings among young people.

**FRA will explore – including in cooperation with other EU agencies and key partners – new areas where it is necessary to collect data about fundamental rights**

**across EU Member States, to inform policymaking.** A number of new developments and challenges were identified, including pressures on democratic principles, climate change, and challenges to fundamental rights in the economic and societal spheres, especially to the rights of people in vulnerable situations. Since emerging risks and issues are more complex, there is much to be done to develop the capacity internally and jointly with other EU agencies and partners to collect and analyse comparable data and evidence from across the EU Member States. Linked to this, there is a need for improved disaggregated data, for example by age groups and specific vulnerabilities. FRA will explore potential synergies with other EU agencies and partners to collect robust and reliable evidence. Work also needs to still be undertaken to explore the use of big data for the identification of trends. FRA has recently begun to address this.

## 1.2. Provide decision-makers with independent advice and opinions to support them to advance policies that fully respect fundamental rights and are effective in protecting and fulfilling human rights.

**FRA's analysis of data and evidence will also continue to support the European Commission's regular reporting to the European Parliament and the Council of the European Union on the development of EU law and policy.** The data and evidence that FRA gathers could be used to support *ex post* and *ex ante* (or 'upstream') assessments of how certain courses of action will potentially affect the upholding of fundamental rights standards. Likewise, there is a role for the agency to play in providing technical assistance and capacity building as well as in advising on the application of the fundamental rights conditionality when disbursing EU funds.

**FRA will enhance its capacity to respond to requests from EU institutions for independent and evidence-based expertise and opinions on fundamental rights aspects of new EU legislative proposals.** This would support the upholding of high fundamental rights standards in EU policies and

legal acts. The Agency has over time consolidated its role as independent actor in informing EU law, drawing on the evidence gathered through its research work and expertise. Looking ahead, FRA will issue opinions and conclusions in line with its competences as laid down in Article 3 of its founding regulation.

**FRA must also be able to react to short-term developments and crises, and provide advice, information and opinions on a short-term ad hoc basis.** FRA already has considerable experience conducting fieldwork research and providing evidence-based advice in crisis situations. Recent examples, include FRA's work in highlighting the fundamental rights aspects of the COVID-19 pandemic and the consequences of the Russian war of aggression against Ukraine. This crisis response mode has become more and more important and is likely to remain so in the future.

## 1.3. Carry out research and foresight studies on fundamental rights issues and future challenges to help EU institutions and Member States anticipate threats to the enjoyment of fundamental rights and help them to promote fundamental rights resilience.

**In 2023–2028, FRA will further develop its strategic foresight capacity in selected areas where it is undertaking research and data collection, to support policymakers' efforts to better anticipate future developments rather than simply reacting to them.** By doing so, it will help EU institutions and Member States anticipate threats to (and identify opportunities for) the enjoyment of fundamental rights and help them to promote fundamental rights resilience.

In addition to large-scale surveys, FRA has an impressive track record of qualitative research on a wide range of topical fundamental rights issues, leading to over 30 publications in 2022 alone. The outputs range from a report on the fundamental rights implications of the Russian war of aggression against Ukraine to a guide to preventing unlawful

profiling. This research output provides important information to EU and national policymakers, and others working in the fundamental rights field, and is a key function that will be continued in the future.

FRA is part of existing foresight structures within the EU and has contributed to the strategic foresight processes of the European Commission in 2023. However, there is a need to develop this capacity further in the coming years. If possible, that should involve other EU agencies and partners, particularly in relation to the new challenges that are apparent in the fundamental rights field. FRA can embed elements of foresight into selected areas of its work – encompassing the seven megatrends referred to in this document - where it has developed, and is developing, a body of knowledge and expertise through its research.

## 2 STRATEGIC PRIORITY

# CONTRIBUTE TO ENSURING RESPECT, PROTECTION AND FULFILMENT OF FUNDAMENTAL RIGHTS IN THE FIELDS COVERED BY EXISTING EU LAWS AND POLICIES

In addition to supporting the upholding of high fundamental rights standards in EU policies and legal acts, FRA will continue to have an important role in supporting the implementation of measures. In this respect, FRA is tasked in its Founding Regulation to “formulate and publish conclusions and opinions on specific thematic topics, for the Union institutions and the Member States when implementing Union law, either on its own initiative or at the request of the European Parliament, the Council or the Commission”. These activities are not confined to “implementation” in the narrow sense of the word - the FRA can also address relevant issues that arise in fields covered by EU law and policies that extend beyond mere implementation.

### STRATEGIC OBJECTIVES

#### 2.1. Support the implementation of EU laws and policies with advice, opinions, research and real-time assistance to EU institutions, Member States and other stakeholders.

**FRA will continue to offer assistance and expertise on fundamental rights issues to EU institutions and Member States acting in fields covered by EU law.**

Providing independent, targeted options and assistance on fundamental rights – at the request of EU institutions or Member States – and analysing the practical implementation of laws in Member States are increasingly important tasks for FRA. By pursuing this action, it will help EU institutions and Member States ensure full compliance with fundamental rights, in line with Article 2 TEU.

FRA already has considerable experience in conducting fieldwork research and providing legal analyses of fundamental rights. It will also continue to map comprehensively the **practical implementation of EU law and provide legal analyses of key fundamental rights areas of competence**, and on other issues at the request of EU institutions. The agency’s sociolegal approach,

assessing the implementation of law from the perspective of the experiences of rights holders and duty bearers, has proved instrumental in identifying key fundamental rights concerns. In 2023–2028, FRA will continue to systematically promote this approach in its work for EU institutions.

**Providing targeted fundamental rights expertise to EU Member States is likely to become a more regular feature of FRA’s work.** This could range from direct assistance to Member States through to advisory support on fundamental rights issues in the context of sharing experience across the EU, alongside targeted support related to capacity building on monitoring and evaluation practices, and the development of practical tools. Given the agency’s financial and human resources, this engagement will need to be carefully targeted to those areas where FRA’s input can have most impact

## 2.2. Support the integration of the fundamental rights perspective in the application of relevant laws and policies at the EU and national levels

To respond to the identified challenges **FRA will make renewed efforts to help Member States integrate the fundamental rights perspective in national measures in the fields covered by EU laws and policies.** The need to mainstream fundamental rights principles is nowhere more apparent than in relation to some of the new challenges, such as climate change, digital transformation and the use of new technologies, as well as in socioeconomic affairs. In these areas, where deemed relevant, **a priority for FRA will be to contribute to ensuring that measures taken to address new challenges include appropriate fundamental rights standards and considerations.** It will also continue to support the implementation of fundamental rights requirements by providing timely and accurate

information on the enjoyment of fundamental rights and the impacts of EU law and policies on fundamental rights.

In this connection it should be noted that FRA has been tasked in recent years with additional responsibilities under **specific EU instruments**, which sets out a duty for the Agency to provide input. FRA obviously welcomes this development, which enhances its potential to fulfil its mission. At the same time, it must be observed that the growing responsibilities have not been matched with an increase in the agency's resources. As long as this is the case, FRA faces an even greater need to set priorities. It must also ensure that it retains enough flexibility to prevent a situation in which it is unable to respond to any new task.

## 2.3. Assist the EU Institutions and Member States with the implementation of practical measures to address fundamental right risks and challenges that may arise in fields covered by EU laws and policies and to support rights-based approaches in EU Law and policy.

FRA's presence on the ground, including **field missions to Member States**, facilitates the provision of **real-time advice to EU and national stakeholders concerning fundamental rights challenges.** Providing regular and timely information that the agency collects can directly and immediately affect the promotion and protection of fundamental rights on the ground.

FRA will promote awareness of and access to available resources (such as studies, handbooks and

training materials, several of which are available in a number of EU languages) and **develop new tools and training material to assist EU institutions and Member States find practical solutions to challenges.**

The agency will also **enhance its strategic work with civil society organisations**, including through the Fundamental Rights Platform, to discuss and help address the civic space challenges on the ground.



# 3 STRATEGIC PRIORITY

## CROSS-CUTTING ACTIONS TO SUPPORT THE REALISATION OF THE EU'S FUNDAMENTAL RIGHTS GOALS AND VISION

Priority 3 is essentially cross-cutting insofar as it provides for the key elements of the delivery mechanisms that are required for the implementation of Priorities 1 and 2. Raising awareness of fundamental rights, enhancing and further developing robust research methods and methodology, effective communication by FRA with its key stakeholders and target groups, partnership working, and strengthening the shared vision for fundamental rights as a basis for collaboration with partners are all key Priority 3 actions for 2023-28.

### STRATEGIC OBJECTIVES

#### 3.1. Promote fundamental rights at the EU and Member State levels of fundamental rights by raising awareness amongst rights holders and duty bearers.

**Fundamental rights are basic rights and freedoms that belong to everyone in the EU. FRA will work alongside EU institutions and Member States in promoting this message. A key focus in the next programming period will be on young people,** in addition to people in vulnerable situations, Roma, minorities and other target groups of right holders already mentioned. FRA's communication strategy will be key to this action. It will **further tailor its communication strategy to target audiences** and raise awareness of fundamental rights issues among its stakeholders. These include policymakers, those responsible for implementing fundamental rights

(national and local authorities, agencies, law enforcement organisations, etc.), multipliers (such as journalists, educators, businesspeople, and figures in sports and entertainment) and civil society. The agency will continue to plan awareness-raising and communication activities and initiatives, in close cooperation with other fundamental rights players where applicable, to improve support and understanding of fundamental rights among its stakeholders, especially young people.

#### 3.2. Develop research methods and tools on fundamental rights, including benchmarking, assessment, due diligence tools and human rights indicators.

FRA will **utilise state-of-the-art robust research methods and tools to advance research on fundamental rights issues.**

FRA has done much pioneering work in research methodologies and the analysis of fundamental rights data. FRA'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)).

In 2023–2028, the agency will also **further develop its work on developing and applying fundamental rights benchmarks and indicators**, which are useful tools for identifying operational priorities and assessing performance. Furthermore, a key consideration during 2023–2028 will be to link FRA's

work on indicators to those used in the context of EU processes – such as the Europe 2020 strategy – and the Sustainable Development Goals.

### 3.3. Collaborate with partners, fundamental rights actors and multipliers in strengthening regional, national and local fundamental rights protection systems.

In 2023–2028, **FRA will step up collaboration and joint working with its EU and other partners, as this is the key to efficient and effective implementation of its strategy.** It will continue to enhance its **agility, flexibility and creativity in its communications and partnership working.**

FRA will intensify its programmes of cooperation with other actors that play a critical role in promoting and protecting human and fundamental rights. The cooperation will leverage different actors' comparative advantages and reflect their distinct and complementary roles. At the international level this includes partnerships with various offices, funds and programmes of the **United Nations** system. At the regional level, cooperation with the **CoE** remains imperative, as is reflected in the founding regulation and shaped in the agreement between the European Community and the CoE on cooperation between FRA and the CoE (15.7.2008/L186/7). FRA will also continue to work closely with the Organization for Security and Co-operation in Europe (OSCE).

The relatively recent and very productive cooperation between FRA and the **EEA and Norway Grants** is greatly valued and will be further developed. FRA cooperates closely with the EEA and Norway Grants, which under their current financial mechanism have financed cooperation activities in a number of EU Member States that are grants' beneficiaries. Together with the CoE and the Organisation for Economic Co-operation and Development, FRA acts as an international partner of the grants, having supported the work of EU

Member States' administrations and institutions, human rights institutions, equality bodies, etc.

No less important are the agency's relationships with **national human rights institutions, equality bodies, ombudsperson and other human rights actors.** Civil society, especially as represented by organisations participating in the Fundamental Rights Platform, is an essential partner of FRA. Furthermore, FRA will continue to extend its cooperation with other bodies that play important roles in society, including faith communities, cultural practitioners, sports bodies and business organisations.

The consultations for this strategy underlined the growing importance of also supporting the efforts of **Member States** to promote fundamental rights. FRA works closely with **national liaison officers** appointed by each Member State as FRA's contact points. The agency will strengthen the collaboration with national liaison officers and encourage them to actively communicate relevant fundamental rights evidence to the relevant national ministries, departments and government bodies. In addition, it could explore further cooperation with national parliaments.

Another of FRA's priorities in 2023–2028 will be to identify and make better use of multipliers to disseminate the results of its projects and research on fundamental rights, developments and risks. Through this priority, the agency will strive to make the evidence it produces available and accessible to all interested parties and the public.

### 3.4. Promote dialogue with and among key actors to respond to fundamental rights challenges and to shape agendas with a view to enhancing collaboration and building a common vision for the future.

It is clearly important that FRA's work and that of its partners be **underpinned by a shared vision of**

**fundamental rights, the priorities in this regard and the actions required to achieve key objectives.**

In 2023–2028, and linked to Objective 3.2, FRA will continue to **convene partners and other actors working on fundamental rights** to discuss pressing fundamental rights issues, and actions to address common challenges. The agency has demonstrated its strong convening power in recent years, especially through the Fundamental Rights Forum, conferences of senior experts and other activities. The 2021 edition of the forum attracted more than 2 000 participants from all over the world.

FRA will also maintain and further develop its dialogues with young people. Meanwhile, it will help national actors convene regular dialogues on the topic of the rule of law. That will follow up the pilot dialogues it is currently undertaking at the request of the European Commission.

SECTION 3

Annual work  
programme  
2025



## Executive summary

In 2025 the work of the Agency will continue under the following areas of activity:

### A. EQUALITY, ROMA and SOCIAL RIGHTS

### B. JUSTICE, DIGITAL and MIGRATION

### C. INSTITUTIONAL COOPERATION and NETWORKS

### D. COMMUNICATION and EVENTS

## EQUALITY, ROMA and SOCIAL RIGHTS

FRA's large-scale survey data collection forms a central pillar of the Agency's work – both with respect to new survey research and the roll-out and analysis of findings from previous FRA surveys. Survey data continues to be collected by FRA in the absence of EU-wide and Member State data collection on specific groups in society and their experiences of fundamental rights in practice.

In 2025, the Agency will begin planning the fourth Survey on Immigrants and Descendants of Immigrants, building on insights of the 2022 Survey. It will continue to disseminate findings from the 2022 Survey on Immigrants and Descendants of Immigrants, as well as those of the 2023 LGBTIQ survey.

In 2025, the Agency will publish results of the 2024 Roma survey and disseminate the results widely.

The Agency will continue supporting the monitoring of the EU Roma strategic framework and the implementation of national Roma strategies in close cooperation with the European Commission and will provide, upon request, technical expertise to Member States embarking on their own collection of data on the situation of their Roma populations.

In 2025 FRA will further deepen its engagement in the areas of corporate social responsibility and due diligence. A dedicated workstream will explore the legal and regulatory implications of existing legislation in this area through a fundamental rights lens, and support EU institutions and Member States in the rights-compliant implementation of the EU Taxonomy Regulation, Sustainable Finance Disclosure Regulation, the Non-Financial Reporting Directive, Corporate Sustainability Reporting Directive and proposed Corporate Sustainability Due Diligence Directive. In the broader context of environmental and social sustainability FRA will continue its work on fundamental rights and environmental protection started in 2023, including policies aimed at green transition, driven by the goal of policy coherence between climate and environmental commitments and human rights obligations. It will also embark on research relating to social protection and poverty, again approached through a fundamental rights lens, and with a view to promoting a coherent approach to fundamental rights and the European Pillar of Social Rights. The Agency continue to support the Commission and the Member States in their efforts to implement the EU Strategy on the Rights of the Child, the Child Guarantee, the Recommendation on Integrated Child Protection Systems and other relevant legal and policy instruments.

In 2025, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity, supporting the work of its subgroup on Equality Data and its subgroup on LGBTIQ Equality. It will also continue to engage with the EU High Level Group on combating hate speech and hate crime in the context of fighting hate crime and through its subgroup on implementation of the EU anti-racism action plan and the working group on reporting and recording of hate crime. The Agency will continue to carry out targeted national level activities to support Member States to fight hate crime, including through support to Equality Bodies .

Finally, depending on the status of EU accession to the ECHR, FRA will, based on the work undertaken in 2023 and 2024, be poised to respond to requests relating to fundamental rights prompted by accession and to deepen and expand it in 2025.

## **JUSTICE, DIGITAL and MIGRATION**

With respect to the area 'Just, Digital and Migration', the Agency's data continues to fill a 'knowledge gap' that serves to inform the European Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders.

For example, the Agency will continue supporting relevant legislative and policy developments in 2025; in particular relating to the implementation of the existing EU instruments on criminal procedural rights as well as the revised EU victims' rights acquis.

With respect to its long-standing work on victims of crime, in 2025 the Agency will continue to disseminate results from its extensive research on provision in practice for different groups of crime victims in the EU – in view of obligations under the Victims' Rights Directive – which will be supported by evidence on specific groups' experiences of crime victimisation, and reporting to the police and other services, from FRA's survey research. FRA's research findings and expertise will continue to inform the Commission's work in this area, including in the context of the Victims' Rights Platform (depending on the duration of its mandate), as established under the EU Victims' Rights Strategy (2020-2025).

FRA will publish a report in 2025 guiding EU institutions and Member States, in particular their justice authorities, about fundamental rights opportunities as well as risks and necessary safeguards when using digital tools in the justice system.

On the basis of the Commission's request, in 2025 FRA will publish its research on the implications of the application of individual provisions of the Terrorist Content Online Regulation (Regulation (EU) 2021/784 on addressing the dissemination of terrorist content online) at the Member State level, focusing on specific rights recognised by the Charter of Fundamental Rights of the European Union. In 2025, FRA will also initiate research into fundamental rights implications of accessing digital data for criminal investigations.

In 2025, and reflecting the EU Anti-racism Action Plan, FRA will follow-up and further disseminate the findings from its report on racism in policing, which includes practices to address discriminatory policing. FRA will also continue disseminating update of the Handbook on access to justice, which is undertaken together with the Council of Europe.

In 2025, the Agency will continue disseminating results from its third survey on antisemitism, which builds on FRA's previous surveys to provide data on trends over time with respect to the manifestation of antisemitism. As in previous years, the Agency will publish its annual data update on reporting on antisemitism, based on administrative and related sources at Member State level, which serves to complement FRA's survey data collection on antisemitism. FRA data and findings in this area will support the implementation of the EU Strategy on combating antisemitism and fostering Jewish life (2021 – 2030).

Following on from FRA's first survey on Violence against Women, in 2025 FRA publish a joint FRA-EIGE report based on the comparative results of the second Violence against Women survey. The results will ensure that data on violence against women is available for all EU Member States, which – in turn – should allow for a comparison of trends between the first round of FRA's published data in 2014 and the current round. In parallel – the Agency will publish final results from its survey data collection in three Member States on violence and related human rights violations experienced by women fleeing the Russian aggression in Ukraine who are now resident in the EU.

2025 is an important year with respect to the adoption and implementation of AI legislation, such as the EU's AI Act and the Council of Europe's work on a convention on AI. FRA will contribute to through publishing two

main reports dealing with AI, one on assessing high-risk AI and one on the use of remote biometric identification in the context of law enforcement. Both reports will support the EU institutions, agencies and Member States in practical implementation of laws that safeguard fundamental rights when using AI. In addition, FRA will publish a report on digitalisation of justice in the course of 2025. FRA will continue to disseminate findings from its work on online content moderation to inform the Digital Service Act in its implementation. To that end, FRA continues addressing digital topics through a new project that specifically looks into addressing illegal content online. In 2025, the Agency will also publish its handbook on cybercrime, together with the CoE and an updated version of its handbook on European data protection law. Based on FRA's experiences with data collection from online platforms, FRA will look at the feasibility of undertaking data collection from these platforms to complement its survey data collection with data collected via social media.

FRA's work in the area of migration and asylum will support a fundamental rights compliant implementation of the Pact on Migration and Asylum. Measures at borders to increase efficiency, particularly in the processing of asylum claims and returns, raise significant fundamental rights risks. FRA will continue to stay responsive to fundamental rights challenges, such as the ones at the external borders of the EU. FRA will provide fundamental rights expertise to EU institutions and agencies as well as EU 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 – where necessary. FRA's targeted fundamental rights assistance and expertise will pay particular attention to border management, access to asylum, the use of large-scale IT systems, exploitation of irregular migrants, as well as to children in migration (for example, on guardianship and on children displaced from Ukraine). Under the terms of the new Schengen Regulation there are enhanced obligations on FRA as of 2024 to provide its expert input. In parallel, the Agency will need to deploy increased resources to accommodate requests concerning data input to and attendance at the Commission's Blueprint meetings concerning migration preparedness and crisis management. The Agency will follow-up on the results of the project on the fundamental rights situation of long-term residents in the EU, alongside the results of its survey of displaced persons fleeing the Russian invasion of Ukraine, which – in turn – will be complemented by FRA's survey work on violence and related human rights violations experienced by women fleeing the Russian aggression in Ukraine who are now resident in the EU.

## **INSTITUTIONAL COOPERATION and NETWORKS**

The Agency maintains a close cooperation with a wide range of stakeholder at the international, EU, national and local levels. It informs the work of policy and law makers within the EU institutions and coordinates networks, such as the Fundamental Rights Platform of civil society organisations and the network of National Liaison Officers appointed by Member States as the Agency's contact points at the governmental level. It also works closely with public bodies with a human rights and/or equality remit at national level to support national human rights structures and mechanisms. Finally, it coordinates its work closely with international organisations, in particular the Council of Europe, the United Nations and the OSCE, to ensure complementarity, synergy and coherence with the international human rights system.

In 2025, the Agency will seek to foster a data-driven, human rights-based approach to strategic foresight in the area of fundamental rights, with due consideration for the outcomes of the Fundamental Rights Forum 2024 and the priorities of the EU institutions for the 2024-2029 legislature. The Agency will continue reinforcing its work on candidate countries participating in its work as observers, including through dedicated data collection on selected fundamental rights issues in these countries. In doing so, the Agency will consolidate its activities pertaining to enlargement, in cooperation with the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR).

To mark the 25<sup>th</sup> anniversary since the proclamation of the EU Charter of Fundamental Rights, FRA will in 2025 produce an easy-to-read version of the Charter and prepare a "facelift" of its Charterpedia tool. It will continue targeted capacity-building on the Charter and provide expertise on the Charter to multipliers of legal professional training. In doing so, FRA will work together with the European Commission and with the national Charter focal points designated by the Member States.

FRA will continue to deliver on its tasks as member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities (CRPD). In 2025, it will support follow-up to the 2<sup>nd</sup> review of the EU's implementation of the CRPD by the UN Committee, to be completed in 2024. FRA will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency's work and by promoting the rights of persons with disabilities through its awareness-raising activities.

FRA will continue supporting civil society work to protect and promote fundamental rights, through capacity-building and awareness-raising, maintaining dialogue through the Fundamental Rights Platform, and through its work on civic space. It will also continue its close cooperation with National Human Rights Institutions and Equality Bodies, including through cooperation on activities to support the use of the Charter nationally in relevant contexts. Based on its 2023 report on the role of independent bodies (NHRIs, Equality Bodies, Ombudsperson etc.) in relation to monitoring fundamental rights in the context of EU Funds, the Agency will continue to provide assistance and expertise. This work is closely coordinated with the European Commission, as well as with the European networks of NHRIs and Equality Bodies ENNHRI and Equinet.

In 2025, the Agency will chair the Justice and Home Affairs (JHA) Agencies network. In this network, FRA supports an annual exchange on the implementation of the Charter of Fundamental Rights by the various JHA agencies.

The European Union Fundamental Rights Information System (EFRIS), a searchable interface on international human rights monitoring data, will be maintained and further improved while expanding the circle of users.

As in previous years, the Agency will provide a submission to the European Commission's annual rule of law report drawing on EFRIS and data in its own area of competence, in particular as regards civic space. A new project will deal with the interaction of fundamental rights and the rule of law in national case law.

## **COMMUNICATION and EVENTS**

In this activity area, the Agency will promote the values and freedoms of today's societies in the European Union. It will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations. The overall goal of FRA's communications is to broaden the constituency for fundamental and human rights, and to raise awareness of the benefits of human rights to people's lives. To do so, it will draw on key FRA deliverables, as well as its vast body of evidence, which report on the fundamental rights challenges and achievements in the EU and its Member States. This includes in particular its annual Fundamental Rights Report.

Effectively communicating the fundamental rights dimensions of specific issues will remain at the core of the Agency's work through 2024 and beyond. In implementing its communication activities, FRA will follow the guiding principles of the '10 keys to effectively communicating human rights'.

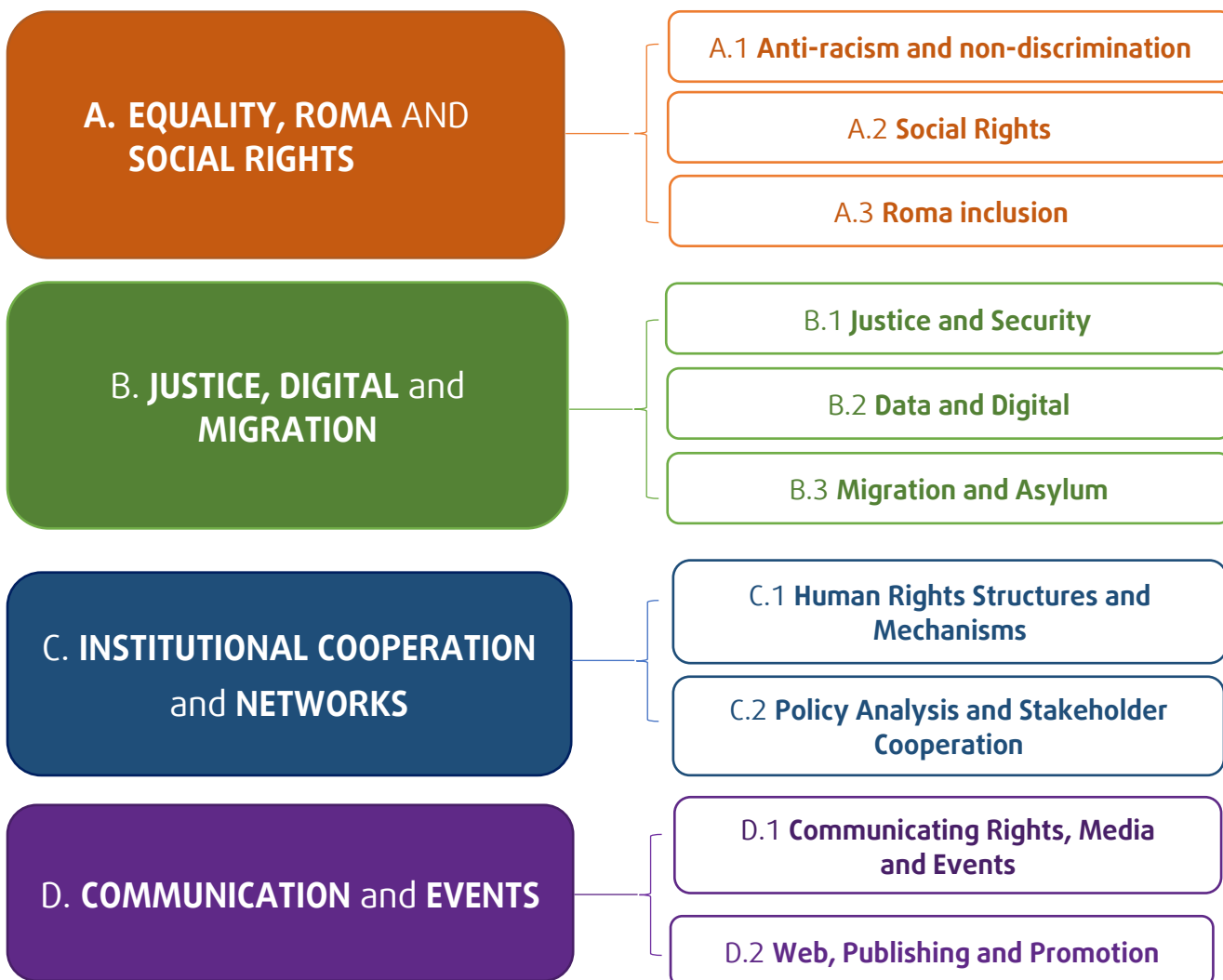
FRA will also continue to intensify its convening power to create a safe and inclusive space for dialogue on pressing human rights issues. It will continue to bring together key human rights actors and a truly diverse range of voices from across politics, civil society, businesses, trade unions, faith communities, and the arts and sports. In doing so, FRA will support fostering promising, rights-based communication practices among human rights actors and media across the EU. In 2024, the Agency will implement its fourth Fundamental Rights Forum which will take place in the Vienna City Hall, Austria.



# Introduction

The Annual Work Programme 2025 is structured according to the following **areas of activity**:

## AREAS OF ACTIVITY



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 implemented only if funds become available in the course of the financial year.

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.1 Anti-racism and non-discrimination

#### Overview of the activity

The legal basis of FRA's work in this area of work includes the EU's Racial Equality Directive 2000/43/EC and the Employment Equality Directive 2000/78/EC. The work is further guided by the EU Anti-racism Action Plan 2020-2025, the EU Action Plan on integration and inclusion 2021-2027 and the LGBTIQ Equality Strategy 2020-2025. FRA assists the European Commission in the development and implementation of its strategies and action plans on equality. The framework decision on racism and xenophobia (Council Framework Decision 2008/913/JHA) and the victims' rights directive complement the work in this area, specifically in relation to crimes committed with a bias or discriminatory motive and ensuring the fair and non-discriminatory treatment of victims of crime committed with a bias or discriminatory motive.

In 2025, FRA will continue its cooperation with the EU High Level Group on Non-discrimination, Equality and Diversity and the EU High Level Group on Combating hate speech and hate crime by assisting the work of the Subgroup on equality data and observing the work of the Subgroup on LGBTIQ+ Equality. Work in the area of anti-racism encompasses activities related to the EU Anti-racism Action Plan 2020-2025 - such as supporting the work of the Subgroup on the implementation of the national action plans against racism (NAPAR). In 2025, the Agency will continue to support the EU Commission and the Member States in their work aimed at improving national hate crime reporting, recording and data collection. The Agency will continue to work closely with the EU Coordinators on Anti-Racism, Anti-Muslim hatred and Antisemitism.

In the absence of EU-wide and Member State data collection on specific groups in society and their experiences of fundamental rights in practice FRA's large-scale survey data collection will continue to form a central pillar of the Agency's work in 2025 - both with respect to new survey research and analysis of findings from existing FRA surveys.

FRA will continue publishing and disseminating results from its 2023 LGBTIQ survey and 2022 EU Survey on immigrants and descendants of immigrants, which will inform Commission's and Member States' assessment of the impact of EU and national anti-discrimination, integration and equality legislation and policies on the ground.

The Agency will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2025 is linking FRA's work in this regard to the indicators used in the context of EU strategies - such as the LGBTIQ Equality Strategy, the EU anti-racism action plan, the Action Plan on Integration and inclusion, the Gender Equality Strategy, and the UN Sustainable Development Goals. In addition, the Agency will continue its work on the development and implementation of a monitoring framework to support the Commission in their regular assessments and evaluations of the Directives on Standards for Equality Bodies. In 2025, the Agency will start the collection of information and data through FRANET to inform the Commission's 2026 report on the implementation of the Equality Directives (RED and EED).

Based on findings from its surveys and other research, FRA will continue to provide technical assistance upon request to EU institutions and Member States in the areas of equality and non-discrimination and combating racism and bias-motivated crime. The Agency will also, upon request, provide assistance to Member States in their efforts to collect on their own data on groups at risk of discrimination, such as immigrants and Roma, as well as different age groups.

Where relevant, FRA will continue to consider the long-term implications of the COVID-19 pandemic and of the war in Ukraine on the fundamental rights and the well-being of persons in vulnerable situations, including children.

#### Expected results

The Agency's fundamental rights expertise and long experience in this area will support the EU and its Member States in applying existing fundamental rights standards in the area of racism and non-discrimination and respond to emerging challenges in a fundamental rights-compliant manner.

## A.1.1 EU Survey on immigrants and descendants of immigrants IV

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS **Theme:** Anti-racism and non-discrimination **Status:** on-going

### Policy relevance

FRA's 2022 EU survey on immigrants and descendants of immigrants informed the Commission's mid-term evaluation of the EU action plan on integration and inclusion 2021-2027 and the work of the Commission and discussions in the Council and the European Parliament on the proposed recast of Directive 2003/109/EC on long-term residents. The survey findings on people of African descent informed Commission's progress report on the implementation of its first anti-racism action plan (2020-2025). The EU Action Plan on Integration and Inclusion 2021-2027 refers to the integration and inclusion of immigrants as key for the long-term well-being of European societies and the stability of their economies. FRA has a role under the Action Plan with respect to monitoring the effectiveness of policies in the long-term, and on ensuring accurate and comparable EU-wide data on the scale and nature of discrimination suffered by immigrants and descendants of immigrants.

In 2025, the Agency will begin the fourth round of the survey, with fieldwork preparation initiated at the end of the year and the mainstay fieldwork to be carried out in 2026. The findings of the fourth wave of the survey will provide data for assessing progress and will inform the final evaluation of the EU action plan on integration and inclusion and future policies by populating selected indicators on integration and social inclusion of immigrants framed under EU law. In addition, the survey results will provide timely, relevant comparable data on the actual impact of EU and national anti-discrimination, anti-racism and equality legislation and to develop more targeted legal and policy responses, in of economic, social and cultural rights as well as civil and political rights. Data analysis will take into account the particular experiences of women, different age groups, and persons with disabilities. The survey findings will support the further development of fundamental rights indicators in the area of immigrant integration, building on previous waves of survey, relevant work on outcome indicators by Eurostat and other EU institutions, the OECD, United Nations monitoring bodies and the Council of Europe as well as the work of NHRIs, equality bodies and CSOs.

### Objectives

- Provide large-scale survey data on discrimination experiences, hate-motivated harassment and violence, and rights awareness relevant for regular progress assessment and reporting on the implementation of EU policies and laws in the area of equality and non-discrimination, integration and inclusion and in combating racism and hate crime.
- Implement an intersectional approach through the disaggregation of data by relevant socio-economic characteristics and analysis of multiple and intersecting grounds of discrimination protected in EU law.
- Provide data on discrimination experiences, hate-motivated harassment and violence, and rights awareness relevant for selected SDG indicators.
- Refine survey methodologies to capture the experiences of hard-to-reach populations.
- Deliver project outputs that are useful to key stakeholders in different formats.

### Activities

### Outputs

- |  |  |
|--|--|
| - Preparation of the fourth round of the survey  | - Survey methodology, incl. survey questionnaire |
| - Stakeholder consultations  |  |
| - Launch of the survey tender  |  |
| - Further dissemination of survey results from the third round (2022 survey) in different formats at EU and national level | -  |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	720,000	-	35,000
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>720,000</b>		<b>35,000</b>

## A.1.2 – EU LGBTI Survey III

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Anti-racism and non-discrimination

**Status:** on-going

### Policy relevance

In 2012, the Agency conducted the first ever EU-wide LGBT survey. This survey was repeated in 2019, and expanded to intersex persons, providing data on trends. In 2023, FRA conducted the third round of this survey to assess progress over time. Building a 'Union of Equality' where diversity is promoted and protected is one of the key priorities of the European Commission. In 2020, the European Commission adopted its first-ever LGBTIQ Equality Strategy for 2020-2025.

Agency's survey data serve to underpin efforts to ensure the protection and enjoyment of LGBTI persons' fundamental rights in the EU, as reflected in EU law and policy. Specifically, the Agency's third LGBTIQ survey provides data which is not available from other sources to inform the mid-term review of the 2020-2025 LGBTIQ Equality Strategy. Recognising multiple forms of discrimination, which impact variously on people's enjoyment of their rights in practice, the survey pays attention to the particular experiences of different age groups, gender categories and persons with disabilities.

Other relevant EU legislation include the EU directives on employment equality, the Victims' Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. The survey was conducted in 2023 to deliver selected key indicators to the European Commission by the end of 2023 and main results report is to be published in 2024. In 2025, the Agency will continue to publish and disseminate selected findings from the survey in different formats and fora.

### Objectives

- To provide comparable evidence on LGBTI people's experiences and opinions concerning various fundamental rights areas in the EU.
- To identify trends over time and assess progress between the different survey rounds.
- To provide EU institutions and EU Member States with evidence-based advice for their annual reporting on the implementation of policies in relation to LGBTIQ equality.
- To provide technical assistance and capacity building to EU institutions, and Member States' institutions upon request and where relevant.

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Data analysis and drafting</li> <li>- Dissemination of findings</li> <li>- Cooperation with key stakeholders to communicate the results</li> </ul> | <ul style="list-style-type: none"> <li>- 3 reports: Youth and the Road to Equality; Being Trans, non-binary and gender diverse; Being intersex in the EU</li> <li>- Fact sheets</li> <li>-</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	50,000	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	30,000	-	-
<b>Total</b>	<b>80,000</b>	-	-

## A.1.3 Additional activities in the area of 'Anti-racism and non-discrimination'

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Anti-racism and non-discrimination

**Status:** on-going

### Policy relevance

This project fiche concerns additional activities related to data collection, analysis and provision of expertise which are not covered by other projects in the area of anti-racism and non-discrimination and bias-motivated hate crime. In 2025, FRA will continue its cooperation with the EU High Level Group on Non-discrimination, Equality and Diversity, in particular by assisting the work of its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality. In February 2023, the European Statistical System Committee acknowledged the increasing relevance of equality statistics and expressed support for further work as outlined by Eurostat including the creation of a task force. FRA will cooperate with Eurostat around improving equality statistics in the EU in the framework of the envisaged task force and the EU Subgroup on equality data. As a member of the EU Subgroup on Equality data, FRA will cooperate with the UN Praia Group Task Team on Non-Discrimination & Equality on a Guide on the Use of Admin Data for Statistics on Non-Discrimination and Equality. In addition, FRA will continue participating in the activities of the European Network of Equality Bodies (Equinet) working group on research and data collection, and provide, upon request, its expertise. In 2025, the Agency will continue its work on the development and implementation of a monitoring framework to support the Commission in its regular assessments and evaluations in relation to the Directives on Standards for Equality Bodies. The Agency will begin collecting of information and data through FRANET to inform Commission's report on the implementation of the Equality Directives (RED and EED) in 2026. The Agency will continue to support the work of the Subgroup on the implementation of the national action plans against racism (NAPAR), in particular work started in the Subgroup in relation to the development of human rights-based indicators to support the assessment, analysis and monitoring of National action plans against racism. In 2025, the Agency will continue to support the EU Commission and the Member States in their work on improving national hate crime reporting, recording and data collection. The Agency will continue to work closely with the EU Coordinators on Anti-Racism, Anti-Muslim hatred and Antisemitism.

Work undertaken in relation to the above can encompass analysis with respect to gender, age and disability – depending on the nature of any potential specific requests for input. Particularly, upon request, FRA will continue to provide expertise to European Institutions, in particular the European Commission related to the development and roll-out of different strategies and action plans, and – where relevant – can contribute to capacity building activities at the level of the EU and selected Member States.

### Objectives

- To conduct additional data collection and analysis activities, as required by developments in 2025;
- To provide opinions and evidence based advice;
- To provide stakeholders with expertise upon request;
- To update past research work or publications upon request;
- To communicate FRA's work to stakeholders;

### Activities

### Outputs

- |  |   |
|--|---|
| - To provide evidence-based advice and develop opinions (upon request)   | - Expert advice to stakeholders – drawing on FRA's empirical evidence and research expertise; namely, the work of various Commission Sub-Groups in the fields covered under the fiche |
| - Undertake additional analysis based on existing data/material and update selected publications, as required by developments during 2025  | - Written input to institutional stakeholders upon request  |
| - Collection of information and data through FRANET  | - Participation in EU level meetings and events, as well as events organised by the Council of Europe including by the Parliamentary Assembly   |
| - Communicate outcomes of FRA's work to stakeholders   | - Exceptionally participation in international events   |
| - Assist the EU High Level Group on Non-discrimination, Equality and Diversity, in particular its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality                 | - Translation and reprinting of selected FRA publications, as required  |
| - Assist the EU High Level Group on combating hate speech and hate crime, in particular its Subgroup on NAPAR  | - Diagnostic workshops carried out in Member States (with other actors), depending on Member State demand   |
| - Support Commission and MS in their work on hate crime reporting, recording and data collection)  | - Country FRANET reports  |
| - Cooperate with Eurostat and Member States around improving equality statistics in the EU in the framework of the envisaged task force and in the EU Subgroup on equality data. | -   |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	120,000	-	150,000
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>120,000</b>	-	<b>150,000</b>

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.2 Social Rights

#### Overview of the activity

FRA's work on social rights is mainly framed under the Charter and the European Pillar of Social Rights proclaimed in 2017. It sets out 20 key principles guiding EU action towards a strong social Europe that is fair, inclusive and full of opportunity. In 2021, the Commission published an Action Plan with a number of EU actions putting forward three EU-level targets to be achieved by 2030. The Agency remains committed to the targets of the UN's 2030 Agenda for Sustainable Development. It will continue to support the Commission with its research in the implementation of the policy initiatives of the European Green Deal and the 2030 Agenda's principle of 'leaving-no-one-behind'. Key elements of the legal basis in this area include EU Taxonomy Regulation, the Corporate Sustainability Reporting Directive and the proposed Corporate Sustainability Due Diligence Directive.

In its work on social rights the Agency places a particular focus on those in a vulnerable situation which includes many older people, one parent families, children and youth, persons with a migrant or ethnic minority background, LGBTIQ+ persons, persons with disabilities etc. Moreover, the work of the Agency on social rights encompasses efforts to collect evidence, as relevant, on long-term implications of the COVID-19 pandemic. In addition, FRA examines the impact of the war in Ukraine on social rights and a specific focus on the protection of children based on data and information collected through its relevant projects.

The European Care Strategy, implementing the EU's Pillar of Social Rights focuses explicitly on children. This reflects relevant provisions of the Convention on the Rights of the Child, ratified by all EU Member States. The EU established the European Child Guarantee, adopted by Council in June 2021, aiming to prevent and combat social exclusion by guaranteeing the access of children in need to a set of key services: early childhood education and care; education (including school-based activities); healthcare; nutrition; and housing. FRA will provide expertise to the Commission and Member States, upon request, to assist them in their efforts to monitor the preparation and implementation of its Rights of the Child policies and legislation.. The rights of the child will continue to be mainstreamed across several areas of FRA work contributing to the implementation, as well as the EU Strategy to fight child sexual abuse 2020-2025.

Several of the principles of the 2017 European Pillar of Social Rights are directly linked to fundamental rights of older persons, including the Charter protected rights to social assistance and social security, access to essential services such as health and social services, transport, financial services and digital communication. In 2021, the Commission Action Plan for the implementation of the Social Rights Pillar identified among its priorities the well-being of older persons. FRA completed in 2023 a project on the fundamental rights implications of growing older in the digital age, focusing on access to specific online and offline services through the lens of social rights.

The work of the sector includes consumer protection and environmental protection. In 2023 FRA concluded work on the links between consumer protection (Article 38 of the Charter) and the right to environmental protection (Article 37 of the Charter). That work revealed the challenges of effective enforcement of existing consumer protection, in regard to greenwashing and green claims. In 2025 FRA will work to promote a human rights based approach in the EU's agenda on Green Transition, due diligence and corporate social responsibility and provide advice and support to institutions and Member States in regard to corporate social responsibility as provided for under existing and proposed EU legislation.. FRA will continue its project on ensuring environmental protection and implement in depth research in selected Member States on just transition of the green deal. It will explore further how the green transition and climate change potentially impact on social rights and increase vulnerabilities. FRA will continue the dialogue with key stakeholders and experts to create awareness both for fundamental rights and social rights aspects of the twin transition of the EU. The Agency will deepen its work on social protection and undertake research on the EU Pillar of Social Rights through the lens of the Charter with a view to advancing a coherent and rights-based approach to poverty and social inclusion. Moreover, the FRA will continue its work under the COE-FRA-ENNHRI-EQUINET Collaborative Platform on Social and Economic Rights, which objective is to ensure greater use of the relevant human rights norms such as guaranteed by the EU Fundamental Rights Charter and the European Social Charter and bring out the important role of national human rights institutions and equality bodies in monitoring the respect of states' human rights commitments.

#### Expected results

The Agency will build up its expertise in this area in order to support the EU and its Member States in applying existing fundamental rights standards across social and economic rights, and in the context of poverty and social protection, and to respond to emerging challenges in a fundamental rights compliant manner.

In the area of the corporate social sustainability, the Agency will provide tailored advice to the EU institutions, the European Supervisory Authorities and the Member States on a fundamental rights compliant business conduct including use of due diligence methodologies. The Agency's research findings will contribute into development and implementation of policy initiatives and legal instruments aiming at addressing adverse effects of companies' activities on the fundamental rights. The Agency's work and stakeholder engagements will inform development of practical guidelines and other tools in this area.

## A.2.1 Ensuring environmental protection

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Social Rights

**Status:** on-going

### Policy relevance

Article 37 of the EU Charter for Fundamental Rights outlines the principle that a high level of environmental protection and the improvement of the quality of the environment must be integrated into the policies of the Union and ensured in accordance with the principle of sustainable development. In 2022 the UN General Assembly (UNGA) passed a resolution recognizing the human right to a clean, healthy, and sustainable environment. In 2019, the EU proclaimed its new growth strategy, the ‘green deal’, aiming to “transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy.” In its Recommendation (2022)<sup>20</sup> on human rights and the protection of the environment, the Council of Europe calls on its 46 member States to actively consider recognising, at national level, the right to a clean, healthy and sustainable environment, as a human right. The Commission has emphasised the need for this green transition to be fair and just and set up a new social climate fund to support vulnerable people and mitigate the costs for those most exposed to fossil fuel price increases. This is in line with the UN 2030 Agenda and its Sustainable Development Goals and its principle to ‘leave no one behind’. Regulation (EU) 2021/1119 of 30 June 2021, the so-called European Climate law establishes the framework for achieving climate neutrality. It stresses the need to consider the social, economic and environmental impacts. Article 5. 3 requires, Union Institutions and Member States to “focus, in particular, on the most vulnerable and impacted populations and sectors, and identify shortcomings in this regard in consultation with civil society.” This is particularly important in light of the fact that in 2020 about 35 million EU citizens were unable to keep their homes adequately warm and this situation is expected to deteriorate in view of the rising energy prices due to the Russian war of aggression against Ukraine. The impact of events caused by climate change, such as extreme heat, floods, droughts, water scarcity, sea level rise, thawing glaciers, forest fires, windthrows and agricultural losses may be disproportional to those most vulnerable in our societies. Existing inequalities will be exacerbated by environmental risks. FRA’s recent data (2021) show that 23% of Roma in the EU live disproportionately more often in areas facing environmental problems such as pollution, grime, smoke, dust, unpleasant smells or polluted water compared to the general population (14%). Every fifth Roma (21%) lives in a household without tap water in the dwelling and Roma have on average a 10 years shorter life expectancy than the general population.

This project will continue the agency’s work on the human and fundamental rights dimensions of all aspects of the EU’s green transition and relevant implementing legislation the impact of climate change and access to a safe and healthy environment in light of the overarching principle of the United Nations Sustainable Development Agenda to leave no one behind. In 2025 the project will build on the work conducted in 2024 where FRA explored in selected Member States the existing data and monitoring systems in national law in the implementation of related EU Directives to identify gaps and challenges in supporting just transition and monitoring social impact. The research in 2025 will continue to focus on those in precarious living conditions most exposed to negative impacts of environmental changes. FRA will communicate guidance to stakeholders to ensure fundamental rights compliance in the green transition and policies. Through tailored stakeholder engagements and desk research FRA will also analyse other challenges brought by a green transition, which may impede on a full enjoyment of the fundamental rights in the EU in particular in the context of groups and people in vulnerable situations. It will monitor relevant legal and policy developments in this area. It will build on FRA’s previous work and draw on FRA’s data in regard to environment, including energy poverty among Roma and immigrants and their descendants and its research on consumer protection and environment. FRA will continue to cooperate closely with relevant stakeholders, including the European Environment Agency, Eurofound and the relevant Commission Directorates, as well as international organisations, such as Council of Europe, ENNHRI and Equinet to identify synergies and potential cooperation.

### Objectives

- Identify data and vulnerable groups with respect to the social impact of the green transition and environmental risks and identify good practice in addressing the related challenges
- Provide guidance on fundamental and social rights compliance of policies and legal provisions in regard to the green transition and the impact of climate change and the energy crisis.
- Provide guidance on data collection and monitoring of a socially just green transition.

### Activities

- Updating its report on existing data on the social impact of environmental policies and legislation and identification of vulnerable groups, as relevant.
- Desk research and monitoring of policy and legal developments in the EU and the EU Member States on the implementation of EU legislation in regard to the just transition of the Green Deal
- Communicating findings from previous reports in this area
- Exchange with key stakeholders on remaining gaps and new challenges

### Outputs

- One focus paper on fundamental rights and the just transition of the Green Deal
- Guidance on monitoring fundamental and social rights when implementing the EU Green Deal and environmental policies.
- Webinars and presentations of the research report published in 2024 on the implementation of social and fundamental rights in the EU’s green transition

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	20,000	-	100,000
Justice, Digital and Migration	-	-	-

Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>20,000</b>	-	100,000

## A.2.2 – Towards integrated child protections systems

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Social Rights

**Status:** on-going

### Policy relevance

The promotion and protection of the rights of the child is one of the objectives of the EU. According to Article 3(3) of the Treaty on European Union the EU is explicitly required to promote the protection of the rights of the child which are furthermore enshrined in Article 24 of the Charter of Fundamental Rights. In addition, all EU Member States have ratified the United Nations Convention on the Rights of the Child (UNCRC).

In March 2021, the Commission adopted the EU Strategy on the rights of the child 2021-2024. One of its key deliverables is to present an initiative aimed at supporting the development and strengthening of integrated child protection systems. This initiative shall encourage all relevant authorities and services to better work together in a system that puts the child at the centre. As evidenced in FRA's previous work on national child protection systems, the legal basis is still very fragmented to certain areas of law, and cooperation and coordination frameworks between relevant actors are missing. At the 14th European Forum on the rights of the child (27-29 September 2022), the Commission launched a consultation with key stakeholders to define the potential content, scope and format of this initiative and identify where the EU can provide support, both at EU and national level, to tackle existing challenges and gaps in achieving integrated child protection systems.

In 2023, FRA supported the Commission's efforts in developing this EU-wide initiative on integrated child protection systems by providing a mapping of relevant national legal and policy instruments, including legislation on violence against children (for instance regarding on- and offline physical and sexual violence, governance and inter-agency cooperation, financial and human resources capacities, care, accountability, data collection and monitoring. In addition, the research was expanded to take into account important development, e.g in the area of child participation and rights awareness and education on children's rights.).

In 2024, the project's output will be further analysed and the relevant website will be further developed. A comparative report to be launched. In 2025 FRA will support the Commission in the implementation of its Recommendation on Integrated Child Protection Systems and accompanying Staff Working Document in form of implementation studies in Member States as well as technical assistance in developing coordination and monitoring frameworks for child protection systems to become more integrated. Targeted output will be developed on specific aspects of this research such as alternative care, raising awareness of fundamental and children rights and training and guidance for professionals.

### Objectives

- To support the Commission in implementing its Recommendation on integrated child protection systems and accompanying staff working document
- To report on mapping legislation, policies and programmes on child protection systems in 27 EU Member States
- To identify challenges and gaps which hinder the process towards integrated child protection systems
- To identify promising practices of interagency and multidisciplinary cooperation and coordination which facilitate integrated child protection systems
- To develop and carry out technical assistance activities at EU and national levels upon request
- To communicate the findings and raise awareness on the need for integrated child protection systems in which children are given the chance to participate and express their views in a meaningful way
- To provide evidence-based advice to EU institutions, agencies and Member States, as well as international organisations

### Activities

### Outputs

- |   |   |
|---|---|
| - Technical assistance to MS  | - Targeted input based on web-publication of the analysis based on the mapping of national child protection systems |
| - Capacity building activities on national and European level   | - Focus papers based on comparative report on the integrated child protection systems in the EU                     |
| - Implementation studies in MS  |   |
| - Providing evidence-based advice to EU institutions, agencies and Member States as well as international organisations based on FRA findings |   |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	10,000	-	100,000
<b>Justice, Digital and Migration</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Communication and Events</b>	-	-	-
<b>Total</b>	<b>10,000</b>	-	100,000



## A.2.3 Youth engagement on fundamental rights in the EU – FRA’s Youth Advisory Panel

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Social Rights

**Status:** on-going

### Policy relevance

The [European Union Youth Strategy 2019-2027](#) recognises the unique role young people have in society and specific challenges they face, such as socioeconomic and democratic exclusion or uncertainties about their future. Confronted with a current climate crisis, emerging technologies, deterioration of democratic standards, etc., the full effects on societies are yet unknown, young people not only have legitimate concerns about how the decisions taken today will affect their future but also have concrete ideas of how to address these challenges. Yet, their voices are insufficiently reflected in key decision-making processes. Concerted efforts are needed to involve and empower young people. To address some of these gaps, the EU Youth Strategy invites the Member States and the European Commission to actively engage young people, youth organisations and other organisers of youth work. The [Council Conclusions](#) adopted in November 2022 on promoting the intergenerational dimension in the youth field to foster dialogue and social cohesion reaffirm this commitment and call on all relevant actors to increase their efforts and cooperation to achieve the [youth goals](#) set out in the strategy.

In recent years FRA has actively engaged young people in its work and has made it standard practice to consult children and young adults and work with youth organisations – particularly in the context of the Fundamental Rights Forum, the Fundamental Rights Dialogues, activities pertaining to communicating rights, and research projects related to the rights of the child. What is currently missing is a structured approach to the active participation of young people and youth organisations at a strategic level (rather than on a project specific one). To address this gap, FRA aims at creating a framework to ensure a meaningful, safe, and participatory engagement of young people in its work. This would allow FRA to take account of the youth perspectives more systematically and effectively with respect to fundamental rights in the EU and the specific challenges they are facing. Withing the framework of this project, in 2024 FRA established a “Youth Advisory Panel on fundamental rights in the EU” (hereafter “the Panel”), which serves an advisory function to the Director and the Units for mainstreaming the views of young people into the activities of FRA. The Panel provides a platform for consultations with youth risking marginalisation based on potential sources of discrimination, such as their ethnic origin, sex, sexual orientation, disability, religion, belief or political opinion. The Panel also envisages a role for selected EU level youth organisations, drawing inter alia on the Agency’s Fundamental Rights Platform of civil society organisations.

In 2025, the Panel will continue to provide its expert advice on a variety of issues related to the fundamental rights in the EU. In addition, the Agency will initiate an evaluation of the Panel with a view of further strengthening and improving its functioning and impact.

### Objectives

- Provide a space for a structured way of meaningful, safe, inclusive, and participatory engagement of young people on the fundamental rights in the EU
- Facilitate the integration of young people’s views and perspectives into FRA’s own activities
- Support EU efforts to implement the EU Rights of the Child Strategy, the EU Youth Strategy 2019-27, the new European Care Strategy and the Child Guarantee initiative

### Activities

- Organising an online and in-person consultative meetings with the Youth Advisory Panel to obtain their input on the FRA work program
- Consultations with youth on substantive policy priorities they have identified relevant to FRA activities
- Launch an evaluation of the Panel

### Outputs

- Online consultative meetings with young people (2)
- In-person meeting of the Panel at FRA (1) on substantive policy priorities and FRA work program consultation notes and written recommendations

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	20,000	-	30,000
Justice, Digital and Migration	-	-	-
Institutional cooperation and networks	-	-	-
Communication and Events	-	-	-
<b>Total</b>	<b>20,000</b>	<b>-</b>	<b>30,000</b>

## A.2.4 Fundamental rights aspects of social protection in the EU

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Social Rights

Status: new

### Policy relevance

The Charter of Fundamental Rights of the European Union enumerates and enhances the enforceability of economic, social and cultural rights, including social security and social assistance (Art. 34), the rights of access to health care and to services of general economic interest (Arts. 35-36) as well as a high level of environmental protection (Art. 37). The action plan for the implementation of the European Pillar of Social Rights, adopted in 2021, outlines concrete actions for the implementation of the 20 principles set out in the Pillar. It also sets ambitious targets, including that the number of people at risk of poverty or social exclusion should be reduced by at least 15 million by 2030, including at least 5 million children, compared with the numbers in 2019. Furthermore, the European Child Guarantee introduced in 2021 aims to guarantee children at-risk-of-poverty effective and free access to basic rights such as healthcare, quality education, childcare, healthy nutrition and adequate housing. In addition, the EU has committed to combating poverty and social exclusion. Several of the principles of the 2017 European Pillar of Social Rights, proclaimed in 2017, are directly linked to fundamental rights of vulnerable groups and relate to the Charter protected rights to social assistance and social security, access to essential services such as health and social services, transport, financial services and digital communication.

In recent years the polycrisis (the COVID-19 pandemic, the Russian invasion of Ukraine, energy crisis, increase of cost-of-living prices, etc) revealed gaps in EU's and national protections of economic and social rights. The impact of climate change and the green transition present further risks particularly for those already living in vulnerable situations. Rising economic inequalities compound the risks of fundamental rights violations for persons at risk of poverty, homeless persons, children, older persons, persons with disabilities, migrants, asylum seekers, ethnic minorities, Roma and Travellers, and LGBTIQ persons.

FRA has previously collected data and reported on the situation of vulnerable groups in respect to their fundamental social and economic rights, but has not analysed general population socio-economic data from a human rights perspective. In 2025, this project will build on its past survey work and its work on green and just transition to identify persistent gaps in the legal and policy standards relating to poverty and social exclusion, their application, validity, specific impacts on fundamental rights (particularly for vulnerable groups) and promising practices.

This project will also build on existing FRA work on the right to adequate social protection. It aims to contextualise the results of FRA's surveys with groups at risk by exploring the link between poverty and risks of fundamental rights violations. It will look at how gaps in realising the right to social security and social assistance (including housing assistance) hamper progress towards combating social exclusion and poverty. In 2025, the project will map the EU and national laws and policies in the area of social rights and social protection (particularly social security, social assistance and health care), from a fundamental rights perspective. In addition, the link between poverty and risk of fundamental rights violations will be explored by conducting qualitative research with key stakeholders and with persons at risk of poverty and social exclusion. The project will take into account gender, disability and age as relevant and depending on the availability of disaggregated data. FRA will build upon established work in the area and seek cooperation with relevant stakeholders, such as Eurofound, European Social Policy Network (ESPN), European Federation of National Organisations Working with the Homeless (FEANTSA), and the European Anti-Poverty Network (EAPN).

### Objectives

- Contribute to the implementation of the European Pillar of Social Rights Action Plan and the European Child Guarantee.
- Identify fundamental rights aspects in legal provisions regulating access to social security and social assistance.
- Advance knowledge on access to the right to social security and social assistance across EU Member States, especially for vulnerable groups.
- Support policy coherence in the area of EU social protection through promoting a fundamental rights-based approach to EU social policy and soft law, with particular attention to social security and social assistance

### Activities

- Expert and stakeholder consultation, project design and planning
- Data collection – desk research by Franet
- Qualitative research with key stakeholders and persons at risk-of-poverty and social exclusion

### Outputs

- Comparative report on MSs laws and policies governing social protection (esp. social security and social assistance) and 27 Franet reports.
- Guidelines for the MSs on a rights-based approach to the implementation of the European Pillar of Social Rights - Action Plan.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	200,000	-	
Justice, Digital and Communication and	-	-	-
Institutional	20,000	-	-
<b>Total</b>	<b>220,000</b>	-	

## A.2.5 Fundamental rights in corporate sustainability and due diligence

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Social Rights

Status: new

### Policy relevance

The EU is committed to environmental and social sustainability. It has also undertaken to provide an effective response to the climate crisis and enabling the transition into a green and circular economy while ensuring a respect for fundamental and social rights. Two existing legislative acts in this area assign direct tasks to FRA. First, the Corporate Sustainability Reporting Directive (2022/2464) requires a development of sustainability reporting standards including those related to a respect for the human rights principles established in the international law such as the International Bill of Human Rights and other core UN human rights conventions, and in the Charter of Fundamental Rights of the European Union. Pursuant to the CSRD, FRA is requested to issue opinions to the European Commission and the European Securities and Markets Authority while they develop detailed guidelines for economic operators or national supervisory authorities. Second, the EU-Taxonomy Regulation (2020/853/EU), which introduces an EU green classification system for investment purposes, requires FRA to participate in the Platform on Sustainable Finance in order to provide advice on *inter alia* screening criteria in the area of fundamental rights. In addition, the proposed Corporate Sustainability Due Diligence Directive contains important fundamental rights provisions and potentially far-reaching implications for the enjoyment of fundamental rights in the EU. This project would ensure that FRA can contribute meaningfully to legal and policy discussions relating to the Directive and be poised to provide expert advice and opinions if called upon to do so under it.

FRA’s work in is area began in 2022 and 2023 drawing from its previous research activities on sustainability reporting and human rights due diligence, such as the 2020 report on Business in Human Rights and the 2023 report on consumer protection. In 2024, FRA mapped the reporting standards in the area of human rights - both sector-agnostic and sector-specific - and identified good practices in particular in the area of human rights due diligence.

In 2025, this project will build on past work to identify persistent gaps in the reporting standards, their application, validity, specific impacts on fundamental rights (particularly for vulnerable groups) and promising practices. The project will engage in: a) targeted experts and stakeholders consultations, b) desk research involving also analysis of selected reports issued by the undertakings, and c) contextualising the analysis through selected interviews with relevant stakeholders (e.g. supervisory authorities, auditors, undertakings, civil societies, etc.). The geographical scope of the research will be defined after consultations with stakeholders taking also into account budgetary aspects. This work will be carried out in a close cooperation with relevant stakeholders, including the European Supervisory Authorities, the European Environment Agency, Eurofound, and the European Commission, civil society as well as international organisations including Council of Europe, OECD and UN.

### Objectives

- Provide data and guidance on fundamental and social rights aspects of policies and legal provisions relating to the green transition and the impact of climate change.
- Provide guidance on corporate due diligence and addressing actual and potential adverse impacts of companies’ activities on human rights and the environment.
- Provide guidance on corporate sustainability reporting and compliance with human rights obligations.

### Activities

- Stakeholder and expert consultations.
- Monitoring of legal and policy developments.
- Desk research and analysis of selected material such as reports published by the undertakings.
- Interview based research.
- Preparation of legal opinions.
- Mapping of relevant promising practices.

### Outputs

- Report on reliance on EU fundamental rights standards in the area of EU sustainability law and policy.
- Guidance on monitoring fundamental and social rights when implementing the EU Green Deal and environmental policies.
- Legal opinions on corporate sustainability reporting or due diligence
- Guidelines / toolkits / webinars on human rights due diligence and fundamental rights compliance in corporate sustainability reporting.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	200 000	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>200,000</b>	-	-

## A.2.6 Additional activities under the sector 'Social rights'

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Social Rights

Status: on-going

### Policy relevance

In 2025, the Agency will continue its work on social and economic rights enshrined in the Charter of Fundamental Rights and the European Pillar of Social Rights which sets out 20 key rights and principles guiding EU action towards a strong social Europe that is fair, inclusive and full of opportunity. In 2021, the Commission published an Action Plan with EU-level targets to be achieved by 2030 that should steer national policies and reforms. In previous years FRA collected data and reported on the situation of vulnerable groups in respect to their fundamental social and economic rights, but has not analysed general population socio-economic data from a human rights perspective. This project fiche accommodates additional activities related to data collection, analysis, and provision of expertise which are not covered by other projects, in particular as regards the rights of the child. Additional activities will include targeted engagement with key stakeholders to promote FRA's evidence and feed the outcome of its work into relevant EU policy processes. This project will aim at responding to potential new requirements stemming from the new policy-cycle.

### Objectives

- To undertake additional data collection and analysis, as required by developments during 2024 and in particular the new policy-cycle that will be brought by European Parliament's election and changes in the EU leadership;
- To explore and identify data and analysis gaps in aspects of social rights relevant to EU competencies;
- To disseminate outputs generated through related work.

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Additional data collection and analysis, as required by developments during 2024;</li> <li>-</li> <li>- Assisting, upon request, the European Commission and the Council of Europe Child Rights Coordinators, and the UN Committee on the Rights of the Child;</li> <li>- Relevant communication and cooperation activities.</li> </ul> | <ul style="list-style-type: none"> <li>- Up to two outputs (reports or papers in print and/or online form) resulting from any additional data collection and analysis;</li> <li>- Written input to institutional stakeholders upon request;</li> <li>- Participation in EU level meetings and events, as well as events organised by the Council of Europe, and other international organisations</li> <li>- Translation and reprinting of selected FRA publications, as required</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	25,000	-	100,000
Justice, Digital and Migration	-	-	-
Communication and Events	25,000	-	100,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>50,000</b>	-	200,000

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.3 Roma inclusion

#### Overview of the activity

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 EU Roma Strategic Framework for Equality, Inclusion and Participation until 2030 and the related Council Recommendation. The findings from the Roma survey 2021 and the Roma and Travellers' survey 2019 serve as a baseline against which monitoring of progress made in regard to equality and inclusion of Roma will be monitored. The Agency will generate the data necessary for mid-point (2024) and final (2028) monitoring cycles. To this end FRA will complete in 2025 the next round of its Roma survey and will publish the key results together with the microdata.

Throughout the programming period, the Agency will continue to provide, upon request, technical assistance to the Commission and Member States in the areas of data collection and the development of tools to monitor progress on Roma. In particular, FRA will continue to work closely with the European Commission providing support through data collection and analysis. Support to Member States will mainly consist in providing, upon request, technical assistance in the collection of data on the situation of Roma using national statistical systems and in supporting the national periodic reports in the area of Roma equality, inclusion and participation.

#### Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of Roma inclusion and respond to newly emerging challenges in this area in a fundamental rights compliant manner.

## A.3.1 Roma Survey

**Area of activity:** EQUALITY, ROMA and SOCIAL RIGHTS

**Theme:** Roma Inclusion

**Status:** on-going

### Policy relevance

The Agency's past survey findings have identified Roma as among the most vulnerable populations in the EU at risk for **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.

Over the years, FRA has collected data and evidence on the situation of Roma in the EU, improving the methodologies for data collection, and responding to demands from the European Commission and Member States in regards monitoring the results of the measures in this area. In particular:

- The 2018 Communication on the evaluation of the EU Framework relating to the Roma called for a portfolio of Roma inclusion objectives, targets and indicators - requesting FRA's support and technical assistance to develop data collection, reporting, and analysis to track progress, thus contributing to the systematisation of knowledge and policy in this area.
- The Communication of the European Commission from October 2020 requests the Agency to provide data and background information on progress towards the inclusion of the Roma population in EU Member States, which should be collected on a regular basis to provide the necessary baseline, mid-term and end-term data to measure change - FRA's Roma Surveys supply such data. Roma survey data, along with national reports, have contributed to the Commission's periodic monitoring reports.
- The 2021 Council Recommendation on Roma equality, inclusion and participation sets clear targets and has a strong focus on combatting antigypsyism; specifically, it calls on Member States to make use of the portfolio of indicators put together jointly by FRA, the Commission and the Member States, with FRA's data being used to populate these indicators.

FRA's engagement in this area will continue with the release of data from the 2024 Roma Survey. It will cover the same ten Member States covered in the 2021 Roma survey and the 2019 Roma and Travelers Survey, plus three candidate countries. In 2025, it will provide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on reduction of poverty and social inclusion). For some countries, the survey will produce data allowing for analysis of trends over time for the EU Roma Framework headline and secondary indicators. 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.

For Member States collecting data on the situation of their Roma population (Slovakia and Croatia), FRA will provide methodological support upon demand to ensure synergies and comparability with the data collected through FRA surveys.

### Objectives

- Deliver data on discrimination experiences, hate motivated harassment and violence, and rights awareness, as well as on social inclusion and civic participation; including data that is relevant for selected SDG indicators - ensuring disaggregation by sex and age, and disability (where possible).
- Identify trends and assess progress over time between FRA Roma surveys.
- Further refine research methodologies for sampling and surveying hard-to-reach or elusive populations - to be shared with Member States.
- Deliver project outputs of use to key stakeholders.
- Raise awareness of fundamental rights implications and disseminate project results and look for possible synergies with other actors in this area in regard to exchange of information and results.
- Populate Roma equality and inclusion indicators in close cooperation with the Commission.

### Activities

- Completion of the Roma survey 2024
- Analysis of RS2024 data, calculation of headline and secondary indicators for EU Roma Framework monitoring and preparation of outputs related to RS2024
- Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the EU upon request

### Outputs

- Selected results delivered to the European Commission in Q12025
- Main results report with summary in national languages published in Q4 2025 together
- Technical report,
- Online visualisation and microdata,

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	15,000	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	50,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>65,000</b>	-	-

## A.3.2 Additional activities under the sector 'Roma inclusion'

Area of activity: EQUALITY, ROMA and SOCIAL RIGHTS

Theme: Roma Inclusion

Status: on-going

### Policy relevance

This project fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by other projects in the area of Roma inclusion. Since 2011, FRA contributes to the EU efforts for Roma inclusion by delivering robust and comparable data and analysis, as well as by developing and applying relevant outcome and process indicators. In 2021, the Agency supported Member States and the Commission in monitoring and reporting on Roma equality and inclusion by developing a portfolio of Roma inclusion targets and indicators in employment, health, education, housing, discrimination and antigypsyism, fighting poverty and promoting empowerment and participation, with particular focus on children, young people and women.

In 2025, FRA will continue to support efforts to measure progress towards targets set in the 'EU Roma Strategic Framework for Equality, Inclusion and Participation' and the related Council Recommendation with a particular focus on supporting Member States in their efforts to collect data of the situation of their Roma populations and apply relevant indicators to monitor progress on the implementation of their National Frameworks for equality, inclusion and participation. The Agency will also continue to provide input to the Commission for its regular Communications and other policy documents related to the implementation of the EU Framework of equality, inclusion and participation and provide assistance to national authorities, upon request, within its competencies, capacities and mandate.

### Objectives

- To support the European Commission and Member States in monitoring and reporting on Roma inclusion under the EU Roma Strategic Framework for Equality, Inclusion and Participation' launched in October 2020 through regular participation with thematic sessions in NRCP meetings and on-demand country-level support to Member States
- To disseminate the outputs and knowledge generated through its overall work on Roma inclusion, in particular its surveys;
- To assist key stakeholders at EU and national level in their efforts to prevent and counter discrimination, antigypsyism and social exclusion of Roma and Travellers;

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Support to the European Commission and participation in the National Roma Contact Points network activities;</li> <li>- Providing, upon request, expertise to Member States on Roma inclusion, in particular concerning data collection methods and the use of indicators, as well as reporting on measures implemented on Roma inclusion;</li> <li>- Actively communicate (in the form of training/workshop/other) the benefits of collecting ethnic origin related data to help overcome the resistance in that regard.</li> <li>- Additional data collection and analysis, as required by developments during 2025</li> <li>- Communicating Roma survey findings to key stakeholders;</li> <li>- Engaging with civil society by participating in events;</li> <li>- Developing targeted analysis and briefs, as required.</li> </ul> | <ul style="list-style-type: none"> <li>- Indicators - checklists;</li> <li>- Input to documents requested by the Commission;</li> <li>- Up to two short outputs (reports or papers in print and/or online form) resulting from any additional data collection and analysis;</li> <li>- Participation in EU level meetings and events, as well as Council of Europe events;</li> <li>- Participation in events by international organisations and civil society.</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	30,000	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>30,000</b>	-	-

## B. JUSTICE, DIGITAL and MIGRATION

### B.1 Justice and Security

#### Overview of the activity

With respect to the area 'Justice and Security', the Agency's data continues to fill a 'knowledge gap' that serves to inform the EU institutions, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders.

Building on its previous work in the area of judicial cooperation in relation to criminal law and its extensive work on victims of crime, FRA will continue supporting relevant legislative and policy developments in 2025; in particular relating to the implementation of the existing EU instruments on criminal procedural rights as well as the newly proposed instruments in the area of criminal justice and with regard to ongoing revision of the EU victims' rights acquis. FRA will also publish a report in 2025 guiding EU institutions and Member States, in particular their justice authorities, about fundamental rights opportunities as well as risks and necessary safeguards when using digital tools in the justice system.

In relation to the victims of crime area, FRA will continue to support the Commission with the actions set out in the EU's Victims' Rights Strategy (2020-2025), and will continue to collect data and disseminate findings to guide the Commission, Member States and other actors in addressing the specific needs and rights of victims; including victims of hate crime, anti-Semitism, and gender-based violence (herein, working closely with EIGE as part of the on-going joint FRA-EIGE survey project on violence against women – which serves to fill a gap in existing EU-wide data).

With respect to the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law, the Agency will continue to provide data and targeted input to support Member State work in this area; including through the working group on the implementation of the EU Strategy on combating antisemitism and fostering Jewish life. In 2025 the Agency will publish its annual update of data on antisemitism and will continue to disseminate the findings of its third survey on antisemitism, alongside the Agency's relevant survey data on crime victimisation – which is included in all FRA surveys.

In 2025, and reflecting the EU Anti-racism Action Plan, FRA will follow-up and further disseminate the findings from its report on racism in policing, which includes practices to address discriminatory policing.

On the basis of the Commission's request, in 2025 FRA will publish its research on the implications of the application of individual provisions of the Terrorist Content Online Regulation (Regulation (EU) 2021/784 on addressing the dissemination of terrorist content online) at the Member State level, focusing on specific rights recognised by the Charter of Fundamental Rights of the European Union. The results of this data collection will feed into the Commission's evaluation of the Regulation in line with Article 23, including the impact of its application on fundamental rights; in particular freedom of expression and information, respect for private life and protection of personal data.

Finally, FRA will continue responding to newly emerging policy priorities and supporting relevant stakeholders in the area of justice and security. In this context, FRA will research potential fundamental rights implications of accessing digital data for criminal investigations, looking at the opportunities and limitations, as well as minimum safeguards needed. FRA will also be able to expand the areas of its work with respect to police and judicial cooperation in criminal matters in line with the amended FRA Regulation, which otherwise could not be planned for and will disseminate the update of the [FRA-ECTHR Handbook on European law relating to access to justice](#).

#### Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of justice and security, as well as responding to ongoing and newly emerging challenges in this area in a fundamental rights compliant manner. The amended FRA Regulation allows the Agency, upon its own initiative, to undertake research and provide accompanying opinions with respect to police cooperation and judicial cooperation in criminal matters. Large-scale survey research in the fields of antisemitism and violence against women will serve to provide unique data to the EU and its Member States on specific manifestations of crime, including levels of reporting to the police and other authorities, victims' access to justice, and on trends over time.



## B.1.1 Antisemitism: Annual update of data collection and technical assistance

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

Status: on-going

### Policy relevance

The EU and its Member States are firmly committed to fighting antisemitism and promoting Jewish life. In 2017, the European Parliament adopted a resolution on the matter and the Council unanimously adopted two related declarations in 2018 and 2020. The European Commission appointed a coordinator on combating antisemitism and promoting Jewish life in 2015; established a working group following up on the implementation of the Council declarations in 2018; and adopted a comprehensive EU Strategy on combating antisemitism and fostering Jewish life in 2021. Member States have all committed to endorsing the non-legally binding working definition of antisemitism developed by the International Holocaust Remembrance Alliance (IHRA working definition of antisemitism).

In that context, the European Commission requested FRA to support its activities in combating antisemitism and promoting Jewish life. This project responds to this request through a combination of data collection and technical assistance, speaking directly to the EU Strategy on combating antisemitism and fostering Jewish life (2021-2030) and the pledges FRA made at the [Malmö international Forum on Holocaust Remembrance and Combating Antisemitism in 2021](#). FRA will provide:

1. In 2025 – the Agency’s 21st annual update on the situation of data collection (official and CSO data) on antisemitism in the EU, including summary overviews of the state of play as regards national strategies to combat antisemitism and how Member States (intend to) use the IHRA working definition of antisemitism.
2. Technical assistance in the framework of the European Commission’s working group on the implementation of the EU Strategy on combating antisemitism and fostering Jewish life (‘working group on combating antisemitism’), including in relation to the implementation of the EU and national strategies on combating antisemitism. FRA will draw on the results of the Agency’s third survey on antisemitism, published in 2024, to inform this work. The project will take into account gender, disability and age as relevant and depending on the availability of disaggregated data.

### Objectives

- The overall objective of the project is to provide the EU and its Member States with evidence-based advice and assistance to support them in implementing their strategies to combat antisemitism.

### Activities

- Data collection and analysis for the annual update on antisemitism.
- Dissemination of results.
- Provision of evidence-based advice to the agency’s institutional stakeholders in the area of combating antisemitism.
- Participation in the European Commission working group on combating antisemitism.
- Targeted technical assistance with regard to the implementation of the EU and national strategies on combating antisemitism.

### Outputs

- Report - Annual update on the situation of data collection on antisemitism in the EU (21st edition).
- National activities on antisemitism data collection/national strategies – maximum two Member States a year, upon request.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration		-	-
Communication and Events	11,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>11,000</b>	-	-

## B.1.2 Violence against women II: filling the data gap

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

**Status:** on-going

### Policy relevance

In 2014, FRA published the results of its EU-wide survey on Violence Against Women, based on 42,000 interviews. The survey presented the first EU-wide data on the extent and nature of different forms of violence experienced by women in the EU; the results of which have been widely used by EU institutions and Member States, alongside international organisations. In the absence of alternative comparable data for the EU, Eurostat has used key indicators from the survey to populate data on violence against women for the UN SDGs. Based on the success of FRA's survey, Eurostat established a task force in 2016 for the development of a survey on gender-based violence, which FRA was invited to join (along with EIGE), to look at the feasibility of conducting a Eurostat-coordinated survey to collect comparable data on gender-based violence. As of September 2021, 18 Member States have opted-in to undertake the survey; with some Member States also selecting to survey men in addition to women. In addition, one Member State will provide data from its national survey. The deadline for Member States to transmit survey results to Eurostat is 2023.

Given that a number of EU Member States have decided not to take part in the Eurostat survey, the Union will not have an EU-wide dataset on violence against women to update FRA's 2014 survey data. In the light of this and drawing on their respective expertise, FRA and EIGE have launched a joint project which – in close cooperation with Eurostat – will undertake survey data collection in those Member States that are not taking part in the Eurostat initiative. The survey carries out data collection in 2022-23, followed by reporting the results in 2024-25. The main aim of the above is to ensure – a decade after the first results from FRA's EU-wide survey on violence against women were published – that the EU has an EU-wide comparable dataset of baseline indicators on violence against women. This will entail close cooperation between the joint FRA-EIGE project team and Eurostat to co-join the different datasets and results. In turn, the project will look at the feasibility of conducting a trend analysis between the 2014 FRA survey data and the latest round of survey data collection with respect to the FRA-EIGE survey and Member State survey data collection as part of the Eurostat initiative. The above will serve to underpin the EU's and individual Member States' efforts with respect to ratification and implementation of the Istanbul Convention, alongside existing EU law on gender equality and non-discrimination, with the provision of robust evidence on the extent and nature of violence as experienced by women. Underlining the high priority that the Commission has placed on combating violence against women – including the implementation of the EU gender equality strategy 2020-2025 – the Commission introduced in 2022 a legislative proposal to prevent and combat violence against women and domestic violence – which contains an obligation for Member States to conduct a population-based survey on violence against women at regular intervals. The results of the joint FRA-EIGE project will support the Commission's legislative and policy work in this regard with the provision of new data to fill the on-going 'data gap'. Importantly, the results serve to underpin the EU's obligations with respect to the Istanbul Convention on preventing and combating violence against women and domestic violence..

### Objectives

- The project intends to fill a data gap in the on-going Eurostat data collection on violence against women, with the aim of ensuring that data on violence against women is available for all EU Member States, which – in turn – should allow for a comparison of trends between the first round of FRA's published data in 2014 and the current round in 2024-25.
- The data will serve to support EU and Member State law and policy to combat violence against women in the framework of gender equality, victims' rights and fundamental rights.
- The project will also further enhance close cooperation between FRA and EIGE, benefitting from both Agencies' respective expertise, and the survey will involve close coordination with Eurostat.

### Activities

- Analysis of survey data
- Drafting joint FRA-EIGE outputs based on the results, with the involvement of and in coordination with Eurostat
- Communicating the results to relevant stakeholders

### Outputs

- Joint FRA-EIGE report (together with Eurostat) based on the comparative survey results, including all other EU countries with available data (combining FRA-EIGE survey data and surveys carried out by various EU Member States).
- Advice to relevant stakeholders to inform the EU's and the Member States' implementation of the Istanbul Convention.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration		-	-
Communication and Events	78,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>78,000</b>	-	-

## B.1.3 The impact of addressing terrorist content online on fundamental rights

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

**Status:** on-going

### Policy relevance

Addressing terrorist content online is an important element in combating terrorism and radicalisation. Ordering removal or blocking of content, referring content to service providers for scrutiny, or applying measures to prevent uploading of certain content all have implications for fundamental rights and require strong safeguards. In 2021, the EU adopted [Regulation \(EU\) 2021/784 on addressing the dissemination of terrorist content online](#). In 2019, FRA delivered a [legal opinion](#) on the proposal at the request of the European Parliament.

According to Article 23 of the Regulation, the European Commission shall carry out an evaluation of the Regulation, including the impact of its application on fundamental rights, in particular the freedom of expression and information, the respect for private life and the protection of personal data, by June 2024. In accordance with Article 4(1)(c) of the Agency's Founding Regulation, in September 2022 the European Commission requested the Agency to contribute to the evaluation of the Regulation's impact on fundamental rights and freedoms.

The project will collect data, mapping the implications of the application of individual provisions of the Regulation at the Member State level on specific rights recognised by the Charter of Fundamental Rights of the European Union. The findings of FRA's research will be provided to the European Commission in 2024, in order to inform the Commission's evaluation in a timely manner. The Agency will publish a report, based on the research findings in 2025.

In line with established FRA methodologies, the research will consist of fieldwork in selected Member States by means of targeted qualitative interviews with relevant stakeholders, complemented by desk research. Given the sensitivity of the subject matter, the interviews will be conducted by FRA staff

### Objectives

- Contribute to the Commission's evaluation under Article 23 of Regulation (EU) 2021/784;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns addressing terrorist content online.

### Activities

- Follow up-on the published research findings – targeted dissemination and presentation of results with key stakeholders; for example – Council working parties; EP committees; Commission.

### Outputs

- Report published
- Dissemination and communication of research findings

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>5,000</b>	-	-

## B.1.4 Digitalisation of justice: fundamental rights guidance

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

Status: on-going

### Policy relevance

On 9 June 2020, the Council adopted conclusions on “Shaping Europe’s digital future”, where it recognises that ‘the digitalisation of the justice systems of the Member States has the potential to facilitate and improve access to justice throughout the EU.’ The October 2020 Council conclusions on “Access to justice – seizing the opportunities of digitalisation” called on the Commission to take concrete action to digitalise justice. In December 2020, the Commission adopted a Communication on the digitalisation of justice in the EU, proposing a set of measures to bring forward digitalisation at both the national and EU level. Subsequently, the Commission adopted several proposals for EU secondary law instruments in this field, including a proposal from 2021 for the Regulation on the digitalisation of judicial cooperation and access to justice in cross-border civil, commercial and criminal matters - which seeks to guarantee a common approach towards the use of modern technologies in cross-border judicial cooperation and access to justice. The Commission has also been looking into the effectiveness of national justice systems through the European Semester and the EU Justice Scoreboard. According to the 2023 EU Justice Scoreboard, most EU Member States already use digital solutions in different contexts and to varying degrees in relation to their justice systems, while there is still significant room for improvement in the digitalisation of justice.

The use of digital technologies, including algorithm-based solutions, has the potential to make judicial systems more transparent and efficient for the benefit of all – from businesses to individuals (including both persons suspected or accused of crime, as well as victims). Digital solutions can ease the administrative burden, shortening case processing times, making communication more secure and reliable, making information more publicly accessible and partially automating case handling. At the same time, effective fundamental rights safeguards need to be put in place to ensure that the use of digital technologies in the area of justice does not undermine the right to a fair trial and effective legal remedy, including the equal opportunity for both parties to make their case (equality of arms), the right to have knowledge of/comment on all evidence and observations filed (adversarial proceedings), the right to a public hearing, as well as - in criminal proceedings - the rights of the defence, including access to a lawyer and the case file.

The project – with data collection in 2024 – sets out to provide a balanced assessment of the potential applications of digitalisation in the justice field with respect to its fundamental rights impact, looking at the opportunities and limitations, including ‘red flags’ and minimum safeguards needed. This should include how to ensure that digital justice is accessible for all. In line with established FRA methodologies, the research will consist of desk research complemented by fieldwork in selected Member States by means of targeted qualitative interviews with relevant stakeholders. The project will take into account and build upon the existing relevant work of European and other international actors active in this field; for example, the Council of Europe’s European Commission for the efficiency of justice (CEPEJ) and the Consultative Council of European Judges (CCJE); in particular, exchanges of updated information on cyber-justice with CEPEJ’s Resource Centre on Cyberjustice and AI.

### Objectives

- Analyse in detail the fundamental rights impact of the digitalisation of justice systems, and assess the minimum fundamental rights safeguards required
- Provide guidance to EU institutions and Member States, in particular their justice authorities, about fundamental rights opportunities as well as risks and necessary safeguards when using digital tools in the justice system

### Activities

### Outputs

- |   |                    |
|---|--------------------|
| - Publish findings on fundamental rights compliant ‘digital justice’  | - Report published |
| - Follow up-on the published research findings – targeted dissemination and presentation of results with key stakeholders |                    |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	8,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>8,000</b>	-	-

# B.1.5 Handbook on European law relating to access to justice

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

Status: new

## Policy relevance

In 2016, FRA, in close cooperation with the Council of Europe, published a Handbook on European law relating to access to justice. The Handbook synthesised European and national law and case-law in the field of access to justice, which is also an enabling right that helps individuals enforce other rights. It covered the key access to justice standards in civil, criminal and cross-border matters, including: a fair and public hearing before an independent and impartial tribunal; legal aid; the right to be advised, defended and represented; the right to an effective remedy; limitations on access to justice; as well as selected issues pertaining to persons with disabilities, victims of crime, prisoners and pre-trial detainees, environmental law and e-justice. The Handbook proved very successful, due to its translation in all EU official languages.

Since 2016, European law relating to access to justice has evolved further, including also new relevant judgements at the EU, Council of Europe and national levels. This evolution will be reflected in the second edition of the Handbook to ensure its future relevance. Furthermore, the new edition will enhance the coverage of certain topics including a focus on victims’ rights, in particular those in vulnerable situations.

Similar to the first edition, the Handbook will highlight and summarise in a didactical way the key legal and jurisprudential principles of European law relating to access to justice, identifying promising practices where possible. By contributing to raising awareness, knowledge and understanding of the key standards among legal practitioners, it will help ensure fundamental rights compliance. The second edition of the Handbook will be developed in close co-operation with FRA key partner - the European Court of Human Rights.

## Objectives

- Update the 2016 Handbook on European law relating to access to justice.
- Enhance cooperation with the Council of Europe and the European Court of Human Rights.
- Contribute to raising awareness, knowledge and understanding of the legal frameworks relating to access to justice amongst lawyers, judges, prosecutors and other legal practitioners, as well as other ‘intermediaries’ such as civil society organisations involved in litigation or victims’ organisations at the national and European levels.
- Facilitate domestic implementation of European law and relevant international legal instruments in the field of access to justice.

## Activities

## Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Dissemination of the final Handbook (second edition) through Specific stakeholder communication and awareness raising activities.</li> <li>- Participation in meetings and events.</li> </ul> | <ul style="list-style-type: none"> <li>- Second edition of the Handbook, including possible language versions</li> </ul> |
|--|--|

## Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	100,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>100,000</b>

## B.1.6 Fundamental rights implications of accessing digital data for criminal investigations

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Justice and Security

Status: new

### Policy relevance

As our lives increasingly move online, crucial evidence of criminal activities is often in a digital form. According to **Europol**, digital data is an essential component in nearly all criminal investigations. Therefore, to ensure protection of fundamental rights of all persons with respect to criminal investigations, law enforcement and the judiciary need to be provided with appropriate tools to access digital data in a rights-compliant way. In June 2023, a High-Level Expert Group on access to data for effective law enforcement was set up to explore the challenges and ways forward in this field, involving Member States, the European Commission and EU agencies – including FRA. Access to data in encrypted devices or communication has been identified as one of the chief challenges, including in the 2020 **Council Resolution on Encryption**. Encryption is also one of the priority topics of the **EU Innovation Hub for Internal Security**, established in accordance with the EU Security Union Strategy. At the same time, human rights bodies including **the UN High Commissioner for Human Rights** have underlined the vital role of encryption as an enabler of privacy and human rights, including the rights to freedom of opinion and expression. According to the **European Data Protection Supervisor**, for example, while encryption as such is not always mandatory, the GDPR expresses a clear preference for its use. Encryption impacts also on companies that rely on it when providing communication and other online services to the public who expect that their data will be protected.

Building on its relevant work in areas such as cybercrime and access to justice, and in line with its revised mandate covering police cooperation and judicial cooperation in criminal matters, FRA will research fundamental rights implications of accessing and using digital data in criminal proceedings to feed into the ongoing discussions in this area at the EU as well as national level. Among others, the project will look into the challenges posed by accessing and using data from encrypted devices and online communication to the work of law enforcement and the judiciary, the use of various tools to overcome these challenges, and the related impact on fundamental rights such as privacy and data protection, freedom of expression and information, fair trial rights, access to an effective remedy and freedom to conduct a business.

The project will map the approaches used across the EU to access and use of digital data for criminal investigations, in particular as regards encrypted information and devices. Through interviews with representatives of law enforcement and judicial authorities, as well as defence lawyers, companies and other relevant stakeholders, such as NGOs, it will collect information about the fundamental rights risks and necessary safeguards. The project will also assess the extent to which the rights of certain individuals in situations of vulnerability in criminal investigations – such as children, the elderly, and persons with disabilities, for example – are taken into consideration with respect to access to data.

### Objectives

- Analyse fundamental rights risks and necessary safeguards with respect to different approaches to addressing the issue of encryption in criminal investigations.
- Provide guidance to EU institutions and Member States about fundamental rights risks and necessary safeguards when accessing and using digital data in criminal proceedings.

### Activities

- FRANET desk research combined with fieldwork in selected EU Member States
- Liaison with relevant stakeholders – including Eurojust and Europol

### Outputs

- (FRA report) planned for 2026

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	200,000	-	100,000
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>200,000</b>	-	100,000

## B.1.7 Additional activities under the sector ‘Justice and Security’

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Justice and Security

**Status:** on-going

### Policy relevance

This fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by specific Agency projects encompassed under the ‘Justice and Security’ area of work. These requests for input broadly encompass – police and judicial cooperation in criminal matters; procedural rights in criminal/civil law; victims of crime; hate crime and antisemitism; criminal detention; and security.

The amendment of the FRA Regulation in 2022 allows the Agency to undertake research and related activities – on its own initiative – in the area of police cooperation and judicial cooperation in criminal matters. Herein, FRA can expand its work in these areas, focusing on timely input concerning new and revised legislative and policy files, which otherwise could not be planned for. Under the amended Regulation, the Agency is also likely to see increased engagement with a range of actors in the field of security, policing and judicial cooperation relating to criminal law; including Europol and Eurojust, covering all the different topics including the cross-cutting issue of innovation and digitalisation.

Outside the ‘life cycle’ of specific Agency projects, activities under this fiche allow for the continued visibility of FRA outputs and expertise in key areas of work where it has built up a significant body of knowledge, data and related expertise. This includes the Agency’s work on victims of crime, which spans its large-scale quantitative survey research with different populations, alongside its in-depth qualitative fieldwork and legal analysis. In this area, the Agency will continue feeding into and supporting the key policy and legislative processes, including the implementation of the Victims’ Rights Directive. The Agency’s recognised expertise results in numerous and diverse requests for the Agency’s input and presence across a range of meetings and expert events, which this fiche can accommodate. Synergies across different FRA projects under the heading of ‘Justice and Security’ – including work on hate crime, anti-racism and policing, antisemitism and victims of crime – can serve to inform the Agency’s legislative and policy responses beyond narrow areas of law.

Continued requests for the Agency to update data in areas where it has established the added-value of its outputs – including the annual antisemitism update, the criminal detention database, and the anti-Muslim hatred database – means that the Agency has to be responsive to key stakeholder needs throughout the year, which can be encompassed under this area. This can also involve engagement at the Member State level, including with civil society and other actors, in direct response to requests during.

### Objectives

- To provide evidence-based advice to EU Institutions, as well as Member States - on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs – on request
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities with EU institutions and other relevant actors.

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;</li> <li>- Provide support to Member States and the EU institutions in relation to gathering, analysing and reporting on how victims access the rights set out in the Victims’ Rights Directive;</li> <li>- Further development of project proposals under the work of the sector, in alignment with EU law and policy developments;</li> <li>- Develop targeted analysis and briefs;</li> <li>- Participation in, including presentations – meetings and events by EU level institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.</li> </ul> | <ul style="list-style-type: none"> <li>- Input to documents - as requested by the Commission, other EU Institutions and bodies/Agencies, and other relevant actors;</li> <li>- Up to two short Agency outputs (reports or papers in print and/or online form) resulting from any additional research and analysis; alongside re-issuing of material, including translations – as required.</li> <li>- Report on racism in policing published – language versions</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	54,000	-	-
Communication and Events	-	-	100,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>54,000</b>	<b>-</b>	<b>100,000</b>

## B. JUSTICE, DIGITAL and MIGRATION

### B.2 Data and Digital

#### Overview of the activity

The context of FRA work in relation to this area builds, in 2025, on the goals set by the Commission's 2019-2024 priority "A Europe fit for the digital age", existing EU law (e.g. General Data Protection Regulation (GDPR); the Law Enforcement Directive, the Digital Services Act), as well as legislative and policy developments at the level of the CoE and other international organisations. In the EU, ongoing legislative processes in this area, related to the Artificial Intelligence Act, the e-Evidence package and the e-privacy regulation, also have wide-ranging fundamental rights implications, which FRA's research and expertise serves to address. In parallel, the work of the European Data Protection Supervisor and the European Data Protection Board are evolving to reflect new fundamental rights challenges with respect to digital developments, which the Agency's work complements from a broader fundamental rights perspective. In this regard, in 2025 the Agency will launch work for the production of an updated FRA-CoE Handbook on data protection.

Security issues remain high on the EU agenda, in line with the EU Security Union Strategy 2020-2025, and are reflected in the work of the Europol-based EU Innovation Hub for Internal Security, which focuses on digital developments. To this end, FRA is supporting the work of the Innovation Hub through its research and expertise with respect to a fundamental rights 'critique' of specific projects. In 2025, the Agency will publish results on Remote Biometric Identification for law enforcement purposes; the results of which will serve to inform the roll-out of the AI Act upon its implementation and will also support the work of the EU Innovation Hub and other Agencies. Given the importance of the implementation of the AI Act, FRA will publish results from its work on assessing high risk AI, which will focus on implementing guidance on fundamental rights-related assessments.

Following a request from the European Parliament, in 2025 FRA will publish a FRA-CoE Handbook on European law relating to cybercrime and fundamental rights, which addresses an increasingly important crime area at EU and national level, with significant fundamental rights implications for victims. The Commission's continued focus on harmful online content and its moderation, including how to report and effectively combat it, will benefit from FRA's research on online content moderation with respect to harmful content against specific groups, which was published in 2023 and disseminated in 2024. To this end, FRA will look into further data collection on hate from online platforms, which will complement and enrich FRA's data collection from its surveys. In response to the continued need for analysis and data on online content moderation, FRA will kick off a project on illegal content online in 2025.

In addition, FRA will continue to disseminate its findings from its research projects related to AI, bias and algorithms.

#### Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of information society, including in the context of ongoing legislative developments. Specifically, the publication of FRA's research findings resulting from the analysis of potential bias in algorithms, and with respect to online content moderation, will support the Commission & other actors with empirical evidence relating to digital services and AI. Similarly, the data collection and data analysis on remote biometric identifiers will provide guidance to EU institutions and Member States, in particular their law enforcement agencies, about fundamental rights risks and necessary safeguards in a complex and sensitive area. In parallel, the Agency's data collection on GDPR and national data protection authorities will contribute to a better understanding of challenges related to the implementation of the European data protection legal framework. Finally, the Handbook on cybercrime and fundamental rights, together with the CoE, will contribute to this increasingly important field. To ensure the relevance of FRA's input and to continue to provide stakeholders with fresh data and analysis in a fast-moving field, FRA continues to work on projects in relation to high-risk AI use cases (as referred to in the AI Act) and on data collection on online hate, which will serve to inform policy developments in these fields with respect to fundamental rights



## B.2.1 Remote Biometric Identification for law enforcement purposes

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

Status: on-going

### Policy relevance

In November 2019, FRA published a [focus paper on the use of facial recognition technology \(FRT\) in the context of law enforcement](#) (FRT is a form of ‘remote biometric identifier’ (RBI)). The paper points to several fundamental rights risks in relation to the use of live FRT. With reference to the FRA focus paper on FRT, the European Commission outlined in [its White Paper on AI](#), in February 2020, the need for further regulation of remote biometric identification systems stating that the risks to fundamental rights depend on the purpose, context and scope of its use. Following the White Paper, the European Parliament, in a resolution from January 2021, invited the Commission to assess the consequences of a moratorium on the use of FRT systems, including by law enforcement authorities, in relation to fundamental rights-compliant use of the technology. At the same time, artificial intelligence (AI) and the use of AI related technological solutions, including biometric technologies, by law enforcement agencies became one of the priority topics of the [EU Innovation Hub for Internal Security](#), established in accordance with the EU Security Union Strategy.

In April 2021, the Commission published its legislative proposal to regulate the use of AI, including high-risk use cases of remote biometric identification systems. Other international actors, such as the [Council of Europe](#), have called for strict rules, in particular to avoid the significant risks to privacy and data protection, as well as non-discrimination and other rights, posed by the increasing use of biometric technology, including FRT. [Civil society organisations](#) have expressed concerns over the use of FRT, including potential abuse of the technology by governments and corporations for biometric mass surveillance. In the meaETIASntime, several national law enforcement agencies in the EU are looking closely into the possible uses of FRT.

The project sets out to provide a balanced assessment of the potential applications of this technology with respect to its fundamental rights impact – which, for example, can range from its use to detect crime through to the identification of potentially vulnerable victims. The project will start by mapping the use of remote biometric identifiers/FRT by law enforcement agencies in EU Member States, and the respective national legal frameworks governing the use of this technology. For selected ‘use cases’ from a number of EU Member States, the project will make an in-depth assessment of the purpose, context and scope of use of remote biometric identifiers/FRT through interviews with representatives of law enforcement authorities and other relevant stakeholders – such as private parties providing the technology, civil society, and possibly also rights holders who complained about being targeted by such technologies. Based on information from concrete ‘use cases’, the project will analyse fundamental rights risks and necessary safeguards for potential fundamental rights compliant use of remote biometric identification in general, and FRT in particular. The project will follow developments concerning the AI Act and will take into account the relevant provisions of the Act once adopted. The results will serve to inform those considering this technology about its fundamental rights compliance – in alignment with EU law – and will provide practical guidance for the law enforcement community and beyond; thus contributing to the objectives of the EU Innovation Hub for Internal Security, and FRA’s specific role therein. The project will be carried out in close cooperation with Europol, which is responsible for convening the EU Innovation Hub for Internal Security.

### Objectives

- Analyse in detail fundamental rights risks and necessary safeguards with respect to facial recognition technology use cases in the area of law enforcement.
- Provide guidance to EU institutions and Member States, in particular their law enforcement agencies, about fundamental rights risks and necessary safeguards when regulating and/or planning to use remote biometric identification, including FRT.
- Contribute to the work of the EU Innovation Hub for Internal Security (in line with the call of the Council to the EU’s Standing Committee on Operational Cooperation on Internal Security (COSI) in [its note](#) from 7 May 2020, p. 2).

### Activities

### Outputs

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>- Research analysis and report drafting</li> <li>- Engagement with key stakeholders – including in the field of law enforcement</li> </ul> | <ul style="list-style-type: none"> <li>- Report published</li> <li>- Presentation of findings at (minimum two) major events</li> </ul> |
|---|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	15,000	-	100,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>15,000</b>	-	100,000

## B.2.2 Handbook on European law relating to cybercrime and fundamental rights

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Data and Digital

**Status:** on-going

### Policy relevance

The fight against cybercrime is one of the key pillars of the European Cybersecurity Strategy as well as a central component of the EU Security Union Strategy 2020-2025. 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), on combating fraud and counterfeiting of non-cash means of payment (2019/719/EU), on sexual abuse and sexual exploitation of children and child pornography (2011/93/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".

At the Council of Europe (CoE) level, the Budapest Convention on Cybercrime serves as the key international treaty in this area, with on a Second Additional Protocol on enhanced international co-operation and disclosure of electronic evidence which was opened for signature in 2022. The EU co-legislators continued their deliberations in 2020 and 2021 on the proposed Regulation on electronic evidence in criminal matters, which has received close scrutiny.

Technological advances, such as the use of encryption, can allow cybercriminals to hide unlawful activity and make it difficult to obtain evidence for criminal investigations. This requires special investigative techniques (used within the proper legal framework) by authorities, which may also involve remote forensics and elaborated decryption techniques. These developments raise new challenges for protecting fundamental rights.

This Handbook responds to the earlier European Parliament request. Namely, it highlights the key fundamental rights challenges posed by cybercrime, including, the positive obligations of States to safeguard the fundamental rights of victims of cybercrime; with a particular focus on victims in vulnerable situations. It also addresses fundamental rights considerations related to substantive law, procedural powers and safeguards, and international cooperation. The Handbook also sets out to identify possible promising practices to ensure fundamental rights compliance. It is prepared by the FRA, the Council of Europe and the European Court of Human Rights.

With this Handbook, FRA and the CoE provides 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 Lanzarote Committee; the CoE HELP programme, Member States; EU Institutions and Agencies, in particular EUROJUST's European Judicial Cybercrime Network; EUROPOL's European Cybercrime Centre; 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).

### Objectives

- Contribute to raising awareness and assessing possible solutions to current challenges faced by national authorities in complying with fundamental rights safeguards, such as those in EU data protection law, in cybercrime and e-evidence investigations and cross-border cooperation.
- Provide accessible information that judges, prosecutors and law enforcement agents in EU Member States need to assess 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.

### Activities

### Outputs

- |  |   |
|--|---|
| - Dissemination and translation of the handbook. | - Presentations of the handbook, stakeholder cooperation.<br>- Translated versions of the handbook. |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	120,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	-	-	120,000

## B.2.3 Assessing high-risk artificial intelligence (AI)

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Data and Digital

**Status:** on-going

### Policy relevance

In 2021, the European Commission proposed a regulation governing the use of artificial intelligence (the AI Act), which is currently being negotiated by the co-legislators. The AI Act specifies, among other provisions, that high-risk AI has to undergo a conformity assessment, which includes drawing up technical documentation in relation to risks for fundamental rights, such as discrimination. While the details of the AI Act are still being negotiated, it is already clear that there will be a need for implementing guidance of the requirements for high-risk AI. In parallel, the Council of Europe is working on an international (framework) convention on AI, which also includes requirements for human rights impact assessments, among others.

FRA’s research on AI has shown that developers and users of AI are in need of clear guidance on how to carry out assessments of AI in relation to fundamental rights compliance. As fundamental rights concerns vary according to the purpose and area of use of AI, guidance needs to consider the specificities of different use cases. For example, the use of algorithms in the area of employment for recruitment purposes is different to the use of algorithms for accessing public services, or assessing students in the area of education. The data needed for assessing those systems depends on the pre-identified groups at risk and availability of data, for example on protected characteristics – such as ethnic origin, gender, or disability. The project will also address the data needs for such documentation and assessments of fundamental rights compliance, which vary considerably across high-risk use cases. Among developers and deployers of AI there is – as FRA’s research has shown – a lack of knowledge on what data on protected characteristics are needed for a fundamental rights impact assessment, and how such data can be collected in a data protection compliant way.

This project will provide empirical analysis and guidance on how to implement existing EU-law in relation to assessing high-risk AI based on selected use cases.

Stakeholders: European Commission, European Parliament, Council of the EU, Council of Europe, OECD, United Nations, UNESCO, civil society, public sector, private sector.

### Objectives

- Providing guidance on how fundamental rights risks can be assessed before using (selected) high-risk artificial intelligence (AI) systems, as defined in the EU AI Act.
- Analysing data needs in relation to undertaking an assessment of fundamental rights risks of selected high-risk AI uses cases.
- Increasing the understanding of a range of fundamental rights risks attached to high-risk AI and proposing measures to mitigate these risks.

### Activities

- Finalisation of research.
- Report drafting.
- Engagement with key stakeholders

### Outputs

- Report published in 2025

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	15,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>15,000</b>	-	-

## B.2.4 Monitoring hate online – reporting trends

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Data and Digital

**Status:** on-going

### Policy relevance

Online platforms have become an essential place for human interaction. This also means that hatred, discrimination, and harassment – encompassing forms of cybercrime – is part of the interaction on those platforms. While legislators, policy makers and online platforms are striving to moderate (illegal) content online, the challenge remains to understand the extent and nature of online hate – so that responses are evidence-based. Illegal online content is tackled through EU law, such as the Digital Services Act, adopted in 2022, and the regular activities and data collection under the EU Code of Conduct on countering illegal hate speech online, whereas discrimination, harassment and hate crime are generally covered under the EU equality directives, such as the Racial Equality Directive (Directive 2000/43/EC) or the Gender Goods and Services Directive (Directive 2004/113/EC). Council of Europe Recommendation CM/Rec(2022)16 on combating hate speech also provides useful guidance in this area. One of the core tasks of FRA is to collect data on people’s experiences and opinions in relation to their enjoyment of fundamental rights, including discrimination, violence, and victimisation – including experience of hate crime (against the person and property). To this end, FRA carries out large-scale surveys with the general population and vulnerable groups, such as Jews, Roma, migrants, and LGBTI people, as well as with women. In 2021-2023, FRA undertook research on online content moderation with respect to hatred against selected groups, including collecting data from online platforms. This project served to inform FRA about the opportunities and limitations of collecting data on online hatred from online platforms, including social media.

The proposed project will complement the Agency’s existing survey research, which also captures people’s experiences of online hate, by collecting data from online platforms that can reveal trends with respect to online hatred against certain groups. Based on a feasibility assessment, the project will explore the most effective way in which data on discrimination, harassment and violence can be extracted from online platforms.

The project will draw on FRA’s previous research, alongside other completed and ongoing projects and frameworks that variously engage in monitoring social media for hatred against certain groups. FRA will make use of existing tools for targeted data collection that complements available FRA data. Through online platforms, hatred and sentiments can be captured in a way that is not possible through other data sources. It allows FRA to provide additional empirical evidence on different manifestations of discrimination, harassment and violence, with regard to online hate’s impact on fundamental rights.

FRA’s engagement will allow the Agency to use social media as a new source of data for monitoring fundamental rights – specifically, trends in online hate.

Stakeholders: European Commission, European Parliament, Council of the EU, Council of Europe.

### Objectives

- Developing a methodology and tool for monitoring hatred online through regular data collection from social media to provide trends on manifestations of discrimination, harassment and violence against selected groups.
- Collecting data to complement FRA’s survey data on discrimination, harassment and hatred against certain groups.

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Assessing opportunities and practical solutions for continuous monitoring of online platforms.</li> <li>- Carrying out data collection on selected groups.</li> </ul> | <p>Regular interval online reports (and potentially a dashboard) on discrimination, harassment, and violence against selected groups, such as Jews, Roma, migrants, LGBTI, and women.</p> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	30,000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>30,000</b>	-	-

## B.2.5 Illegal content online – safeguarding fundamental rights and freedoms

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

Status: new

### Policy relevance

The past decades have changed the way we communicate. The availability of online services for sharing information is expanding and changing at an ever increasing pace. While this has brought many advantages, it also comes with huge challenges with respect to regulation of online service providers. The European Union has updated its laws to tackle EU-wide challenges, including the dissemination of illegal content online. Most notably, the Digital Services Act (DSA) was adopted in 2022, which created due diligence requirements for online services, including a framework for tackling illegal content online. The DSA covers all illegal content which includes information that is not in compliance with Union law or the law of any Member State which is in compliance with Union law, irrespective of the precise subject matter or nature of that law. This includes, for example, illegal hate speech, copyright infringements, terrorist content, or child sexual abuse material, as defined in respective laws.

There are many challenges involved in the detection, assessment and prevention of the dissemination of illegal content, which are linked to the type of content as well as who should detect and take action, how can illegal content be detected, and when and how, after detection, action needs to be taken concerning content. The DSA clarified liabilities of intermediary services, such as online platforms. However, detection and action concerning illegal content challenges several fundamental rights, such as the right to freedom of expression and information, right to privacy and effective remedy.

This project sets out to support the implementation of the DSA in selected areas of illegal content. It will provide data on experiences, challenges and promising practices in terms of fundamental rights safeguards, when detecting and taking actions on different types of illegal content. The project methodology envisages to collect data through interviews with the newly established Digital Services Coordinators in selected EU Member States and online platforms as well as other relevant stakeholders, such as civil society organisations. The project will also assess whether fundamental rights safeguards in addressing illegal content online recognise and respond to the rights of particular groups – such as children, women, and persons with disabilities, for example.

### Objectives

- Mapping of challenges in detecting and taking actions on illegal content online in selected areas.
- Providing guidance on appropriate safeguards to avoid any potential fundamental rights violations when (failing to) detecting and taking action on illegal content online in selected areas.
- Providing guidance on promising practices when preventing the dissemination of illegal content online.

### Activities

### Outputs

- Mapping of EU and national laws that define illegal content in selected Member States.
- Carrying out interviews with relevant stakeholders, such as Digital Service Coordinators, online platforms and other relevant stakeholders.
- Draft report for publication in 2026.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	250,000	-	-
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>250,000</b>	-	-

## B.2.6 Handbook on European data protection law

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Data and Digital

Status: new

### Policy relevance

In 2014, FRA, in close cooperation with the Council of Europe, published a Handbook on European data protection law. The Handbook, which synthesised European and national law and case-law in the field of data protection, proved very successful, due to its translation in all EU official languages. In 2018, the FRA published the second edition of the Handbook. It was co-authored with the Council of Europe and the European Data Protection Supervisor. It reflects major developments in the data protection field: the adoption of the EU data protection reform (the General Data Protection Regulation (EU)2016/679 (GDPR) and the Directive for the police and criminal justice sector (EU) 2016/680 (Police Directive)) and the modernisation of the Convention for the Protection of Individuals with regard to Automatic Processing of Personal Data (CETS 223). The 2018 edition of the Handbook proved very successful and was translated in all EU languages as well as non-EU languages such as Arabic, Georgian, Korean, and Ukrainian.

Since 2018, European data protection law has evolved significantly due to the adoption of new legislation (such as the Digital Services Act, the DSA, and the e-Evidence package) and landmark judgements, both at EU and Council of Europe level. This evolution needs to be reflected in the third edition of the Handbook to ensure the relevance of this successful FRA deliverable. Furthermore, a new edition will have to take into account future legislation currently under discussion that have a significant impact on data protection. The third edition will include the newest case law of the EU and the Council of Europe as well as the important regulatory work done by the European Data Protection Board and the Council of Europe relevant bodies.

Similarly, to previous editions, the Handbook will highlight and summarise in a didactical way the key legal and jurisprudential principles of European data protection law, including those in the field of transborder data flow. The Handbook contributes to promoting and better understanding the rights stemming from the new EU data protection rules. The third edition of the Handbook will be developed in close co-operation with FRA key partners in this field: the Council of Europe (CoE), the European Court of Human Rights and the European Data Protection Supervisor (EDPS).

### Objectives

- Update the 2018 edition of the Handbook on European data protection law;
- Enhance cooperation with the Council of Europe (CoE), the European Court of Human Rights, the European Data Protection Supervisor (EDPS), the European Data Protection Board and national data protection authorities.
- Contribute to raising awareness, knowledge and understanding of the reformed data protection legal frameworks amongst lawyers, judges, and other legal practitioners and data protection authorities (DPAs), and other relevant 'intermediaries' at national and European level, as well as civil society organisations and interested individuals working at the national and European levels.
- Facilitate domestic implementation of European law and relevant international legal instruments in the field of data protection.

### Activities

### Outputs

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>- Background research and mapping of relevant legal modifications to define the scope of the revised Handbook.</li> <li>- Launch of the tendering procedures and selection of external contractor.</li> <li>- Specific stakeholder communication and awareness raising activities;</li> <li>- Participation in meetings and events.</li> </ul> | <ul style="list-style-type: none"> <li>- Third edition of the Handbook planned for 2025</li> </ul> |
|---|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	45;000	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>45,000</b>	-	-

## B.2.7 Additional activities under the sector 'Data and Digital'

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Data and Digital

**Status:** on-going

### Policy relevance

This fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by specific Agency projects encompassed under the 'Data and Digital' area of work. These requests for input broadly encompass - information society, artificial intelligence (AI) and digitalisation; data interoperability; online content moderation; data protection and privacy.

Since its establishment, the Agency has variously worked in the areas of data protection and privacy, and has engaged with specific fields such as data interoperability – which has focused on large-scale IT systems primarily in the field of migration and asylum. The Agency's work in these fields has encompassed in-depth research on subjects such as mass surveillance and its oversight, on the use of biometrics, and on fundamental rights compliant AI. In parallel, it has developed tools to assist both duty bearers and rights holders with respect to rights compliance and redress, including – for example – a joint Handbook with the Council of Europe on data protection (in its third edition).

Since 2017, the Agency's attention has turned to the increasingly important field of AI, which is being deployed across different areas with significant implications for fundamental rights. The Agency's series of papers on fundamental rights and AI, its appointment to the Commission's High Level Expert Group on AI, and to Council of Europe committees that are working towards the development of AI law - illustrate FRA's role as an important actor in this field. FRA is in close dialogue with the various EU institutions that are responsible for developing new areas of law and related policy, focused on the AI Act and the Digital Services Act – to name two examples. In parallel, other EU Agencies increasingly engage FRA in the area of AI and digitalisation, such as Europol through its 'Innovation Hub', alongside international organisations ranging from the UN to the OECD. Recognising the increasing demands on FRA to provide its expertise in this area, activities and outputs under this fiche serve to 'future proof' the Agency's work by allowing it to develop and communicate research ideas and findings, and to provide fundamental rights expertise to EU institutions and other actors.

### Objectives

- To provide evidence-based advice to EU Institutions, as well as Member States - on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs – on request
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities with EU institutions and other relevant actors

### Activities

- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;
- Further development of project proposals under the work of the sector, in alignment with EU law and policy developments;
- Develop targeted analysis and briefs;
- Participation in, including presentations – meetings and events by EU level institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.

### Outputs

- Input to documents - as requested by the Commission, other EU Institutions and bodies/Agencies, and other relevant actors;
- Up to two short Agency outputs (reports or papers in print and/or online form) resulting from any additional research and analysis; alongside re-issuing of material, including translations – as required.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	33,000	-	-
<b>Communication and Events</b>	2,000	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>35,000</b>	-	-

## B. JUSTICE, DIGITAL and MIGRATION

### B.3 Migration and Asylum

#### Overview of the activity

Over the last decade, FRA published a large amount of material addressing fundamental rights challenges in relation to asylum, borders and immigration. These include comparative studies, handbooks, training materials as well as other tools, several of which are available in a number of EU languages. In 2025, FRA will continue to use and promote these materials.

An increasing number of EU law instruments make explicit reference to FRA. They require FRA to cooperate and provide its fundamental rights expertise to other EU agencies, to assist the European Commission in various ways to mainstream fundamental rights in different types of planning and evaluation processes and to be part of bodies which review fundamental rights compliance. The first two projects under this heading will enable FRA to respond to these commitments flowing from EU law and from the cooperation arrangements it has concluded with selected EU agencies, taking into account FRA's limited resources.

In 2025, FRA will continue to focus on two priority dimensions under the broader area of migration and asylum.

The first thematic area will cover the fundamental rights challenges the EU is facing at its external borders, where FRA will build on the work initiated in 2023-2024. FRA will engage with selected Member States and EU institutions to support fundamental and human rights compliance at borders (Project 3).

The second focus area (Project 4) relates to the roll-out by the EU of new information technology (IT) systems, as these become operational in 2025. The operation of EU large-scale information systems and their interoperability create opportunities but also pose threats to fundamental rights. They can affect a wide range of fundamental rights, such as the right to protection of personal data, the right to information, the right to access, rectify wrong data and delete unlawfully stored data, non-discrimination, the right to asylum, the right to an effective remedy and the rights of the child.

The integration of refugees from Ukraine who for different reasons will stay in the EU will remain a specific focus of FRA's work. A specific project (Project 5) is devoted to violence and related abuses against women displaced from Ukraine, the results of which will be further utilised in 2025. FRA will also continue to remain engaged with the issue of exploitation of migrant workers, working closely with other EU Agencies, such as ELA.

Finally, the last project on additional activities will enable FRA to have some capacity within its limited resources to respond to newly emerging policy priorities.

#### Expected results

Through its action, in 2025 FRA expects that EU institutions, EU agencies as well as Member States will be better informed on how to deal with fundamental rights challenges at the EU's external borders, including in times of crisis. FRA's engagement with the roll-out of new IT systems, which will be introduced to facilitate border management, is expected to identify fundamental rights issues at an early stage enabling immigration and border management actors to take corrective actions. The survey with women from Ukraine will help identify measures that the EU and its Member States should take under the Istanbul Convention on preventing and combating violence against women and domestic violence.

As the EU is increasingly focusing on legal migration, FRA will continue to disseminate findings relating to this topic, including on the fundamental rights situation of long-term residents in the EU.



# B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

Status: on-going

### Policy relevance

Several EU law instruments in the field of asylum, borders and immigration assign specific tasks to FRA. This project will enable FRA to exercise this role by providing its fundamental rights expertise. These specific tasks fall under five broad areas. A sixth area where FRA’s input is explicitly requested is covered in a separate project titled ‘Collecting data for EU preparedness and crisis management’.

- cooperation with EU agencies as required by their respective founding regulations (FRONTEX, EUAA, eu-LISA, EUROPOL) or by bilateral cooperation arrangements (CEPOL, EUROJUST, EUROPOL)
- Schengen Evaluations, as required by Council Regulation (EU) 2022/922
- National programmes under the Asylum, Migration and Integration and the Integrated Border Management Fund, as per Regulations (EU) 2021/1147 and (EU) 2021/1148
- European large-scale IT systems, including in the context of the ETIAS and VIS Fundamental Rights Guidance Boards
- Independent monitoring mechanisms at borders as proposed by the Screening Regulation and provision of fundamental rights expertise in the context of migration management support teams.

Overall, this project will support EU institutions and agencies, as well as Member States to implement EU law taking due consideration with respect to fundamental rights.

The Agency will provide input at a level that is commensurate with its available resources.

### Objectives

- Enable FRA to fulfil its legal commitments flowing from EU law directly or from bilateral and multilateral cooperation arrangements;
- Provide fundamental rights expertise to EU institutions, EU agencies and EU Member States in the field of asylum, borders, and immigration.

### Activities

- Provide written and oral expertise to enable EU agencies to build, strengthen and adjust their internal mechanisms to uphold and mainstream fundamental rights;
- Participate in Frontex MB meetings, and contribute with expertise to other Frontex, EUAA and eu-LISA work, including through bilateral agreements, where concluded;
- Actively participate in Frontex and EUAA Consultative Fora;
- Provide fundamental rights expertise as a member of the ETIAS and VIS Fundamental Rights Guidance Boards;
- Collect and submit information, provide input to training and accompany on-site Schengen evaluation missions;
- Comment on national funding programmes, as requested;
- Participate and share expertise within migration management support teams or in the framework of Memoranda of Understanding with Member States, if requested;
- Collect data through desk research and field missions to enable FRA to provide evidence-based input;
- Translate/re-print FRA publications required to substantiate FRA’s contributions;
- Review draft documents shared by stakeholders to FRA for comments;
- Organise expert meetings and other events (in person or online), where appropriate;
- Provide selective fundamental rights training– as appropriate.

### Outputs

- Evidence-based advice provided to EUAA, Frontex and Europol to consolidate fundamental rights mechanisms;
- Expertise shared with Frontex, EUAA and eu-LISA;
- Frontex and EUAA Consultative Forum meetings attended;
- Contributions to the Commission Task Force on Greece and to similar support mechanisms with other EUMS;
- Input to evaluation of EU law instruments, if asked;
- Expertise provided to ETIAS and VIS Fundamental Rights Guidance Boards and all meetings attended;
- Comments to two programmes provided, if requested and in line with FRA’s resources;
- Six Schengen evaluation on-site missions accompanied and risk analysis provided upon request;
- Meetings requiring FRA participation attended (e.g. Frontex MB meetings; Commission meetings on Greece);
- Fundamental rights expertise provided to Member States, for the establishment and running of independent monitoring mechanisms;
- Materials translated and/or reprinted;
- Training support provided, as appropriate
- At least two expert meetings held (in person/online).

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	90,000	-	50,000
Communication and Events	10,000	-	-
Institutional cooperation and	-	-	-
<b>Total</b>	<b>100,000</b>	-	50,000

## B.3.2 Collecting data for EU preparedness and crisis management

**Area of activity:** JUSTICE, DIGITAL and MIGRATION

**Theme:** Migration and Asylum

**Status:** on-going

### Policy relevance

In September 2020, the European Commission established a new mechanism for better monitoring and anticipating migration movements and to enhance information sharing to facilitate a coordinated response in times of crisis. For this purpose, the Commission Recommendation on the Migration Preparedness and Crisis Blueprint establishes a network involving EU institutions, Member States as well as relevant JHA agencies, including FRA. All of them have appointed a point of contact for the operationalisation of the network and to contribute with timely and adequate information to the new mechanism. Based on the information received, the European Commission drafts regular situational and early warning reports. The network has held regular meetings since autumn 2020. In 2022, FRA was requested to contribute to weekly meetings on Ukraine, in addition to separate data collection exercises on the migration situation at the Belarus border and on movements from Afghanistan. In view of the volatile situation, FRA expects that in 2025 the EU preparedness and crisis management mechanism will continue to require the Agency's input to the same degree.

In managing asylum and migration, the EU is facing significant fundamental rights challenges. These must be adequately reflected in situational awareness and early warning reports, so as to facilitate a response which complies with the EU Charter. Through this project, FRA will provide the early warning and crisis mechanism with fundamental rights related data and information. In this way, FRA expects that the regular Commission reports adequately reflect fundamental rights. In future, the importance of these Commission reports will likely increase, as under the proposal on instrumentalization of migration, the Commission will use the reporting under the Migration Blueprint Network as a tool for monitoring the situation and will make recommendations regarding the prolongation or discontinuation of exceptional measures.

FRA collects the data through FRANET and through field missions, where appropriate. This data collection supports the Commission when assessing the migratory situation. The data collected by FRA will be presented at the 'Blueprint' meetings and will also serve to provide material for the Agency's Fundamental Rights Report and other publications.

### Objectives

- Provide the EU preparedness and crisis management mechanism with robust and up to date evidence on fundamental rights concerns relating to border management, asylum, reception, child protection, immigration detention and return.
- Provide the Agency with evidence to underpin its reporting in the Fundamental Rights Report, alongside other publications.

### Activities

- Collect and analyse data;
- Share the findings with the network;
- Draft material for publication based on collected evidence.

### Outputs

- Regular data and information sharing with the network
- Input to the Agency's Fundamental Rights Report
- Two focus papers based on selected information; focusing on policy relevance /timeliness with respect to emergent issues.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	250,000	-	300,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>250,000</b>	-	300,000

## B.3.3 Upholding fundamental rights at borders

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

Status: on-going

### Policy relevance

Respect for fundamental rights is a core component of EU border management legislation. In practice, however, various sources – including the United Nations and the Council of Europe – report fundamental rights violations at EU borders; including of absolute rights, such as the prohibition of torture, inhuman or degrading treatment or punishment, and the principle of non-refoulement. Managing external borders while protecting and respecting fundamental rights raises significant challenges for Member States. The persistent reports about rights violations at borders, if not addressed through appropriate preventive measures and prompt and effective investigations, may pose more general threats to the rule of law. This multi-annual project aims at supporting particularly affected Member States with fundamental rights expertise on an ongoing basis to tackle the new challenges they face. In 2023 and 2024, FRA Focused on effective investigations of rights violations at borders, promoted the establishment of fundamental rights monitoring mechanisms and shared its tools and expertise with interested Member States and EU institutions. FRA engaged with most EU Member States at the EU's external land and sea border, paying particular attention to Bulgaria, Croatia, Cyprus, and Greece.

In 2025, FRA will continue to combine research activities with regular and ongoing provision of evidence-based advice. Given the sensitive nature of the topic, some activities will be carried out directly by FRA staff through field missions. Other research activities will be outsourced.

The project in 2025 will respond to the most pressing policy needs, taking into account the constantly changing migration situation at the border. Based on the assumption that in 2024 the EU will adopt new legal instruments regulating border procedures on asylum and returns, research activities are expected to cover the fundamental rights risks that such procedures may create. Border procedures are per se not unlawful but raise fundamental rights risks. In particular, they may result in situations in which people are returned in violation of the principle of non-refoulement as guaranteed in Articles 18 and 19 of the EU Charter on Fundamental Rights. The purpose of the research will be to identify fundamental rights risks and gaps and to suggest fundamental-rights compliant ways forward. The methodology for the research component of the project envisages to collect data through desk research from all EU Member States which will operate border procedures at airports, land, or sea borders. In those EU Member States at the external land and sea border in which a significant number of asylum applications are examined through accelerated border procedures, the desk research will be complemented with field research, including interviews with authorities, experts and persons who undergo border procedures.

At the same time, FRA will continue to document the challenges that authorities and practitioners face and, where relevant, to share its tools and expertise with Member States and the European Commission on a variety of fundamental rights issues at the border, such as on independent border monitoring mechanisms or the identification, referral, and treatment of people with vulnerabilities. The project entails, therefore, also regular FRA missions to the selected Member States. In the implementation of this project, FRA will closely cooperate with the European Commission as well as relevant EU Agencies, including where deployed in the context of migration management support teams as per Article 40 of Regulation (EU) 2019/1896. Concerning border management, the project will focus on Member States' activities and operations and thus remain complementary to the work of Frontex fundamental rights monitors whose mandate is limited to activities where Frontex is involved. FRA will also continue to work in collaboration with relevant national human rights institutions.

For this project, FRA will build on already existing documentation describing the fundamental rights situation at the border by reputable national and international bodies, such as national human rights institutions, the Council of Europe and the United Nations. Thematically, the project will look at fundamental rights in the context of border management, readmissions, and first reception of new arrivals.

FRA has been working on external borders for more than a decade, providing its expertise to EU institutions, EU agencies as well as Member States. This project builds on FRA's knowhow in this policy area.

### Objectives

- Understand and analyse the challenges and promising practices in upholding fundamental rights at borders.
- Review the effectiveness of national and EU mechanisms to protect fundamental rights at borders.
- Share FRA's expertise with Member States and the EU.

### Activities

- Stakeholder consultations – Commission, relevant EU Agencies, civil society
- Undertaking missions
- Collecting and analysing information and data
- Participating in selected events and fora
- Drafting reports

### Outputs

- Two thematic reports
- Evidence based advice provided to EU institutions, agencies and Member States

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	250,000	-	50,000
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>250,000</b>	-	<b>50,000</b>

## B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)

**Area of activity:** JUSTICE, DIGITAL and MIGRATION  
Status: on-going

**Theme:** Migration and Asylum; Data and Digital

### Policy relevance

This project builds on FRA's past findings on the use of biometric data and on EU large-scale IT systems. It is also closely linked to FRA's work on artificial intelligence.

In 2024-2025, two new EU large-scale information systems will become operational. This project intends to provide fundamental rights expertise for the roll-out of these two systems:

- The Entry/Exit system (EES, [Regulation \(EU\) 2017/2226](#)) will register the entry and exit of all third-country nationals who cross the Schengen borders for a short stay (90 days within a period of 180 days). The EES will use facial recognition technology for verification purposes for all third-country nationals, including children. It will also record people whose access to the Schengen area has been refused at the external border. It will furthermore support immigration authorities to see if third-country nationals have overstayed, once in the Schengen area.
- Visa-free third-country nationals will have to request authorisation to enter the Schengen area through the European Travel Information and Authorisation System (ETIAS, [Regulation \(EU\) 2018/1240](#)). ETIAS will support responsible authorities to predict whether an applicant may pose a risk to public health, security, and irregular migration by using 'screening rules', i.e. an algorithmic functionality.

Past FRA findings have pointed out opportunities for and risks to fundamental rights that the EU large-scale information systems and their interoperability pose. They can affect a wide range of fundamental rights, such as the right to protection of personal data, the right to information, the right to access, rectify wrong data and delete unlawfully stored data, the prohibition of non-discrimination, the right to asylum, the right to an effective remedy and the rights of the child.

In 2023, FRA started research on ETIAS which will continue in 2024, when FRA will complete the research and draft the final report. Research for a second component of the project focusing on the EES will be implemented in 2024. In 2025 FRA will analyse the field research findings, discuss these with relevant actors at EU and Member State level and publish the project reports.

The project examines the potential fundamental rights implications of the systems and the way safeguards embedded in EU law can be implemented in practice. Through fieldwork, in 2023 and 2024, FRA will collect data on the experiences authorities (mainly those in charge of border management) and experts. For ETIAS, the main focus will be on algorithms. For the EES, research will focus on selected areas – to be identified during stakeholder consultations; for example, respecting dignity when taking biometrics, the treatment of children or persons with disabilities and on the impact of incorrect data stored in IT systems on travellers. Research for the EES will take place at selected border crossing. Specific research topics will be prioritised, taking also into account the needs of practitioners working with these two systems.

### Objectives

- To support Member States and relevant EU agencies in implementing the fundamental rights safeguards embedded in the EES and ETIAS Regulations
- To identify the main fundamental rights challenges and opportunities arising from the implementation of EES and ETIAS
- To provide EU institutions, agencies and Member States with data and information on the implementation of the fundamental rights safeguards in EES and ETIAS.
- To raise civil society awareness about fundamental rights implications of EU large scale IT systems – based on work launched in 2022.

### Activities

- Desk research
- Stakeholder consultations
- Analysing findings and drafting of outputs

### Outputs

- Two thematic reports on these IT systems
- Targeted guidance for practitioners
- Inputs to training and other tools (EU level and national), upon request

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	50,000	-	50,000
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>50,000</b>	-	50,000

## B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum;

Status: on-going

### Policy relevance

As a result of Russia’s invasion of Ukraine, millions of people – the overwhelming majority of them women and children – have been displaced, with most of those who have left the country seeking safety in the EU. Women who have arrived in the EU have not only fled the violent conflict in Ukraine but may also have been exposed to gender-based violence and other human rights abuses while in Ukraine, during their difficult journeys into the EU, and upon arrival at their new place of residence. Namely, women are at heightened risk of sexual assault and rape, sexual harassment, trafficking for sexual exploitation, as well as exploitation in relation to employment in host countries – to name some examples. In 2014, FRA published the results of its EU-wide survey on Violence Against Women; the largest, most comprehensive survey of its kind in the EU that has served as the evidential basis to inform policy and legislative developments on violence against women. As a follow-up, the survey was replicated by the OSCE in 2018 in eight countries and territories outside the EU, including Ukraine. FRA was part of the OSCE’s steering committee to oversee the adaptation of FRA’s survey to countries in conflict and post-conflict situations. To this end, working with FRA, the OSCE supplemented the FRA questionnaire with specific questions related to conflict situations. The OSCE survey found that conflicts contributed to more severe violence against women compared with non-conflict situations, particularly among women who had been displaced by the conflict. Long-term psychological problems were also more common among women who had experienced violence related to conflict. With respect to violence against women overall, EU Member States are now implementing a survey on gender-based violence against women, coordinated by Eurostat. FRA and EIGE are complementing this by collecting comparable data in eight EU Member States that are not taking part in the Eurostat coordinated survey and have no other source of up-to-date survey data. However, these surveys do not contain questions specifically about conflict-related violence and related human rights abuses, nor are the survey samples designed to capture women displaced by conflict, and therefore will not capture the experiences of women who have left Ukraine and are now residing in the EU.

To address this gap and contribute to EU and international efforts to collect evidence on, and effectively respond to, violence and related human rights abuses experienced by women displaced from Ukraine – including the work of the ICC, Eurojust and other actors – FRA is carrying out a survey in three EU Member States that host the largest number of women who have been displaced due to the war in Ukraine. The survey collects data on these women’s experiences of violence and related human rights abuses leading up to, during and after fleeing the conflict – for example with respect to experiences of sexual harassment and exploitation in host countries – and also collects data on reporting and non-reporting of incidents, alongside support received. The survey is based on a minimum number of interviews per country in order to achieve reliable results. The comparability of selected results – e.g. concerning experiences of sexual harassment or assault, adjusted for the inclusion of different perpetrators – will be ensured, where relevant and possible, with respect to Eurostat’s gender-based violence against women survey and the FRA-EIGE survey. The survey data collection was launched in 2022-2023. Results – after quality controls – are expected to be published in 2025. The survey’s results will serve to inform relevant EU and international efforts to address the impact of the war in Ukraine on civilian populations with respect to the experiences of women who are now living in the EU – including provision for victims under the Victims’ Rights Directive and the Anti-Trafficking Directive. Importantly, the results serve to underpin the EU’s obligations with respect to the Istanbul Convention on preventing and combating violence against women and domestic violence.

### Objectives

- Support EU and Member State policy and responses on the ground with robust and up to date evidence on the extent, nature and impact of conflict-related violence and related human rights abuses against women who have fled the war in Ukraine, including their needs in terms of medium and long-term assistance.
- Inform with evidence the development of specific measures to support women victims of conflict-related violence and related human rights abuses – including measures based on the use of EU funds to support the Member States that host women who have fled the war in Ukraine.
- Provide robust evidence on the extent and nature of violence and related human rights abuses experienced by women fleeing Ukraine for relevant EU actors, such as Eurojust, as well as international institutions – including, for example, the ICC, UN Women/CEDAW, CoE/GREVIO.

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Analysing data and drafting</li> <li>- Communicating the survey results and related findings</li> </ul> | <p>Launch of the survey results report</p> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	10,000	-	-
Communication and Events	30,000	-	-
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>40,000</b>	-	-

## B.3.6 Additional activities under the sector 'Migration and Asylum'

Area of activity: JUSTICE, DIGITAL and MIGRATION

Theme: Migration and Asylum

Status: on-going

### Policy relevance

This project accommodates additional activities related to data collection, analysis, and provision of fundamental rights expertise which are not covered by specific Agency projects.

Since its establishment, the Agency has variously worked in the areas of asylum and migration, which is underpinned by in-depth research on key fundamental rights issues, in areas such as asylum, border management, EU IT systems, migrant smuggling and trafficking in human beings, severe exploitation of migrant workers, return and readmission, children in migration, and the rights of migrants and refugees. In 2022, FRA added a specific focus on refugees from Ukraine.

Activities under this project allow for the continued visibility of FRA outputs and expertise in key areas of work where it has built up a significant body of knowledge, data and related expertise. The Agency's recognised expertise results in numerous and diverse requests for input. This includes, for example, activities to roll out the training manual for guardians, to implement the 2018 EU Agencies Joint Statement of commitment on working together to address trafficking in human beings, and to update data on temporary protection for Ukrainian refugees. This project also accommodates requests to 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 – such as ELA or ECDC with whom FRA does not have yet a formal cooperation arrangement. This project will also allow the agency to respond to carefully selected events and initiatives by other actors, for example in the framework of the United Nations, the Council of Europe or National Human Rights Institutions. This can also involve engagement at the Member State level, including with civil society and other actors, in direct response to requests during the year.

The project also covers the need to update data (for example on search and rescue at sea and on forced return monitoring) or produce tools and other materials in areas where it has established its added value. The Agency must be responsive to demands from stakeholders throughout the year, which can be encompassed under this area. This project will also enable the Agency to reprint or translate past reports and other FRA products, when needed.

Finally, this project provides for the flexibility carry out necessary research to issue additional editions of the FRA bulletin on refugees from Ukraine, if resources become available. Missions as well as editing and production costs for FRA's work in the field of migration and asylum are budgeted under this project fiche.

### Objectives

To respond to current policy needs in a given year:

- To provide evidence-based advice to EU institutions, as well as Member States – on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs;
- Make FRA findings available to policy makers in a proactive manner;
- Cooperate with EU and other actors;
- Communicate findings and FRA expertise to EU institutions and other relevant actors.

### Activities

- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;
- Develop targeted analysis and briefs, tools, training materials and practical guidance, for example training for labour inspectors
- Attend and make tailor-made input to meetings and events by EU institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.
- Collect data through desk research and field work on emerging fundamental rights issues, either upon request of upon FRA's initiative;
- Analyse data and draft/update reports and other publications and/or update parts thereof;
- Translate/re-print existing publications;
- Draft legal opinions if requested by EU institutions;
- Review draft documents shared by stakeholders to FRA for comments;
- Participate in the THB Contact Points JHA Agencies;

### Outputs

- Tailor-made input to at least ten documents or processes, as requested by EU institutions, bodies or agencies, and other relevant actors;
- Updates on forced return monitoring and search and rescue produced, as necessary;
- Up to two short Agency outputs resulting from any additional research and/or analysis;
- Re-issuing or updating of various FRA materials, including translations – as required.
- (If requested by EU institutions) up to two legal opinions.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	80,000	-	120,000
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>80,000</b>	-	120,000

## C. INSTITUTIONAL COOPERATION and NETWORKS

### C.1 Human Rights Structures and Mechanisms

#### Overview of the activity

The projects under this activity consist of research and capacity-building support related to the EU Charter of Fundamental Rights and international human rights standards, foremost the UN Convention on the Rights of Persons with Disabilities (CRPD), which had been the first international human rights instrument ratified by the EU itself. In addition, research, cooperation and capacity-building activities are carried out to strengthen the resilience of national human rights structures, while working together with European networks of national bodies.

Activities in 2025 will include the maintenance and updating of online tools such as Charterpedia, the Agency's case law database on the Charter, and the European Union Fundamental Rights Information System (EFRIS), a one-stop shop to international human rights monitoring data. Both tools continue to grow to include new data sources and functionalities. Depending on needs the Agency will continue assisting the efforts of its partners in supporting national actors and legal professional networks in promoting and applying the Charter nationally, while securing full complementarity with actions and tools carried out or supported by the European Commission and liaising with the national Charter focal points designated by Member States.

The Agency will continue to collect information to compare the situation of public bodies with a human rights or equality remit in the EU, including by contributing to indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of Equality Bodies, in line with a new Directive on Equality Bodies (if adopted). Based on FRANET research conducted in 2023 and 2024, the results of a mapping of national structures relevant for fundamental rights within the scope of EU law will be summarised and analysed in a comparative report.

Capacity building will be provided to selected NHRIs and Equality Bodies based on needs and demand, by contributing to seminars and activities of their networks ENNHRI and Equinet. Drawing on the findings of a 2023 FRA report, this will also include advice and assistance in the context of monitoring the fundamental rights compliance of EU funds in line with the enabling conditions set forth in EU law. In doing so, it will cooperate closely with the European Commission, ENNHRI and Equinet.

Moreover, the Agency will continue to carry out its statutory role in the EU monitoring framework required by Article 33 (2) of the CRPD. The review by the CRPD Committee of the European Union as party to the CRPD was postponed to March 2025 and the agency will in the preparation of that review contribute with its data and expertise. It will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency's work and by promoting the rights of persons with disabilities through its awareness-raising activities.

Finally, the Agency will provide an annual update on civic space in the EU and feed relevant information in that regard into the European Commission's enlarged Rule of Law report, including also civic space data on candidate countries covered by FRA in view of the Report's announced extension to advanced accession countries. Building on the experiences gathered in recent years, the Agency will continue cooperating with the Commission, civil society and national authorities in holding national rule of law dialogues in interested Member States. A new project in this area will collect and analyse national fundamental rights case law dealing with rule of law issues, focussing on national case law delivered after 1 December 2009 (when the Charter entered into force). This will provide a comparative overview of rule of law relevant fundamental rights cases across Member States.

#### Expected results

The Agency's activities in this area support and strengthen human rights structures and mechanisms, particularly at national level, to reinforce rights compliance in the EU and strengthen the rule of law. By providing assistance and expertise on the application of the Charter to national actors, the Agency helps widening the toolbox of those defending human rights at the national level. These tools include hands-on training tools like the Charter e-guidance or formats of cooperations and mutual learning like the annual "CharterXchange" or the community of interest composed of national Charter experts. All these efforts in the context of the Charter, the CRPD and national human rights structures, aim at creating an environment that allows for a better implementation of fundamental rights and a strengthened resilience of the national human rights infrastructure and civil society actors.

## C.1.1 EU Fundamental Rights Information System – EFRIS

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

**Status:** on-going

### Policy relevance

The European Union 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 Member States. Some of these mechanisms are courts, like the European Court of Human Rights, others are quasi-judicial or provide more general monitoring, such as the UN Treaty Bodies. 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 with the United Nations and the Council of Europe. EFRIS, online since 2019, facilitates access to and provides an overview of EU Member States' commitments to human rights treaties, including detailed aspects, such as States' acceptance of individual complaints. But EFRIS is not only about commitment to but also about compliance under these international obligations given that EFRIS provides direct access to the assessments made by the monitoring mechanisms, and where feasible, offers comparison across the EU. The tool covers the EU, its Member States and those EU accession states that have observer status with FRA (Albania, North Macedonia and Serbia). EFRIS is a human rights information gateway that uses technology to bring data from existing data sources together for easy access and overview. It also enables full text search of key human rights-related data sources, including those used to create the EFRIS visualisations.

The European Commission, in its July 2019 Communication on Strengthening the rule of law within the Union (COM(2019) 343 final), highlights EFRIS and the importance to make more and better use of the existing sources that the tool brings together. EFRIS is used as a source of information for FRA's submission to the Commission's annual reporting on the rule of law.

FRA is continuously developing the tool, in terms of scope, functionalities and user-friendliness. Several additional sources of data have been added since the launch of EFRIS and efforts will continue to make the tool ever more comprehensive, taking into consideration user feedback and needs.

### Objectives

- Provide a continuously updated online tool, which brings together commitments to human rights obligations and assessments of compliance with these, making this data easily accessible through visualisations and search.
- 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 of and awareness about international human rights obligations.

### Activities

- Continuous improvements in terms of functionalities, usability and user-friendliness, as well as additional data sources included
- Presentations and dissemination of the tool
- Extracts of data and manual analysis in form of thematic compilations on request
- Continue increasing the user base
- Technical maintenance
- Increased cooperation with international human rights database owners

### Outputs

- Enhanced online tool with greater policy relevance and inclusion of new data sources
- Improved functionalities including enhanced data management and better search functionality
- Thematic compilations based on extracts from EFRIS on request, including for the FRA submission to the European Commission report on rule of law
- User feedback and improvements
- EFRIS Advisory Group meetings with Council of Europe, OHCHR, CJEU and other international partners (online)

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	30,000	-	20,000
<b>Total</b>	<b>30,000</b>	-	20,000



## C.1.2 Supporting national human rights structures

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

**Status:** on-going

### Policy relevance

The FRA regulation requires the Agency to “cooperate with [...] governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions”. The Council of the EU, in its 2021 Conclusions on strengthening the application of the Charter of Fundamental Rights in the EU, recognised “that independent NHRIs and equality bodies play a crucial role in the protection and promotion of fundamental rights and in awareness-raising, and contribute to ensuring compliance of national policies with the Charter”. To achieve synergies with national fundamental rights structures and make its findings available nationally, the Agency cooperates closely with public bodies with a human rights and equality remit in the Member States, as well as their umbrella organisations, the European Network of National Human Rights Institutions (ENNHRI), the European Network of Equality Bodies (Equinet), and the International Ombudsman Institute (IOI).

Under this project, the Agency will continue in 2025 with its advisory work in the context of standards regarding the mandate and independence of bodies with a human rights and equality remit. In doing so, it will support the implementation of existing standards and promising practices with regards to those bodies as developed by the Council of Europe, United Nations, OSCE’s ODIHR and the European Commission in the case of Equality Bodies. In the context of the establishment of legally binding standards for Equality Bodies, as proposed by the European Commission in 2022 in a draft directive, the agency stands ready to provide advice on the establishment of comparable indicators with regard to resources, independent functioning, activities, or effectiveness of Equality Bodies thereby contributing to the practical effects of this directive. In doing so, cooperation with both Equinet and EIGE would be sought.

The project will map structures protecting and promoting fundamental rights in EU Member States (and countries participating as observers with FRA) and their interactions building the national human rights systems. The diversity that exists in the landscape of fundamental rights structures calls for mutual learning to keep improving them and their interaction given that the protection and promotion of fundamental rights is key in many EU policy areas. The focus will lie on fundamental rights specific State structures and institutions, including quasi-judicial human rights bodies going however beyond the classical fundamental rights bodies including those whose mandate is laid down in EU legislation and who deal with socio-economic rights or newer rights such as the right to consumer protection.

### Objectives

- Contribute to strengthening statutory bodies with a human rights and equality remit so that they can fully exercise their powers and mandates as defined in EU, European and international standards.
- Promote National Human Rights Institutions (NHRIs), in line with relevant UN Resolutions, Goal 16 of the global 2030 Agenda, Council of Europe Recommendation on Establishing and Strengthening National Human Rights Institutions, and the European Commission’s Charter Strategy.
- Increase awareness about relevant fundamental rights actors, including those beyond the more traditional fundamental rights bodies and contribute, where appropriate, to the development of comparable indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of Equality Bodies.

### Activities

- Regular consultation, exchange and cooperation with NHRIs, Equality Bodies, and ombuds institutions, as well as with their networks
- Collecting and analysing information on national institutions with a human rights remit, including updates on NHRIs’ accreditation status and mandates in the EU
- Cooperation and exchanges on the situation of bodies with a human rights and equality remit with intergovernmental organisations, EU institutions and bodies
- Develop methods or indicators to allow for the assessment and comparability of such structures, including as regards Equality Bodies (pending a potential request by the European Commission under the upcoming directive)
- Comparative analysis of FRANET data collected in 2024 on national structures relevant for fundamental rights within the scope of EU law in EU Member States and candidate countries participating as observers in FRA’s work

### Outputs

- Presentations of FRA findings at national events of Equality Bodies, NHRIs, ombuds institutions and other bodies
- Meetings (online or in-person) with ENNHRI, Equinet, IOI and expert contributions to their seminars
- Annual update on accreditation status and mandates of NHRIs in the EU, building on the 2020 FRA report on NHRIs and SCA Review process (online)
- Comparative report on national structures relevant for fundamental rights within the scope of EU law in EU Member States and candidate countries participating as observers in FRA’s work (online)
- Online presentation of selected information on fundamental rights relevant structures and mechanisms at national level (possibly in form of a map)

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	10,000	-	-
Institutional cooperation and networks	80,000	-	40,000
<b>Total</b>	<b>90,000</b>	-	40,000

## C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms  
**Status:** on-going

### Policy relevance

The Charter is the Agency's main normative reference framework for its work. With this project, the Agency also carries out work specifically targeting the Charter. It does so in close cooperation with the EU institutions, the European Commission in particular, and other relevant stakeholders. The Council Conclusions on the Charter of Fundamental Rights adopted in March 2021 and the European Commission's Charter Strategy (2020) encourage national actors, including at local and regional levels to make more and better use of the Charter. Both policy documents invite the Agency to work with national stakeholders, share good practices, and continue developing tools and methods relating to the Charter. Since 2013, the Agency's annual Fundamental Rights Reports (FRR) contain a chapter dedicated to the Charter, tracking the use of the Charter at national level. This chapter, together with Charterpedia, has become a unique document of reference for other actors and builds an evidence base for the European Commission's annual reports on the Charter and the Council conclusions on the Charter thereby tracking the implementation of the EU Charter strategy. The Agency carries out targeted training activities, in cooperation with NHRIs and Equality Bodies' networks ENNHRI and Equinet, with legal professionals' networks, as well as for the European Parliament, the Presidencies of the Council of the EU, EU agencies and other bodies. Such training activities and tools focus on legal professionals at EU and national level and are developed in consultation with the European Commission to ensure complementarity. The Agency's tools include: a handbook on the applicability of the Charter at national level, Charter 'country-sheets' for all EU Member States, a Charter online tool for judges and other legal practitioners, a Charter trainer's manual with case studies, and the online case-law database Charterpedia. Charterpedia is continuously updated and expanded to cover new types of information.

The Agency has developed an annual high-level Charter event, the "CharterXchange", piloted in 2023. The event is organised in cooperation with the European Commission and aims to bring together the key stakeholders for the implementation of the Charter, including Charter focal points and legal practitioners. In 2025 the Agency will put special emphasis on communicating the added value of the Charter given that it is was 25 years ago that the Charter was solemnly proclaimed by the EU institutions as the EU's bill of rights. The anniversary will provide an opportunity to enhance the Agency's communication efforts in the context of the Charter.

### Objectives

- Contribute to the implementation of the European Commission's Charter Strategy within the scope of FRA's mandate and increase awareness about the Charter amongst relevant audiences.
- Support the EU and its Member States in delivering on the legal obligations of the Charter of Fundamental Rights, in particular by providing analysis, guidance, training and e-learning for practitioners with a train-the-trainers perspective.
- Promote the EU Charter and its use at national and subnational levels through strengthening the capacity of National Human Rights Institutions and Equality Bodies, in cooperation with ENNHRI and Equinet, and that of other relevant (legal) target audiences to apply the Charter.

### Activities

- Increasing awareness about the Charter's added value, especially amongst legal practitioners, using the 25<sup>th</sup> anniversary of the Charter as an opportunity to draw attention to the Agency's practical Charter tools
- Extensive update and facelift of Charterpedia
- Production of an easy-to-read version of the Charter
- Collecting and analysing data on the use of the Charter, through FRANET
- Expert contributions to EU and national events relating to the Charter
- Providing relevant professional networks and EU institutions and bodies with expertise, training material, and e-learning on the Charter
- Training and webinars on demand in cooperation with relevant training providers and legal professional networks, including with the European Judicial Training Network (EJTN), the Council of Bars and Law Societies of Europe (CCBE), the Academy of European Law (ERA), the European Law Students' Association (ELSA), the Council of Europe's HELP programme

### Outputs

- Improved Charterpedia offering new data sources and a more user-friendly design, updated national case law on the Charter
- Chapter on the use of the Charter in FRA's Fundamental Rights Report
- Easy-to-read version of the Charter
- Expanded Charter training material
- On-demand training (both on-site and online) on the Charter in cooperation with multipliers and stakeholders
- Annual CharterXchange event (virtual), in cooperation with the European Commission
- Awareness-raising material on the Charter (3<sup>rd</sup> priority)

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	20,000	-	50,000
<b>Institutional cooperation and networks</b>	140,000	-	-
<b>Total</b>	<b>160,000</b>	-	50,000

## C.1.4 Participating in the EU Framework required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms  
**Status:** on-going

### Policy relevance

In addition to all the EU Member States, the EU itself is party to the UN 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 EU’s framework is composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA. The framework cooperates and coordinates its activities with the work of the European Commission, which is the EU’s “focal point” for the implementation of the CRPD. The Agency also cooperates closely with National Human Rights Institutions, Equality Bodies, civil society organisations and international organisations, in particular the UN CRPD Committee. FRA is 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. Similarly, FRA works with Equinet’s Disability Taskforce that brings together Equality Bodies that are members of their respective national CRPD monitoring framework.

The Agency’s mandate within the EU framework is twofold. In the area of promotion, the Council document on the framework notes that the Agency “can raise awareness of the Convention”. 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 [Agency] also develops indicators and benchmarks to support the monitoring process”.

Building on the findings of the 2<sup>nd</sup> review of the CRPD implementation by the EU, the Agency will conduct a data collection through FRANET and own desk research on the implementation of the CRPD in EU Member States, FRA Observer States, and by the EU itself. FRA will also continue, as relevant and requested, support the European Commission in delivering on the EU Disability Strategy 2021-2030, including by providing evidence on experiences of persons with disabilities in the EU based on its available research findings and survey data.

### Objectives

- Participate in the EU framework required under the UN Convention on the Rights of Persons with Disabilities, in particular to fulfil FRA’s role to promote and help monitor implementation.
- Support national frameworks in developing indicators to monitor implementation of the Convention.
- Mainstream the rights of persons with disabilities into FRA’s work.

### Activities

### Outputs

- |   |  |
|---|--|
| - Participation in the EU CRPD Framework meetings and other relevant meetings representing the Framework  | - 30 FRANET country research reports                           |
| - FRANET data collection and desk research to track the implementation of the CRPD within the scope of the Agency’s mandate   | - Synthesis report on the implementation of the CRPD           |
| - Presentations to national CRPD monitoring frameworks on indicators for monitoring the implementation of the CRPD  | - EU CRPD Framework meetings (minimum 2)                       |
| - Providing input to other projects in the Agency to ensure that persons with disabilities and their concerns are considered in data collection, communication and other FRA activities | - Expert contributions to CRPD related EU and national events  |
|   | - Contributions from the EU CRPD framework, on request or need |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	5,000	-	20,000
<b>Institutional cooperation and networks</b>	100,000	-	-
<b>Total</b>	<b>105,000</b>	-	20,000

## C.1.5 Providing assistance on fundamental rights compliance in the context of EU funds

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms  
**Status:** on-going

### Policy relevance

European Union funds contribute large amounts to issues such as cohesion, regional development, security, and migration management. The Common Provisions Regulation (CPR) for the EU budget 2021–2027 sets out 'enabling conditions' that must be fulfilled throughout the implementation period. Two of four sets of the horizontal 'enabling conditions' (Art. 11 (1) of the CPR (with details in its Annex III)) concern the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities. The regulation refers to civil society organisations and "bodies responsible for promoting social inclusion, fundamental rights, rights of persons with disabilities, gender equality and non-discrimination" as partners and taking part in monitoring the disbursement of funds (Art. 8, Art. 39 CPR).

Based on earlier research and its 2023 report on the role of NHRIs, equality bodies and CSOs in the implementation of the Charter and CRPD conditions for the use of EU funds, the Agency will continue to contribute to the implementation of these 'enabling conditions' provided for EU law. It will contribute to capacity building for NHRIs and Equality Bodies in cooperation with ENNHRI and Equinet and with the European Commission, using its own and the Commission's dedicated training materials. It will also engage with national authorities managing funds and civil society to raise awareness of its research findings

### Objectives

- Support a rights-compliant implementation of the EU funds by providing assistance and expertise to 'fundamental rights bodies' in particular national statutory bodies with a human rights or equality remit so that they further develop their capacity to contribute effectively to the new human rights conditionality introduced in the management of EU funds.
- Gather and provide relevant information on the implementation of the 'enabling conditions' regarding the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities to EU institutions and Member State authorities.

### Activities

- Contributing to national and transnational capacity building and practice exchanges with bodies with a human rights and equality remit (NHRIs, Equality Bodies, Ombuds institutions) and relevant civil society actors on how best to contribute to the protection and promotion of fundamental rights in relation to EU funds
- Contributing to exchanges amongst fundamental rights actors and relevant civil society actors on practices and experiences with Charter and CRPD conditionality in the context of EU funds

### Outputs

- National workshops on FRA findings, on request and need
- Transnational workshop with managing authorities and fundamental rights bodies on the protection and promotion of fundamental rights in relation to EU funds
- Language versions of FRA 2023 report on EU funds and fundamental rights (3<sup>rd</sup> priority)

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	50,000
Institutional cooperation and networks	25,000	-	20,000
<b>Total</b>	<b>30,000</b>	-	<b>70,000</b>

## C.1.6 Civic space and national rule of law dialogues

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms

**Status:** on-going

### Policy relevance

According to the UN Guidance Note on Protection and Promotion of Civic Space, “civic space is the environment that enables people and groups – or ‘civic space actors’ – to participate meaningfully in the political, economic, social and cultural life in their societies”. It further notes that a “vibrant civic space requires an open, secure and safe environment that is free from all acts of intimidation, harassment and reprisals, whether online or offline. Any restrictions on such a space must comply with international human rights law”.

Civil society organisations (CSOs) and human rights defenders (HRDs) make a substantial contribution to human rights, democracy and the rule of law in the EU. Yet, they face diverse challenges in doing this work. The nature and extent of these challenges vary across the EU. FRA has monitored and advised on these challenges that hinder the realisation of human rights on the ground since 2017. A functioning civic space is dependent on the relevant regulatory framework, access to resources, participation in policy and decision-making, a safe environment and legal protection. On the basis of its work in this area, FRA provides EU institutions and bodies as well as Member States with advice on how to improve the environment for civil society organisations, raising also awareness and building capacities on these issues.

In its work, FRA covers particular challenges and risks for defenders who support people on the move, women human rights defenders, LGBTIQ+ rights defenders, environmental defenders and climate justice activists, and youth and child rights defenders, or anti-racism activists. Building on its 2023 report on human rights defenders (HRDs), FRA also provides expertise to policy makers on how to strengthen access, stay and support for HRDs coming from third countries to the EU. FRA cooperates closely with EU bodies and international organisations dealing with HRDs in the EU through a ‘Contact Group’ to share information and knowledge, to ensure coordination and complementarity, and to reinforce each other’s actions. FRA also shares its learnings with donors.

In 2025, FRANET will collect data on civic space which will inform the Agency’s annual civic space update. Moreover, based on FRA’s data and analysis confirming the important role of civil society organisations for the protection of the rule of law and fundamental rights, the Agency will continue to contribute to the series of multi-stakeholder ‘national rule of law dialogues’ which it had implemented together with the European Commission and in cooperation with civil society and national authorities (rule of law contact points) since 2022. These dialogues are based on the Commission’s annual rule of law report and carried out in selected Member States based on interest and national context.

### Objectives

- Support civil society organisations as defenders of fundamental rights within the European Union.
- Advise EU institutions and Member States on courses of action to create and safeguard an enabling environment for civil society in the EU.

Activities	Outputs
- Data collection (through FRANET) and analysis on civic space in EU Member States and Candidate countries with FRA observer status	- FRANET country research on civic space in EU Member States and Candidate countries
- Consultation of the Fundamental Rights Platform on challenges facing civil society organisations	- FRA submission to European Commission’s annual rule of law report 2024
- Continuation of national rule of law dialogues with civil society in EU Member States, under the auspices of the European Commission and in cooperation with national authorities	- National rule of law dialogues in selected Member States
- Cooperation and exchanges on the situation of civil society and HRDs with EU institutions and bodies and intergovernmental organisations through the Contact Group on HRDs	- (Online) meetings of the Contact Group on HRDs
- Facilitation of support and capacity-building for civil society, including through webinars	- Expert meeting on civic space and expert contributions to events of EU institutions, international organisations or at national level, webinars with civil society on civic space related issues

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	5,000	-	30,000
<b>Institutional cooperation and networks</b>	145,000	-	15,000
<b>Total</b>	<b>150,000</b>	-	<b>45,000</b>

## C.1.7 Rule of law relevant national case law in the area of fundamental rights

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Human Rights Structures and Mechanisms  
**Status:** new

### Policy relevance

Since the entry into force of the EU Charter of Fundamental Rights in 2009, the Court of Justice of the EU (CJEU) has issued numerous rulings highlighting links between the rule of law and fundamental rights, especially in the context of Article 47 of the Charter. The European Court of Human Rights, in its 2022 case of *Grzęda vs. Poland*, qualified the European Convention on Human Rights as “essentially a rule-of-law instrument”. The effective protection of fundamental rights hinges on the existence of the rule of law, including judicial independence and access to a fair trial. The 2023 annual report of the European Commission on the application of the Charter therefore focussed on access to justice and judicial remedies, being essential elements of the rule of law. Also, the European Commission’s annual reports on rule of law illustrate how the rule of law and fundamental rights are closely intertwined, for example by highlighting the role of national human rights institutions and an enabling framework for civil society.

**National courts play a crucial role in protecting the rule of law and have in a wide range of cases ensured that key protections, including those linked to fundamental rights, have been upheld. This research will take the findings of the European Commission’s 2023 Charter report focused on access to justice and fair remedies as a starting point to dig deeper on the use of the EU Charter in rule of law relevant cases at the national level. Relevant Charter rights include, next to Article 47, the presumption of innocence and right of defence (Article 48), the principles of legality and proportionality of criminal offences and penalties (Article 49) and the right not to be tried or punished twice in criminal proceedings for the same criminal offence (Article 50). These rights guarantee an independent, impartial and efficient judiciary as well as fair procedures – key bulwarks of the rule of law that play a crucial role in the protection of fundamental rights. Whereas rule of law related case law can be easily tracked at European level (the ECtHR case law through HUDOC and the CJEU case law through CURIA), national case law is far less accessible across the EU. The project will collect and analyse national case law delivered after 1 December 2009 (when the Charter entered into force) that dealt with rule of law issues focusing on cases that deal with the independence of the judiciary, right to a fair trial, access to remedies and other aspects that are related to access to justice, legality and legal certainty.**

The project will make national judicial experiences in protecting the rule of law more visible, thereby contributing to the knowledge base needed to ensure effective transnational cooperation and the sharing of experiences between national judiciaries in the common area of freedom, security and justice. It can inform various processes carried out by EU-level actors, including judicial training and awareness-raising, activities of the European Commission (such as the annual rule of law report), European Parliament (annual report on the situation of fundamental rights; LIBE Democracy, Rule of Law and Fundamental Rights Monitoring Group), Council of the EU (rule of law dialogue), and the European Economic and Social Committee (Ad hoc group on Fundamental Rights and the Rule of Law). It will also be of relevance to bodies of the Council of Europe, including the Venice Commission. Accession States will be included in the research given the relevance of this data for the enlargement process. Looking at the rule of law through the lenses of fundamental rights case law, finally, also provides an evidence base for communicating and illustrating how rule of law issues concretely impact on the lives of persons in the EU. Therefore, the results of this project for promoting public awareness on the importance of rule of law.

### Objectives

- Provide a comparative overview of rule of law related fundamental rights cases that were brought before national courts.
- Contribute to judicial training and awareness-raising related to fundamental rights and the rule of law.
- Provide additional legal evidence to EU actors and their relevant policy processes.

### Activities

### Outputs

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Thematic data collection via FRANET in the EU Member States and Candidate countries with FRA observer status</li> <li>- Comparative analysis of data and findings</li> <li>- Collecting evidence (concrete cases) highlighting how rule of law issue affect people’s rights and lives</li> <li>- Updating Charterpedia and integrating relevant case law into a ‘rule of law corner’ in FRA’s EU Fundamental Rights Information System (EFRIS)</li> </ul> | <ul style="list-style-type: none"> <li>- 30 FRANET country research reports analysing rule of law related case law in the area of fundamental rights</li> <li>- Comparative analysis of the case law identified</li> <li>- Concrete cases for use in public communication on the importance of the rule of law</li> <li>- Updated Charterpedia and ‘Rule of law corner’ in EFRIS</li> </ul> |
|--|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	-
Institutional cooperation and networks	-	-	300,000
<b>Total</b>	-	-	300,000

## C. INSTITUTIONAL COOPERATION and NETWORKS

### C.2 Policy Analysis and Stakeholder Cooperation

#### Overview of the activity

Projects under this activity concern cooperation with and advice to the Agency's stakeholders at the international, EU, national and local levels, and cooperation with civil society organisations, which are all key beneficiaries of the Agency's evidence, expertise and advice. This cooperation covers the full range of the Agency's areas of activity.

Concerning stakeholder cooperation, the Agency will organise two meetings with the National Liaison Officers (NLOs), who are the main contact points for the Agency at the national level. The Agency will conduct regular consultations with the NLOs, including on its Programming Document, on the Fundamental Rights Report, and on various topics covered by FRA's activities. The Agency communicates all its outputs to Member States, through the NLOs.

With regard to EU institutions, bodies and agencies, the Agency cooperates systematically with the European Parliament and the Council of the EU (including its presidencies) under this activity. This entails supporting them with timely evidence-based advice in the area of fundamental rights, providing expert inputs to inform their deliberations on legislative and non-legislative files. FRA participates in networks of agencies under this activity, including the Justice and Home Affairs Agencies' Network (which FRA will coordinate in 2025) and the EU Agencies Network on Scientific Advice.

The Agency cooperates with international organisations – in particular the Council of Europe, the United Nations and the OSCE's Office for Democratic Institutions and Human Rights – to achieve synergies, better coordination and to reinforce each other's actions. This includes reciprocal participation in relevant meetings.

The Fundamental Rights Platform is the Agency's cooperation network with civil society organisations. In 2025, FRA will organise the annual general meeting with the Platform (possibly as an in-person meeting) and raise awareness of its work among civil society organisations through dedicated webinars and targeted communications. The Agency will conduct regular consultations with the Platform, including on FRA's Programming Document, the Fundamental Rights Report and on civic space, and on other topics as relevant.

Concerning policy analysis, the Agency keeps abreast of legal and policy developments relevant to fundamental rights at the EU and international levels to inform its work. It also conducts strategic foresight analysis in the area of fundamental rights to inform the work and deliberations of EU policy and law makers.

Finally, the budget under this activity subsumes the support to the Bodies of the Agency, namely the Management Board (MB), the Executive Board (EB) and the Scientific Committee. This includes the meetings of these bodies, and translation of documents and interpretation of meetings associated with the MB and the EB.

All FRA networks and the Bodies of the Agency include representatives from EU candidate countries participating in the Agency's work as observers (Albania, North Macedonia and Serbia at present). In 2025, the Agency will consolidate its work on enlargement, including through dedicated data collection on selected fundamental rights issues in countries that participate as observers in the work of the Agency. In this respect, FRA cooperates with the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR), providing it with data and evidence to assist it in assessing how candidate countries progress with regard to the realisation of fundamental rights in the context of enlargement.

#### Expected results

Structured cooperation between the Agency and its stakeholders at the international, EU, national and local levels, and with civil society helps it better define, develop and coordinate its priorities and activities. Combined with strategic foresight analysis, this cooperation helps increase the policy relevance of the Agency's activities and outputs, as well as their complementarity with those of its stakeholders and partners.

Specifically, the cooperation with the NLOs contributes to enhancing the Agency's ability to provide Member States with data, evidence and expertise they need to promote and help ensure the respect of fundamental rights when implementing EU law. Cooperation with EU institutions, bodies and agencies contributes to increasing the Agency's impact on legal and policy processes at EU level. Coordination with international organisations contributes to the EU's efforts to achieve greater coherence between external policies on human rights and internal policies on fundamental rights. Activities under the Fundamental Rights Platform contribute to creating an enabling environment for civil society and increase the Agency's visibility among stakeholders and organisations active in the field. The Agency's activities pertaining to enlargement will assist DG NEAR in assessing progress achieved by candidate countries in respect of their accession to the EU.

## C.2.1 Fundamental Rights Platform and cooperation with civil society

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation  
**Status:** on-going

### Policy relevance

FRA cooperates with civil society organisations through its Fundamental Rights Platform. FRA’s Founding Regulation states that the Agency “shall closely cooperate with non-governmental organisations and [...] civil society” and “establish a cooperation network (Fundamental Rights Platform)”. The Platform brings together over 850 organisations from the grassroots to the international level, including non-governmental organisations, trade unions, employers’ organisations, social and professional organisations, confessional and non-confessional organisations and academia. It is the key forum for engagement and exchange with and among a wide range of civil society actors.

The interaction between the participants in the Platform and the Agency is multifaceted and includes providing advice to FRA’s Management Board on the work programme and on the annual Fundamental Rights Report. Organisations participating in the Platform contribute to FRA projects, respond to thematic consultations and cooperate on awareness raising and dissemination of FRA findings. The Agency facilitates exchanges between the Platform organisations and EU institutions, covering all the areas of activity of the Agency. FRA informs Platform organisations of all of its work, and organises meetings and webinars to facilitate exchanges between FRA and civil society organisations and among these organisations.

To further deepen cooperation with civil society and networking amongst civil society, in 2025 the Agency may consider holding an in-person meeting of the Platform (3<sup>rd</sup> priority). Beyond engaging with FRA, the Platform meeting could offer an opportunity for then new European Parliament and Commission to discuss their fundamental rights policy priorities with civil society. The last in-person meeting of the Platform was held more than ten years ago (2014).

### Objectives

- Facilitate the cooperation between the Agency and civil society organisations through the Fundamental Rights Platform.
- Enable the Agency and its stakeholders to draw on input from civil society organisations across the Agency’s areas of activity.
- Provide civil society organisations active in the area of fundamental rights with a forum to learn from each other and to access information on EU level developments in the field of fundamental rights

### Activities

### Outputs

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Running the Fundamental Rights Platform – enabling information exchanges and pooling knowledge from and among civil society organisations</li> <li>- Facilitating input from civil society organisations into FRA’s activities</li> <li>- Disseminating FRA’s evidence, including through regular online communication and webinars</li> <li>- Consultations with the Platform on issues related to FRA’s activities, including its work programme and the Fundamental Rights Report</li> </ul> | <ul style="list-style-type: none"> <li>- Annual General Meeting with the Platform and related meeting report</li> <li>- Alternatively: First in-person meeting of the Platform since 2014 with thematic exchanges with civil society (3<sup>rd</sup> priority)</li> <li>- Quarterly digital digest on FRA’s activities and evidence</li> <li>- Up to eight thematic meetings or webinars with civil society organisations on FRA’s work</li> <li>- Reports of consultations with the Platform</li> </ul> |
|--|--|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	50,000	-	200,000
<b>Total</b>	<b>50,000</b>	-	<b>200,000</b>



## C.2.2 Cooperation with and advice to EU institutions, Member States and international organisations

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation  
**Status:** on-going

### Policy relevance

The Agency's cooperation with EU institutions, bodies, offices and agencies, as well as that with Member States, national authorities and international organisations is based on specific provisions in the Agency's founding regulation. This project serves to facilitate this cooperation and to enable the Agency to provide its institutional stakeholders with timely evidence, expertise and advice, with a view to feeding fundamental rights considerations into law and policy making across all its areas of activity. This cooperation also covers candidate countries participating in FRA's work as observers, in respect of which the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) invites the Agency every year to provide data and evidence relevant to the fundamental rights dimensions of enlargement.

Under this project, the Agency also engages in exchanges with and presentations to the EU institutions (Parliament, Council, Commission), as well as in coordination meetings with international organisations, in particular the Council of Europe and its entities, the United Nations Office of the High Commissioner for Human Rights, and the OSCE's Office for Democratic Institutions and Human Rights.

The Agency participates in networks that foster synergies between EU agencies that operate in related fields, such as the Justice and Home Affairs Agencies' Network (JHAAN, which it will coordinate in 2025) or the EU Agencies Network on Scientific Advice (EU-ANSA), including its Futures Cluster. This project also subsumes FRA's cooperation with the Fundamental Rights Officers of the European Union Asylum Agency, Europol and Frontex.

FRA's regulation establishes that each Member State nominates a government official as the main contact point for the Agency at the national level – the National Liaison Officers (NLOs). The Agency maintains and fosters its cooperation with the NLOs under this project, also to increase the impact of the Agency's activities at the national level and to draw on Member State government inputs when needed. To assist the European Commission in assessing how candidate countries progress with regard to the realisation of fundamental rights in the context of enlargement, FRA also cooperates with the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR), providing it with data and evidence on selected fundamental rights issues in candidate countries that participate as observers in the work of the Agency.

### Objectives

- Ensure efficient coordination of activities and cooperation between the Agency and EU institutions, bodies, offices and agencies, international organisations and national authorities.
- Provide timely evidence, advice and expertise to the Agency's institutional stakeholders to feed fundamental rights considerations into law and policy making.

### Activities

- Cooperation and coordination between the Agency and EU institutions, bodies, offices and agencies, national authorities and international organisations,
- Coordination of the Justice and Home Affairs Agencies Network (JHAAN) and participation in networks of EU Agencies as relevant
- Provision of assistance and expertise to the Agency's institutional stakeholders through participation in and provision of written inputs and oral presentations to hearings, meetings, events and other consultations
- Cooperation with the Presidencies of the Council of the EU
- Cooperation with Member States through their NLOs
- Coordination with the Council of Europe, the UN and the OSCE/ODIHR
- **FRANET data collection** on selected fundamental rights issues in candidate countries that participate as observers in the work of the Agency

### Outputs

- Oral and written contributions to EU institutions, agencies, bodies, offices and agencies, national authorities and international organisations
- Three FRANET short thematic reports pertaining to enlargement (Albania, North Macedonia, Serbia) (online)
- Summary report on fundamental rights in Albania, North Macedonia and Serbia (online)
- Two NLO meetings (one online, one in-person) – including one combined with a thematic expert working party
- Information sessions (online) with NLOs and other representatives of national authorities on FRA outputs
- Meetings of the JHAAN (online and one in person)

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	5,000	-	-
<b>Institutional cooperation and networks</b>	175,000	-	60,000
<b>Total</b>	<b>180,000</b>	-	60,000

## C.2.3 Bodies of the Agency

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation

**Status:** on-going

### Policy relevance

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.

The MB is the Agency's planning and oversight body while the SC is the guarantor of the scientific quality of the Agency's work. The tasks of those bodies are defined in FRA's founding regulation. As per the regulation, the MB shall meet twice per year while the SC meets four times per year (in-person or online).

In 2025, in addition to the two MB statutory meetings, it is expected that the MB Chairperson will convene a further extraordinary meeting of the MB to deal with urgent issues of programming, planning and governance. Given that in 2025 there will be a renewal of more than half of the Agency's MB (with 16 new members starting their five-year mandate in July 2025), the Chairperson may decide to convene a strategic MB retreat as in the past (this is foreseen as a 3<sup>rd</sup> priority activity).

The budget for this project includes the translation and interpretation costs associated with the MB and EB documents and meetings.

### Objectives

- Supporting the MB and the EB members in performing their statutory tasks as planning and oversight body
- Supporting the SC in performing its statutory tasks as guarantor of the Agency's scientific quality

Activities	Outputs
- Organisation of MB and EB meetings and written procedures	- MB meetings (3, partially online)
- Organisation of SC meetings	- EB meetings (4, partially online)
- Continued communication with the Bodies	- MB retreat (as 3 <sup>rd</sup> priority activity)
- Follow-up to MB decisions and SC opinions	- SC meetings (4, partially online)
- Translations of MB documents	- MB decisions
	- Director's report to the Board (3)
	- SC opinions on FRA deliverables

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	5,000	-	20,000
Institutional cooperation and networks	145,000	-	80,000
<b>Total</b>	<b>150,000</b>	-	100,000

## C.2.4 Strategic foresight in the area of fundamental rights

**Area of activity:** INSTITUTIONAL COOPERATION and NETWORKS **Theme:** Policy Analysis and Stakeholder Cooperation

Status: new

### Policy relevance

The Communication on Better Regulation (COM/2021/219 final) integrates strategic foresight into EU policy making, as indicated in the [Better Regulation Toolbox](#): “The EU must make sure that it develops policies that are robust and future proof, and that policymakers and institutions are prepared to anticipate changes to proactively shape the future according to the EU’s political priorities.” At the same time it is important that any strategic foresight exercise takes account of the EU’s horizontal obligations to respect and promote fundamental rights (as laid down in Article 6 of the Treaty on European Union and Article 51 of the EU Charter of Fundamental Rights) and, in particular, on equality and equal opportunities, social protection and inclusion, health, environment and consumer protection (as set out in Articles 8, 9, 10 and 11 of the Treaty on the Functioning of the European Union).

Responding to this need to twin foresight analysis with solid fundamental rights evidence and expertise, FRA has begun developing its strategic foresight capacities in 2022. The Agency’s Strategic Plan 2023–2028 foresees that FRA carries out foresight studies on fundamental rights issues and future challenges, to help EU institutions and Member States anticipate threats to the enjoyment of fundamental rights and help them to promote fundamental rights resilience (Strategic Priority 1.3). The Strategic Plan identifies a set of seven megatrends with implications for fundamental rights, and the Agency will continue to generate unique evidence relevant to these: challenges to justice and the rise of a security-based agenda; threats to democratic values; deepening inequality and increased discrimination; changing patterns of migration; economic and social trends; digital transformation and artificial intelligence; and, climate change.

In 2025, building on the Agency's unique data sets on fundamental rights and its expertise in applying a human-rights based approach to data collection, FRA will conduct a data-driven foresight study on future fundamental rights issues and challenges, applying tested foresight methodologies. In doing so, it will focus on the megatrends identified in its Strategic Plan, the outcomes of the Fundamental Rights Forum 2024 and on the priorities of the 2024–2029 EU legislature. The Agency will establish a network of experts pooling knowledge on strategic foresight and fundamental rights, bringing together representatives of EU institutions and bodies, international organisations, national authorities and others as relevant. This work will feed directly, among others, into activities of the [European Strategy and Policy Analysis System](#) and of the [EU Policy Lab](#) of the European Commission’s Joint Research Centre, with which FRA has established working relationships.

This project will enable FRA to better anticipate and respond to emerging issues, trends, opportunities and risks, thereby enhancing its capacity to advise EU and national law- and policy makers on how to safeguard fundamental rights in a volatile environment, and to build in fundamental rights considerations into strategic foresight activities at EU and Member State level.

### Objectives

- Increase FRA’s capacity to anticipate and respond to developments in the EU policy environment.
- Pool knowledge on strategic foresight and fundamental rights, thereby fostering a data-driven, human-rights based approach to strategic foresight.
- Advise EU and national law- and policy makers on future fundamental rights challenges and opportunities and assist them to build in fundamental rights considerations in their strategic reflections.

### Activities

- Establish a network of experts pooling knowledge on strategic foresight and fundamental rights.
- Convene the first meeting of the network of experts.
- Conduct a data-driven, human rights-based strategic foresight study on fundamental rights.
- Provide advice to EU and national law- and policy makers on future fundamental rights challenges and opportunities.

### Outputs

- Network of experts pooling knowledge on strategic foresight and fundamental rights (at least one meeting of the network and meeting report).
- One strategic foresight study on fundamental rights.
- Fundamental rights foresight flash notes for EU and national law and policy makers on demand (resources permitting).

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	-	-	5,000
Institutional cooperation and networks	200,000	-	200,000
<b>Total</b>	<b>200,000</b>	-	<b>205,000</b>

## D. COMMUNICATION and EVENTS

### D.1 Communicating Rights, Media and Events

#### Overview of the activity

Effectively communicating fundamental rights to promote the values and freedoms of today's societies in the European Union sits at the heart of the agency's work. The overall goal of FRA's communications is to broaden the constituency for fundamental and human rights, and to raise awareness of the benefits of human rights to people's lives.

This area of activity entails developing FRA's multichannel communication activities and events, including media relations, social media outreach and the organisation of the Fundamental Rights Forum.

The activity area aims to ensure that FRA's activities and outputs are effectively communicated across the EU. This entails the dissemination and promotion of the results of the Agency's work and raising public awareness through a range of activities, such as social media communication, media relations and events. These specific activities aim to ensure that the Agency's work reaches audiences at the right time in the right format through the right channels.

In this area of activity, FRA develops strong communications narratives, including by following the guiding principles of its ['10 keys to effectively communicating human rights'](#).

It also develops and runs targeted communication campaigns to promote the Agency's findings to a wide range of audiences.

This activity area also aims to intensify FRA's convening power to create a safe and inclusive space for dialogue with key actors on pressing human rights issues. This includes the organisation of several flagship events, such as the Fundamental Rights Forum, the Fundamental Rights Dialogues, and dedicated EU Presidency events. Through such events, FRA will continue to bring together key human rights actors and a diverse range of voices to foster promising, rights-based communication practices among human rights actors and media across the EU.

Under this activity, FRA also works to ensure that issues and topics related to gender, children and youth, and persons with disabilities are mainstreamed in all of the Agency's communication activities.

#### Expected results

By working with different partners, stakeholders and the media, the Agency will raise awareness of fundamental rights issues across the EU, improve people's understanding of fundamental rights challenges and contribute to creating a rights-based culture across the continent.

By making its findings more accessible, the Agency will empower EU citizens, especially the young ones, to advocate for their rights and bring a positive change about.

By organising events, the Agency will bring together people who can drive change in the EU and globally. This will also contribute to raising FRA's profile.

## D.1.1 Raising awareness and effectively promoting rights

**Area of activity:** COMMUNICATION and EVENTS  
**Status:** on-going

**Theme:** Communicating Rights, Media and Events

### Policy relevance

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 revamped ‘10 keys to effectively communicating rights’, which guide the Agency in its own communication work.

In 2025, the Agency will continue to communicate its findings and analysis, based on the FRA Communication Strategy 2023-2028 and the set communication priorities for the year. This will include targeted media relations and social media campaigns to promote the outcome of specific projects, including reports of broader media interest, as well as to promote fundamental rights more broadly.

The Agency will seek to diversify and modernise its communication activities. It will further develop its social media reach and appeal to younger audiences, in particular by putting an emphasis on visual communication and harnessing the multiplying power of its networks. It will also seek to further develop its media relations and media monitoring activities to extend its news media reach and explore opportunities for promoting FRA’s work in non-traditional media, such as podcasts, magazines, and global thought leadership fora.

The Agency will also continue its cooperation with communicators from national human rights institutions, Equality Bodies and civil society organisations. In this context, FRA will organise and participate in regular meetings of human rights communicators.

In 2025, FRA will support relevant events organised by the Presidencies of the Council of the EU. The Agency will contribute to convening diverse stakeholders, including policymakers, and representatives from national human rights and civil society organisations. The events will focus on issues related to fundamental rights, which are of particular importance for the broader EU policy agenda.

### Objectives

- Communicate timely and effectively FRA’s findings and analysis to policymakers, civil society organisations, and the general public.
- Continuously communicate the enduring importance of human rights, and their relevance in contemporary EU and global contexts.
- Use FRA’s convening power to create a safe and inclusive space for inspiring dialogue on the pressing human rights challenges in the EU.
- Facilitate the exchange of good practice among those involved in communicating human rights issues.

### Activities

### Outputs

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Carry out regular media relations and media monitoring activities.</li> <li>- develop dedicated social media campaigns; produce visual material to promote FRA’s findings;</li> <li>- regularly engage with human rights communicators to improve the delivery of human rights messages;</li> <li>- cooperate with the Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities (Poland and Denmark).</li> </ul> | <ul style="list-style-type: none"> <li>- Media monitoring and outreach;</li> <li>- social media communications and campaigns;</li> <li>- visual communication products;</li> <li>- up to 2 events organised in cooperation with the Presidencies of the Council of the EU.</li> </ul> |
|---|---|

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	-	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	200,000	-	150,000
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>200,000</b>	-	150,000

## D.1.2 Fundamental Rights Forum

**Area of activity:** COMMUNICATION and EVENTS

**Theme:** Communicating Rights, Media and Events

Status: on-going

### Policy relevance

The set of activities falling under the umbrella of the Fundamental Rights Forum aim to solidify and intensify FRA's convening power and its role in creating a safe and inclusive space for dialogue with key actors on pressing human rights issues.

In 2024, the Agency will implement its fourth Fundamental Rights Forum. The Fundamental Rights Forum 2024 will be a two-day hybrid event in Vienna, Austria, which will offer in-person and online participation, and be livestreamed globally. It will bring together a large number of participants, ranging from leading European policy- and lawmakers to grass-root practitioners. It will put significant emphasis on an intergenerational approach, including the participation of young and older people.

The Forum provides a unique space for dialogue on the pressing human rights challenges in the European Union. Human rights take centre stage to continue building a vision of hope. It will be the platform for a truly diverse range of voices from across politics, business, trade unions, civil society, faith communities, the arts and sports to deliver answers to those challenges shaping critical human rights agenda.

Spanning across all ages, sectors and levels of experiences, the Forum will host intense debates and workshops, capacity building, masterclasses, and provide for skills' and knowledge exchange – in short, the Forum will be the human rights marketplace of valuable new ideas, tools, connections and experiences. The Agency will work to strengthen the networking element of the event and provide space for workshops and debates.

The activities taking place at the Forum will contribute to debates concerning EU policy priorities and initiatives that affect fundamental rights. They will aim to tackle heads-on major fundamental rights challenges and provide tangible input to EU policy cycles and relevant reports on the state of fundamental rights in the EU.

Building on its previous fora and the Human Rights Expert and Leaders Meeting in 2022, the Agency will continue in 2024 to provide opportunities for networking and enhancing partnerships. It will aim to build bridges between rights holders and their diverse communities, in particular youth and older people, and human rights bodies and EU institutions, through virtual events and its Fundamental Rights Dialogues.

### 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
- 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

### Activities

### Outputs

- |  |                                |
|--|--------------------------------|
| - Implementing the five shout-outs of the Fundamental Rights Forum 2021                                      | - 4th Fundamental Rights Forum |
| - Developing and implementing the Fundamental Rights Forum 2024  | - Forum website                |
| - Organising up to two Fundamental Rights Dialogues to continue to inform fundamental rights discussions     | - Audio-visual material        |
| - Strategic communication activities to maximise reach and engagement with stakeholders and target audiences |                                |

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	340,000	-	410,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>340,000</b>	-	<b>410,000</b>

## D. COMMUNICATION and EVENTS

### D.2 Web, Publishing and Promotion

#### Overview of the activity

This activity area entails developing, producing, and disseminating FRA's multilingual print and online outputs. This includes the coordination and development of the Agency's annual Fundamental Rights Report, as well as the production of the Agency's annual Activity Report.

This activity also includes the maintenance of FRA's corporate website to ensure it meets the needs of FRA's stakeholders and to consistently improve usability and accessibility for people with disabilities. The activity also includes the maintenance of other online tools such as databases containing research findings and an e-learning platform.

The area of activity entails planning, coordination, implementation and quality control of FRA research outputs such as reports, handbooks, e-learning courses and information material. This includes working closely with the Publications Office of the European Union to ensure the timely delivery of all outputs. This activity also covers the publication of FRA's outputs on the corporate website and the delivery of printed copies to relevant stakeholders.

Under this area, FRA also develops and coordinates the publication and dissemination of audio-visual materials, in alignment with the priorities and activities falling under Communicating Rights – Media & Events.

This area also entails tracking the performance of FRA outputs by monitoring specific metrics, such as number of downloads and orders of print copies from the Publications Office of the European Union. Under this area, FRA also coordinates pre-launch print orders by emailing subscribers to mailing lists owned by the Publications Office.

#### Expected results

The Agency's annual Fundamental Rights Report provides evidence-based information. Its opinions assist the EU and its Member States in decision-making processes. The report also includes examples of rights-based promising practices, which may be transferrable from one country to another. The information is also used by the European Parliament for its own report about fundamental rights in the EU. Similarly, the European Council uses the report's findings for its conclusions on relevant fundamental rights issues.

FRA communicates its work to the public and specific target audiences through the corporate website, other online tools and printed material. To highlight fundamental rights issues, the Agency transforms its evidence and expertise into state-of-the-art communication tools. In doing so, we inform policymakers, experts and practitioners at EU and national level about a range of fundamental rights issues.

In 2025, we aim to improve the accessibility and usability of all our outputs so that they are fully usable by people with disabilities. This includes the continued development of html publications as well as making our web files and other online content more accessible

## D.2.1 Annual Reports

**Area of activity:** COMMUNICATION and EVENTS  
going

**Theme:** Web, Publishing and Promotion Status: on-going

### Policy relevance

The set of activities falling under the umbrella of the Annual Reports are the coordination and development of the Agency's annual Fundamental Rights Report, and the production of the Agency's Consolidated Annual Activity Report.

The Consolidated Annual Activity report provides an overview of the activities and achievements of the Agency. It contains a comprehensive and thorough account of the Agency's activities in implementing its mandate and work programme of work. It follows the European Commission guidelines.

The Fundamental Rights Report is the Agency's annual report about the protection and fulfilment of fundamental rights in the EU and its Member States. The report reviews major developments in the field, identifying both achievements and remaining areas of concern. It is accompanied by an activity report. It is accompanied by FRA's opinions on these developments, including a synopsis of the evidence supporting these opinions.

The Fundamental Rights Report 2025 will be structured around a lead chapter on fundamental rights in the EU, from which will derive three focus chapters on specific fundamental rights issues, and the implementation of the EU Charter of Fundamental Rights at national level. The three focus chapters of the report will be decided by the Management Board in May 2024. The report also identifies trends and relevant promising practices. Where relevant, it presents data disaggregated by sex and highlights the gender dimension.

The report's overall findings are used by the European Parliament in its report about fundamental rights in the EU. Relevant Council conclusions also refer to FRA's Fundamental Rights Report.

### 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.

### Activities

- Data collection, analysis and drafting
- Production, translation and dissemination
- Targeted communication activities at EU and national level

### Outputs

- Fundamental Rights Report
- FRA opinions and substantiating evidence in all EU languages plus Albanian, Macedonian and Serbian
- 30 country research reports (FRANET)
- Online component of the publication
- Consolidated Annual Activity Report.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	380,000	-	60,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>380,000</b>	-	60,000



## D.2.2 Production and dissemination of FRA output

**Area of activity:** COMMUNICATION and EVENTS

**Theme:** Web, Publishing and Promotion

Status: on-going

### Policy relevance

The production and dissemination of FRA output entails developing, producing, and disseminating FRA’s multilingual print and online outputs. It includes planning, coordination, implementation and quality control of FRA research outputs, e-learning courses and information material. It also comprises the maintenance of FRA’s corporate website and other online tools, such as databases containing research findings and the e-learning platform.

FRA disseminates the results of its work and raises public awareness through a range of communication activities. These aim to ensure that its work reaches the appropriate audiences at the right time in an accessible format through the appropriate channels, including FRA’s corporate website and social media.

Communication priorities set for 2024 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 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.

### Objectives

- Communicating FRA’s work to the public and specific target audiences through online, print, audio and audio-visual means
- Informing policymakers, experts and practitioners at EU and national level through print publications, media and online communication channels about a range of fundamental rights issues based on the Agency’s evidence and expertise
- Developing state-of-the-art online communication tools to promote fundamental rights issues
- Improving and diversifying print production to respond to the needs of specific audiences, such as persons with disabilities

Activities	Outputs
- Develop, maintain and update FRA’s website in order to make it more attractive, user friendly, and accessible;	- FRA website
- Improve the data visualisation and other online tools (e.g. Media toolkit; European Fundamental Rights Information System);	- Print publications
- Produce and disseminate major reports and other types of publications related to the Agency’s activities;	- HTML publications
- Produce communication material additional to major reports, such as In Briefs, infographics and brochures;	- Data explorer (visualisation) for selected surveys
- Disseminate relevant output to specific audiences at events and through mailing lists, provided also by the Publications Office of the European Union;	- Translated products
- Ensure efficient stock management of publications	- Corporate visual identity and branding
- Produce translations of FRA deliverables in as many EU languages as financial resources allow;	- Communication products
- Further develop FRA’s corporate identity and branding	- Various types of print material
	- Dissemination and stock management
	- E-learning platform Moodle

Financial Resources			
	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Equality, Roma and Social Rights	-	-	-
Justice, Digital and Migration	-	-	-
Communication and Events	450,000	-	150,000
Institutional cooperation and networks	-	-	-
<b>Total</b>	<b>450,000</b>	-	150,000

# Other Activities under Title III

## E.1.1 Performance Planning, Monitoring and Evaluation

Status: on-going

### Policy relevance

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.

### Objectives

- One of the major objectives of FRA performance monitoring and evaluation is to create links between the different levels of its intervention and to collect data regarding both the agency’s (1) outputs and (2) outcomes. Monitoring the performance of FRA will be carried out in accordance with a logic model (composed by outputs, immediate, intermediate and ultimate outcomes) which includes the list of the performance measures;
- The agency has set up Performance Measurement Frame-work to monitor, report and evaluating on its performance as this will help FRA to manage and evaluate its usefulness, effectiveness and relevance, as well as strengthen the alignment of the organisation’s projects with its strategic objective, main tasks and thematic priorities

### Activities

### Outputs

- 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.
- Evaluation Reports

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	39,675	-	50,000
	-	-	-
	-	-	-
<b>Total</b>	39,675	-	50,000

## E.1.2 Complementary data collection and other activities to support evidence based advice for stakeholders

Status: on-going

### Policy relevance

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.

### Objectives

- All FRA objectives may be addressed through this activity.

### Activities

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

### Outputs

- Data collection, communication and stakeholder communication activities.

### Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	-	-	-
	-	-	-
	-	-	-
<b>Total</b>	-	-	-

# E.1.3 Exploring operational implications of EU accession to the ECHR for FRA’s work

Status: on-going

## Policy relevance

Policy relevance and rationale: the EU’s expected accession to the European Convention on Human Rights is one of the most consequential recent legal developments for the protection of fundamental rights in Europe. As the principal human rights agency of the EU which shall closely cooperate with the Council of Europe (Article 9, Regulation 168/2007), it is both necessary and appropriate that FRA develops an informed view on this development. FRA should be prepared for this legal change and understand what changes it may bring for its work in legal, policy, institutional and operational terms with due regard to Council Decision (2008/578/EC).

This project will build on a work done in 2023 and 2024. The project will further examine the potential operational implications of the EU’s expected accession to the ECHR for FRA’s work, considering the range of substantive, jurisdictional and procedural issues it will likely entail. In particular, this project will allow FRA in 2025 to bring forward its own legal and policy “due diligence” on the expected accession. The project will engage in analysing a national case law and complementarity and differences of the case law of CJEU and ECtHR in meaning and scope of fundamental rights.

The project will monitor new developments with regard to questions relating to legal and policy coherence and how accession might affect the current legal basis of legal protection of fundamental rights within the EU, which is the legal and operational baseline of FRA’s surveys, research and analytical work. One critical change that accession would introduce would be the possibility for individuals to bring complaints against the EU before an independent international human rights court (the ECtHR). It would also reinforce the need for consistency between rulings of the ECtHR and the CJEU on human rights matters. The project will continue to monitor how accession might impact FRA’s own responsibilities, particularly when it issues findings and opinions. Finally, the project will take account of FRA’s work related to other human rights instruments such as CRPD and Istanbul Convention.

The EU legal landscape governing fundamental rights has four normative sources interacting and some structured reflection is warranted as to how these should work together to ensure the highest standard of protection of fundamental rights (universal instruments adopted under the aegis of the UN); the regional HR level (ECHR); the EU (Charter) and domestic law on HR. Accession will likely impact the nature and degree of “integration” or proximity between two of the four sources of law for fundamental rights protection in the EU, namely EU law and ECHR law – whether towards alignment or fragmentation. In either case this will become increasingly important in the area of civil and political rights.

## Objectives

- Ensuring FRA is prepared for accession of the EU to the ECHR by drawing on existing scholarship and the inputs of legal experts (including Scientific Committee and Management Board members) and institutional stakeholders (including the EU Commission, the Council of Europe, the CJEU and the ECtHR)
- Working to establish a better understanding of what changes accession may bring for FRA’s work
- Allow FRA to contribute to developments in this area

## Activities

- Conducting desk research to chart differences of the case law of CJ EU and ECtHR in meaning and scope of fundamental rights
- Organising a stakeholder meeting – EU agencies, e.g. EIGE, FRA, FRONTEX, ELA – to explore the potential implication of the accession to their work and evaluation of fundamental rights in their reports
- Short information request from MS (Franet) to explore potential differences of national case law in relation to meaning and scope of fundamental rights, including procedural obstacles (related to non/self-executive judgements, supremacy of EU law)

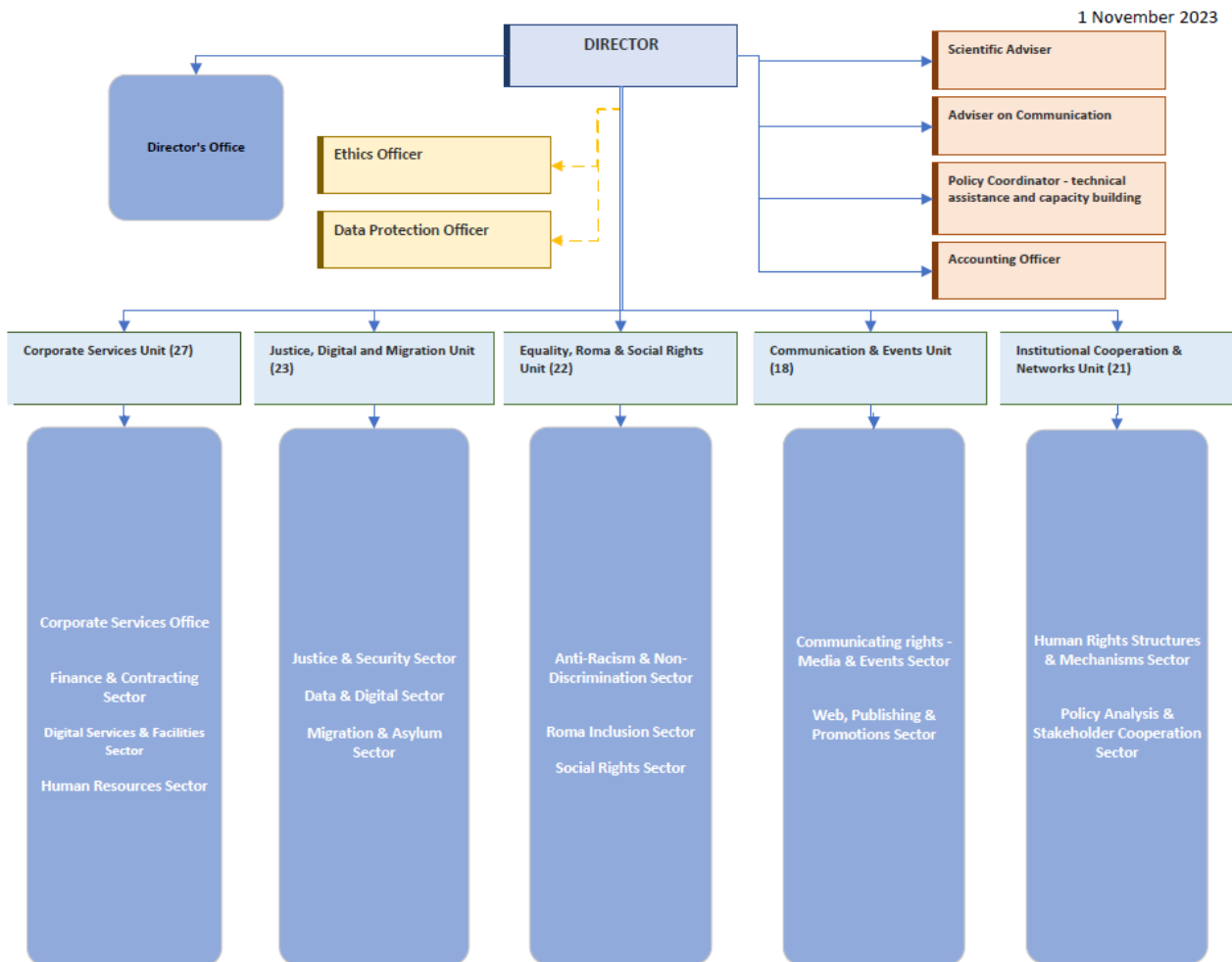
## Outputs

- Internal mapping of the case law of CJ EU and ECHR
- Inter-agency discussion exploring implications of accession to EU agencies work on fundamental rights
- Comparative report based on FRANET deliverables on short information request (end 2025)

## Financial Resources

	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<b>Equality, Roma and Social Rights</b>	100,000	-	-
<b>Justice, Digital and Migration</b>	-	-	-
<b>Communication and Events</b>	-	-	-
<b>Institutional cooperation and networks</b>	-	-	-
<b>Total</b>	<b>100,000</b>	-	-

# ANNEX I: Organisational Chart



# ANNEX II: Resource allocation per Activity 2025

A. EQUALITY, ROMA AND SOCIAL RIGHTS							
<b>A.1) Anti-racism and non-discrimination</b>							
A.1.1 - EU Survey on immigrants and descendants of immigrants (EU-MIDIS IV)					<b>720,000</b>	-	35,000
A.1.2 – EU LGBTI Survey III					<b>80,000</b>	-	-
A.1.3 - Additional activities in the area of ‘Anti-racism and non-discrimination’					<b>120,000</b>	-	150,000
<u>ACTIVITY GRAND TOTAL</u> A.1 Anti-racism and non-discrimination	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>5</b>	<b>3</b>	<b>2</b>	<b>10</b>	<b>€ 920,000</b>	-	<b>€ 185,000</b>
<b>A.2) Social Rights</b>							
A.2.1 - Ensuring the right to environmental protection					<b>20,000</b>	-	100,000
A.2.2 – Towards integrated child protections systems					<b>10,000</b>	-	100,000
A.2.3 - Youth engagement on fundamental rights in the EU – FRA’s Youth Advisory Panel					<b>20,000</b>	-	30,000
A.2.4 - Fundamental rights aspects of social protection in the EU					<b>220,000</b>	-	-
A.2.5 - Fundamental rights in corporate sustainability and due diligence					<b>200,000</b>	-	-
A.2.6 - Additional activities under the sector ‘Social rights’					<b>50,000</b>	-	200,000
<u>ACTIVITY GRAND TOTAL</u> <u>A.2 Social Rights</u>	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>5</b>	-	-	<b>5</b>	<b>€ 520,000</b>	-	<b>€ 380,000</b>
<b>A.3) Roma inclusion</b>							
A.3.1 - Roma Survey					<b>65,000</b>	-	-
A.3.2 - Additional activities under the sector ‘Roma inclusion’					<b>30,000</b>	-	-
<u>ACTIVITY GRAND TOTAL</u> A.3 Roma inclusion	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>2</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>€ 95,000</b>	-	-

B. JUSTICE, DIGITAL AND MIGRATION							
<b>B.1) Justice and Security</b>							
B.1.1 - Antisemitism: Annual update of data collection and technical assistance					<b>11,000</b>	-	-
B.1.2 - Violence against women II: filling the data gap					<b>78,000</b>	-	-
B.1.3 - The impact of addressing terrorist content online on fundamental rights					<b>5,000</b>	-	-
B.1.4 - Digitalisation of justice: fundamental rights guidance					<b>8,000</b>	-	-
B.1.5 Handbook on European law relating to access to justice					-	-	100,000
B.1.6 Fundamental rights implications of accessing digital data for criminal investigations					<b>200,000</b>	-	100,000

B.1.7 - Additional activities under the sector 'Justice and Security'					54,000	-	100,000
<u>ACTIVITY GRAND TOTAL</u> B.1 Justice and Security	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	6	1	1	8	€ 356,000	-	€ 300,000
<b>B.2) Data and Digital</b>							
B.2.1 Remote Biometric Identification for law enforcement purposes					15,000	-	100,000
B.2.2 Handbook on European law relating to cybercrime and fundamental rights					-	-	120,000
B.2.3 Assessing high-risk artificial intelligence (AI)					15,000	-	25,000
B.2.4 Monitoring hate online – reporting trends					30,000	-	-
B.2.5 Illegal content online – safeguarding fundamental rights and freedoms					250,000	-	-
B.2.6 Handbook on European data protection law					45,000	-	-
B.2.7 Additional activities under the sector 'Data and Digital'					35,000	-	-
<u>ACTIVITY GRAND TOTAL</u> B.2 Data and Digital	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	2	3	2	7	€ 390,000	-	€ 245,000
<b>B.3) Migration and Asylum</b>							
B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration					100,000	-	50,000
B.3.2 Collecting data for EU preparedness and crisis management					250,000	-	300,000
B.3.3 Upholding fundamental rights at borders					250,000	-	50,000
B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)					50,000	-	50,000
B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine					40,000	-	-
B.3.6 Additional activities under the sector 'Migration and Asylum'					80,000	-	120,000
<u>ACTIVITY GRAND TOTAL</u> B.3 Migration and Asylum	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	5	2	-	7	€ 770,000	-	€ 500,000

**C. INSTITUTIONAL COOPERATION and NETWORKS****C.1) Human Rights Structures and Mechanisms**

C.1.1 EU Fundamental Rights Information System – EFRIS					30,000	-	20,000
C.1.2 Supporting national human rights structures					90,000	-	40,000
C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights					160,000	-	50,000
C.1.4 Participating in the EU Framework required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities					105,000	-	20,000
C.1.5 Providing assistance on fundamental rights compliance in the context of EU funds					30,000	-	50,000
C.1.6 Civic space and national rule of law dialogues					150,000	-	45,000
C.1.7 Rule of law relevant national case law in the area of fundamental rights					-	-	-
<u>ACTIVITY GRAND TOTAL</u> C.1 Human Rights Structures and Mechanisms	Human Resources				Financial Resources		
	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	7	1	0	8	€ 565,000	-	€ 225,000

**C.2) Policy Analysis and Stakeholder Cooperation**

C.2.1 - Fundamental Rights Platform and cooperation with civil society					50,000	-	200,000
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C.2.2 - Cooperation with and advice to EU institutions, Member States and international organisations					<b>180,000</b>	-	60,000
C.2.3 - Bodies of the Agency					<b>150,000</b>	-	60,000
C.2.4 - Strategic foresight in the area of fundamental rights					<b>200,000</b>		205,000
<b>ACTIVITY GRAND TOTAL</b>	<b>Human Resources</b>				<b>Financial Resources</b>		
C.2 - Policy Analysis and Stakeholder Cooperation	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>6</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>€ 580,000</b>	-	<b>€ 557,000</b>

## D. COMMUNICATION AND EVENTS

### D.1) Communicating Rights, Media and Events

D.1.1 - Raising awareness and effectively promoting rights					<b>200,000</b>	-	150,000
D.1.2 - Fundamental Rights Forum					<b>340,000</b>		410,000
<b>ACTIVITY GRAND TOTAL</b>	<b>Human Resources</b>				<b>Financial Resources</b>		
D.1 Communicating Rights, Media and Events	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>5</b>	<b>4</b>	<b>1</b>	<b>10</b>	<b>€ 540,000</b>	-	<b>€ 560,000</b>

### D.2 Web, Publishing and Promotion

D.2.1 - Annual Reports					<b>380,000</b>	-	60,000
D.2.2 - Production and dissemination of FRA outputs					<b>450,000</b>	-	150,000
<b>ACTIVITY GRAND TOTAL</b>	<b>Human Resources</b>				<b>Financial Resources</b>		
D.2 Web, Publishing and Promotion	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>6</b>	<b>2</b>	<b>-</b>	<b>8</b>	<b>€ 830,000</b>	-	<b>€ 180,000</b>

## E. OTHER OPERATIONAL ACTIVITIES UNDER TITLE III

E.1.1 Performance, Monitoring and Evaluation					<b>39,675</b>	-	50,000
E.1.2 Complementary data collection and other activities to support evidence based advice for stakeholders					-	-	-
E.1.3 Exploring operational implications of EU accession to the ECHR for FRA's work					<b>100,000</b>	-	-
<b>ACTIVITY GRAND TOTAL</b>	<b>Human Resources</b>				<b>Financial Resources</b>		
E. Other operational activities under Title III	TA	CA	SNE	TOT	1 <sup>st</sup> priority		3 <sup>rd</sup> priority
	<b>1</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>€ 139,675</b>	-	<b>€ 50,000</b>



	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	Total	1 <sup>st</sup> Priority	Overheads	Total cost
<b>A. EQUALITY, ROMA AND SOCIAL RIGHTS</b>							
A.1 - Anti-racism and non-discrimination	5	3	2	10	€920,000	€1,759,573	€2,679,573
A.2 - Social Rights	6	-	1	7	€520,000	€1,231,701	€1,751,701
A.3 - Roma inclusion	2	2	1	5	€95,000	€879,786	€974,786
<b>B. JUSTICE, DIGITAL AND MIGRATION</b>							
B.1 - Justice and Security	6	2	0	8	€356,000	€1,407,658	€1,763,658
B.2 - Data and Digital	2	3	2	7	€390,000	€1,231,701	€1,621,701
B.3 - Migration and Asylum	5	2	-	7	€770,000	€1,231,701	€2,001,701
<b>C. INSTITUTIONAL COOPERATION and NETWORKS</b>							
C.1 - Human Rights Structures and Mechanisms	8	2	1	11	€565,000	€1,935,530	€2,500,530
C.2 - Policy Analysis and Stakeholder Cooperation	6	2	1	9	€580,000	€1,583,615	€2,163,615
<b>D. COMMUNICATION AND EVENTS</b>							
D.1 - Communicating Rights, Media and Events	5	4	2	11	€540,000	€1,935,530	€2,475,530
D.2 - Web, Publishing and Promotion	5	2	-	7	€830,000	€1,231,701	€2,061,701
OTHER ACTIVITIES UNDER TITLE III	2	-	-	2	€139,675	€351,915	€491,590
ACTIVITIES GRAND TOTAL	52	22	10	84	€5,705,675	€14,780,410	€20,486,085
Operational reserves	-	-	-	-	-	-	€0
TOTAL OPERATION					€5,705,675	€14,780,410	€20,486,085
Support activities	20	12	1	33	-	€5,806,590	€5,806,590
<b>GRAND TOTAL</b>	<b>72</b>	<b>34</b>	<b>11</b>	<b>117</b>	<b>€5,705,675</b>	<b>€20,587,000</b>	<b>€26,292,675</b>

# ANNEX III: Financial resources outlook 2025-2027

TABLE 1 – REVENUE

Revenues	2024	2025
	Revenues estimated by the Agency	Budget Forecast
EU contribution	26,566,000	25,656,675
Other revenue	603,000	636,000
<b>Total revenues</b>	<b>27,169,000</b>	<b>26,292,675</b>

REVENUES	2023	2024	2025		VAR 2025 / 2024	Envisaged in 2026	Envisaged in 2027
	Executed Budget	Revenues	As requested	Budget Forecast			
		estimated by the Agency	by the Agency				
<b>1. REVENUE FROM FEES AND CHARGES</b>	0	0	0		0%	0	0
<b>2. EU CONTRIBUTION</b>	24,660,395	26,566,000	25,656,675		97%	26,168,529	26,689,899
of which Administrative (Title 1 and Title 2)	18,039,006	21,149,000	20,587,000		97%	20,998,740	21,418,715
of which Operational (Title 3)	6,621,389	5,417,000	5,069,675		94%	5,169,789	5,271,184
of which assigned revenues deriving from previous years' surpluses	85,270	102,682				0	0
<b>3. THIRD COUNTRIES CONTRIBUTION</b>	1,132,572	603,000	636,000		105%	650,000	665,000
(incl. EFTA and candidate countries)							
of which EFTA	574,572	0	0		0%	0	0
of which Candidate Countries	558,000	603,000	636,000		105%	650,000	665,000
<b>4. OTHER CONTRIBUTIONS</b>	63,563	0	0		0%		

of which delegation agreement,	0	0	0		0%	0	0
ad hoc grants							
<b>5. ADMINISTRATIVE OPERATIONS</b>	0	0	0		0%	0	0
<b>6. REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	0	0	0		0%	0	0
<b>7. CORRECTION OF BUDGETARY IMBALANCES</b>	0	0	0		0%	0	0
<b>TOTAL REVENUES</b>	<b>25,856,531</b>	<b>27,169,000</b>	<b>26,292,675</b>		<b>97%</b>	<b>26,818,529</b>	<b>27,354,899</b>

Additional EU funding: grant, contribution and service-level agreements

REVENUES	2024	2025
	Revenues estimated by the Agency	Budget forecast
TOTAL REVENUES		

REVENUES	Additional EU funding: grant, contribution and service-level agreement
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	Executed 2022	Estimated by the Agency 2023	2024		VAR (2024/2023) (%)	Envisaged 2025	Envisaged 2026
			Agency Request	Budget forecast			
Additional EU funding stemming from grants	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Additional EU funding stemming from contribution agreements (FFR art.7)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Additional EU funding stemming from service level agreements (FFR art.43)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL							

TABLE 2 – EXPENDITURE

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1	17,321,000	17,321,000	17,826,000	17,826,000
Title 2	3,828,000	3,828,000	2,761,000	2,761,000
Title 3	6,020,000	6,020,000	5,705,675	5,705,675
Title 4	-	-	-	-
<b>Total expenditure</b>	<b>27,169,000</b>	<b>27,169,000</b>	<b>26,292,675</b>	<b>26,292,675</b>

EXPENDITURE	Commitment appropriations						
	Executed budget 2023	Budget 2024	Draft Budget 2025		VAR 2025 / 2024	Envisaged in 2026	Envisaged in 2027
			Agency request	Budget forecast			
<b>Title 1</b>						<b>102%</b>	<b>102%</b>
<b>Staff Expenditure</b>	<b>15,668,414</b>	<b>17,321,000</b>	<b>17,826,000</b>		<b>103%</b>	<b>18,182,520</b>	<b>18,546,170</b>
11 Salaries & allowances	13,963,912	15,542,000	16,020,000		103%	16,340,400	16,667,208
- of which establishment plan posts	10,577,912	11,598,000	12,070,000		104%	12,311,400	12,557,628
- of which external personnel	3,386,000	3,944,000	3,950,000		100%	4,029,000	4,109,580
12 Expenditure relating to Staff recruitment	118,031	195,000	105,000		54%	107,100	109,242
13 Mission expenses	47,982	45,000	53,000		118%	54,060	55,141
14 Socio-medical infrastructure	74,957	75,000	80,000		107%	81,600	83,232
15 Training	139,278	175,000	175,000		100%	178,500	182,070
16 External Services	128,826	135,000	140,000		104%	142,800	145,656
17 Receptions and events	3,000	3,000	5,000		167%	5,100	5,202
18 Social welfare	1,170,573	1,101,000	1,198,000		109%	1,221,960	1,246,399
19 Other Staff related expenditure	22,290	50,000	50,000		100%	51,000	52,020
<b>Title 2</b>						<b>102%</b>	<b>102%</b>
<b>Infrastructure and operating expenditure</b>	<b>2,489,358</b>	<b>3,828,000</b>	<b>2,761,000</b>		<b>72%</b>	<b>2,816,220</b>	<b>2,872,544</b>
20 Rental of buildings and associated costs	1,754,157	2,256,000	1,547,000		69%	1,577,940	1,609,499
21 Information and communication technology	529,211	747,000	792,000		106%	807,840	823,997

22 Movable property and associated costs	13,666	247,000	103,000		42%	105,060	107,161
23 Current administrative expenditure	54,288	360,000	103,000		29%	105,060	107,161
24 Postage / Telecommunications	95,129	168,000	157,000		93%	160,140	163,343
25 Meeting expenses	7,000	14,000	18,000		129%	18,360	18,727
26 Running costs in connection with operational activities	0	0	0		0%	0	0
27 Information and publishing	1,871	2,000	2,000		100%	2,040	2,081
28 Studies	34,038	34,000	39,000		115%	39,780	40,576
<b>Title 3 Operational expenditure</b>	<b>4,326,274</b>	<b>6,020,000</b>	<b>5,705,675</b>		<b>95%</b>	<b>5,819,789</b>	<b>5,936,184</b>
30 Justice, Digital and Migration	1,558,316	1,086,000	1,516,000		140%	1,546,320	1,577,246
35 Communication & Events	1,554,598	1,141,000	1,370,000		120%	1,397,400	1,425,348
36 Equality, Roma & Social Rights	535,417	2,949,870	1,535,000		52%	1,565,700	1,597,014
37 Institutional Cooperation & Networks	589,143	670,000	1,145,000		171%	1,167,900	1,191,258
38 Horizontal Operational Activities	88,800	120,000	139,675		116%	142,469	145,318
39 Reserve for Title 3	0	53,130	0		0%	0	0
<b>Title 4 Other operational expenditure</b>	<b>1,373,608</b>	<b>0</b>	<b>0</b>		<b>0%</b>	<b>0</b>	<b>0</b>
40 Cooperation Agreements	1,373,608	0	0		0%	0	0
<b>TOTAL EXPENDITURE</b>	<b>23,857,653</b>	<b>27,169,000</b>	<b>26,292,675</b>		<b>97%</b>	<b>26,818,529</b>	<b>27,354,899</b>

EXPENDITURE	Payment appropriations						
	Executed budget 2023	Budget 2024	Draft Budget 2025		VAR 2025 / 2024	Envisaged in 2026	Envisaged in 2027
			Agency request	Budget forecast			
<b>Title 1 Staff Expenditure</b>	<b>14,347,371</b>	<b>17,321,000</b>	<b>17,826,000</b>		<b>103%</b>	<b>18,182,520</b>	<b>18,546,170</b>

11 Salaries & allowances	12,796,338	15,542,000	16,020,000		103%	16,340,400	16,667,208
- of which establishment plan posts	9,670,430	11,598,000	12,070,000		104%	12,311,400	12,557,628
- of which external personnel	3,125,907	3,944,000	3,950,000		100%	4,029,000	4,109,580
12 Expenditure relating to Staff recruitment	67,385	195,000	105,000		54%	107,100	109,242
13 Mission expenses	41,937	45,000	53,000		118%	54,060	55,141
14 Socio-medical infrastructure	48,775	75,000	80,000		107%	81,600	83,232
15 Training	111,234	175,000	175,000		100%	178,500	182,070
16 External Services	126,325	135,000	140,000		104%	142,800	145,656
17 Receptions and events	1,922	3,000	5,000		167%	5,100	5,202
18 Social welfare	1,137,761	1,101,000	1,198,000		109%	1,221,960	1,246,399
19 Other Staff related expenditure	16,130	50,000	50,000		100%	51,000	52,020
<b>Title 2 Infrastructure and operating expenditure</b>	<b>2,281,355</b>	<b>3,828,000</b>	<b>2,761,000</b>		<b>72%</b>	<b>2,816,220</b>	<b>2,872,544</b>
20 Rental of buildings and associated costs[1]	1,705,063	2,256,000	1,547,000		69%	1,577,940	1,609,499
21 Information and communication technology	483,076	747,000	792,000		106%	807,840	823,997
22 Movable property and associated costs	12,866	247,000	103,000		42%	105,060	107,161
23 Current administrative expenditure	26,942	360,000	103,000		29%	105,060	107,161
24 Postage / Telecommunications	47,439	168,000	157,000		93%	160,140	163,343
25 Meeting expenses	4,969	14,000	18,000		129%	18,360	18,727
26 Running costs in connection with operational activities	0	0	0		0%	0	0
27 Information and publishing	1,001	2,000	2,000		100%	2,040	2,081
28 Studies	0	34,000	39,000		115%	39,780	40,576
<b>Title 3</b>	<b>1,104,180</b>	<b>6,020,000</b>	<b>5,705,675</b>		<b>95%</b>	<b>102%</b>	<b>102%</b>

<b>Operational expenditure</b>						<b>5,819,789</b>	<b>5,936,184</b>
30 Justice, Digital and Migration	211,325	1,086,000	1,516,000		140%	1,546,320	1,577,246
35 Communication & Events	327,625	1,141,000	1,370,000		120%	1,397,400	1,425,348
36 Equality, Roma & Social Rights	334,846	2,949,870	1,535,000		52%	1,565,700	1,597,014
37 Institutional Cooperation & Networks	230,384	670,000	1,145,000		171%	1,167,900	1,191,258
38 Horizontal Operational Activities	0	120,000	139,675		116%	142,469	145,318
39 Reserve for Title 3	0	53,130	0		0%	0	0
<b>Title 4</b>						<b>102%</b>	<b>102%</b>
<b>Other operational expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0%</b>	<b>0</b>	<b>0</b>
40 Cooperation Agreements	0	0	0		0%	0	0
<b>TOTAL EXPENDITURE</b>	<b>17,540,168</b>	<b>27,169,000</b>	<b>26,292,675</b>		<b>97%</b>	<b>26,818,529</b>	<b>27,354,899</b>

TABLE 3 – BUDGET OUTFURN AND CANCELLATION OF APPROPRIATIONS (2021 - 2023)

<b>Budget outturn</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Revenue actually received (+)	24,967,635	25,754,180	
Payments made (-)	- 17,954,380	-18,606,404	
Carry-over of appropriations (-)	- 7,845,822	-7,871,293	
Cancellation of appropriations carried over (+)	85,913	104,244	
Adjustment for carryover of assigned revenue appropriations from previous year (+)	832,567	723,516	
Exchange rate differences (+/-)	- 643	-1,562	
Adjustment for negative balance from previous year (-)	-	-	
<b>Total</b>	<b>85,270</b>	<b>102,682</b>	

# ANNEX IV: Human resources - quantitative

**TABLE 1 – STAFF POPULATION AND ITS EVOLUTION; OVERVIEW OF ALL CATEGORIES OF STAFF**
**A. Statutory staff and SNE**

Staff	Year 2023			Year 2024	Year 2025	Year 2026	Year 2027
Establishment plan posts	Authorised Budget	Actually filled as of 31/12/2022	Occupancy Rate %	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
Administrators (AD)	48	48	100%	52	56	56	56
Assistants (AST)	24	22	91.67%	20	18	18	18
Assistants/Secretaries (AST/SC)	-	-	-	-	-	-	-
<b>Total establishment plan posts</b>	<b>72</b>	<b>70</b>	<b>97.22%</b>	<b>72</b>	<b>74</b>	<b>74</b>	<b>74</b>
External staff	FTE corresponding to the authorised budget	Executed FTE as of 31/12/2022	Execution Rate %	Headcount as of 31/12/2022	FTE corresponding to the authorised budget	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	34	30.1*	88.53%	31*	34	34	34
Seconded National Experts (SNE)	9	5.8**	64.44%	6**	9	9	9
<b>Total external staff</b>	<b>43</b>	<b>35.9*</b>	<b>87.56%</b>	<b>37*</b>	<b>43</b>	<b>43</b>	<b>43</b>
<b>GRAND TOTAL</b>	<b>115</b>	<b>105.9*</b>	<b>92.09%</b>	<b>109*</b>	<b>115</b>	<b>115</b>	<b>115</b>

\*including 1 additional CA FG III recruited under FTE – temporary replacement assignment.

\*\*including 1 Cost-free SNE



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

Human Resources	Year 2024	Year 2025	Year 2026	Year 2027
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	2***	0	0	0
Seconded National Experts (SNE)	3***	0	0	0
<b>TOTAL</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*\*\* Two [2] CA FG IV posts and three [3] SNEs are recruited under the Financial Mechanism Office (FMO).

C. Other Human resources

Structural service providers

Other (specify) ....	0
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Interim workers

	Total FTEs in year 2023	
Number	- 0	

	Actually, in place as of 31/12/2023
Security	2
IT	0
Cleaners	3
Other (specify) ....	0

TABLE 2 – MULTI -ANNUAL STAFF POLICY PLAN YEAR 2025, 2026, 2027

Function group and grade	Year 2023				Year 2024			Year 2025			Year 2026		Year 2027	
	Authorised Budget		Actually filled as of 31/12/2022		Authorised budget		Modifications under flexibility rule	Authorised budget		Modifications under flexibility rule	Envisaged		Envisaged	
	Officials	TA	Officials	TA	Officials	TA		TA	Officials		TA	TA	Officials	TA
AD 16	-	-	-	-	-	-		-	-		-	-	-	-
AD 15	-	1	-	1	-	-		-	-		-	-	-	-
AD 14	-	3	-	1	-	3		-	2		-	2	-	2
AD 13	-	3	-	2	-	2		-	3		-	3	-	4
AD 12	-	1	-	3	-	5		-	6		-	7	-	8
AD 11	-	6	-	4	-	7		-	8		-	9	-	9
AD 10	-	12	-	6	-	10		-	10		-	9	-	9
AD 9	-	10	-	13	-	10		-	9		-	9	-	8

AD 8	-	9	-	8	-	6		-	5		-	4	-	4
AD 7	-	1	-	6	-	2		-	2		-	2	-	3
AD 6	-	1	-	-	-	2		-	3		-	5	-	5
AD 5	-	1	-	4	-	1	+4	-	8		-	6	-	4
<b>Total AD</b>	-	<b>48</b>	-	<b>48</b>	-	<b>48</b>	<b>4</b>	-	<b>56</b>		-	<b>56</b>	-	<b>56</b>
AST 11	-	-	-	-	-			-	1		-	1	-	1
AST 10	-	4	-	1	-	2		-	1		-	1	-	1
AST 9	-	2	-	5	-	4	-1	-	4		-	5	-	6
AST 8	-	3	-	0	-	4		-	4		-	4	-	4
AST 7	-	6	-	7	-	5	-1	-	2		-	2	-	2
AST 6	-	7	-	6	-	5		-	5		-	4	-	3
AST 5	-	2	-	3	-	2		-	1		-	1	-	1
AST 4	-	-	-	1	-	2	-2	-	-		-	-	-	-
AST 3	-	-	-	-	-	-		-	-		-	-	-	-
AST 2	-	-	-	-	-	-		-	-		-	-	-	-
AST 1	-	-	-	-	-	-		-	-		-	-	-	-
<b>Total AST</b>		<b>24</b>	-	<b>23</b>	-	<b>24</b>	<b>-4 (0)</b>	-	<b>18</b>		-	<b>18</b>	-	<b>18</b>
AST/SC6	-	-	-	-	-	-		-	-		-	-	-	-
AST/SC5	-	-	-	-	-	-		-	-		-	-	-	-
AST/SC4	-	-	-	-	-	-		-	-		-	-	-	-
AST/SC3	-	-	-	-	-	-		-	-		-	-	-	-
AST/SC2	-	-	-	-	-	-		-	-		-	-	-	-
AST/SC1	-	-	-	-	-	-		-	-		-	-	-	-
<b>Total AST/SC</b>	-	-	-	-	-	-		-	-		-	-	-	-
<b>TOTAL</b>	-	<b>72</b>	-	<b>68(70)</b>	-	<b>72</b>	<b>0</b>	-	<b>74</b>	<b>0</b>	-	<b>74</b>	-	<b>74</b>
<b>GRAND TOTAL</b>		<b>72</b>		<b>68 (70)</b>		<b>72</b>			<b>74</b>			<b>74</b>		<b>74</b>

FRA requests an increase of the establishment plan with 2 TAs position that are needed for managing efficiently the new tasks and growth of existing tasks (please see section for more information)

**External personnel**

Contract Agents

Contract agents	FTE corresponding to the authorised budget 2023	Executed FTE as of 31/12/2023	Headcount as of 31/12/2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the foreseen budget 2025	FTE corresponding to the foreseen budget 2026	FTE corresponding to the foreseen budget 2027
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Function Group IV	21	19	19	21	21	21	21
Function Group III	11	7.1*	8*	11	11	11	11
Function Group II	2	4	4	2	2	2	2
Function Group I	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>34</b>	<b>30.1*</b>	<b>31*</b>	<b>34</b>	<b>34</b>	<b>34</b>	<b>34</b>

\*including 1 additional CA FG III recruited under FTE – temporary replacement assignment.

**Seconded National Experts**

Seconded National Experts	FTE corresponding to the authorised budget 2023	Executed FTE as of 31/12/2023	Headcount as of 31/12/2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025	FTE corresponding to the authorised budget 2026	FTE corresponding to the authorised budget 2027
TOTAL	9	5.8**	6**	9	9	9	9

\*\*including 1 Cost-free SNE

TABLE 3 - RECRUITMENT FORECASTS FOR YEAR 2025 FOLLOWING RETIREMENT/MOBILITY OR NEW REQUESTED POSTS

Job title in the Agency	Type of contract (Official, TA or CA)		TA/Official		CA  Recruitment Function Group (I, II, III or IV)
	Due to foreseen retirement/ mobility	New post requested due to additional tasks	Function group/grade of recruitment Internal (Brackets) and external (single grade) foreseen for publication		
			Internal (brackets)	External (brackets)	
Head of Unit					
Adviser					
Administrator/Officer					
Assistant					
Administrative Agent					

Number of inter-agency mobility Year 2023 from and to the Agency: 2

## A. New Tasks

With the adoption of Regulation 2022/555 amending FRA's founding Regulation, **FRA's mandate has been expanded to include new activities under the former third pillar, namely in the areas of police cooperation and judicial cooperation in criminal matters.** These new tasks in the area of police and judicial cooperation require the Agency to have sufficient resources and appropriate expertise. Requests to work in these areas have increased as of 2022 under the amended Regulation. For example, as part of its new role within the EU Innovation Hub on Internal Security, FRA has been requested to provide its expert input into the work of the innovation labs of JHA Agencies, encompassing Europol's work in the area of law enforcement and artificial intelligence. These requests grow in number and go beyond what the Agency is able to deliver due to lack of resources, especially given the large-scale nature of these projects involving often complex operational, technical and legal issues. In this context, the Agency has also been asked to contribute to, or to initiate, a number of its own projects in the area of police and judicial cooperation, which it is unable to do.

It is therefore imperative that the Agency is offered the possibility in the years following the adoption of its amended Founding Regulation to increase its operational capacity with profiles covering the areas of police and judicial cooperation in criminal matters.

Considering the adoption of the new Regulation and the new work it brings with it, and the constant increase in existing tasks (further explained under the '*Growth of existing tasks*'), it is assessed that the Agency's human resources needs have to be increased by **5 AD positions** which would be supported by **4 Contractual Agents FGIV** and **2 Contractual Agents FGIII**. This increase should be done gradually with 2 TAs posts requested to be added in the Establishment plan in 2025.

### POLICE AND JUDICIAL COOPERATION IN CRIMINAL MATTERS

The amendment of FRA's Founding Regulation in 2022 resulted in the Agency being able to undertake research and provide expert input in the field of police and judicial cooperation in criminal matters. As a result of the amendment, European institutions, bodies and agencies have increased their requests for FRA's evidence-based advice in these areas.

- Europol has increased its requests for FRA's input with respect to the provision of fundamental rights expertise and detailed commentary on proposed and on-going work in the field of law enforcement and artificial intelligence - which covers the broad scope of fundamental rights beyond the narrow field of data protection.
- FRA's membership in the EU Innovation Hub on Internal Security – in line with the specific call of the Standing Committee on Operational Cooperation on Internal Security (COSI), and as specified under the Hub's 2022 Terms of Reference (1) – has resulted in a growing number of requests to the Agency to provide substantive fundamental rights input on proposed and on-going operational projects that are encompassed under the Hub by different Agencies. However, in 2022-23 – as a reflection of limited resources – the Agency had to turn down a number of requests by Europol and other JHA Agencies who are part of the Hub to undertake a fundamental rights 'compliance' check with respect to planned and contracted research, projects and activities.
- The legal instruments regulating two new EU information technology systems, Regulation (EU) 2018/1240 on the European Travel Information and Authorisation System (ETIAS) and Regulation (EU) 2021/1134 on the Visa Information System (VIS) establishes Fundamental Rights Guidance Boards, with FRA's participation. These bodies, which will review screening rules to identify irregular migration and internal security risks, with implications for law enforcement, are resulting in a significant workload for FRA.
- The Commission is increasingly reaching out to FRA for ad-hoc input to feed into its work in this area; for example in the area of pre-trial detention and conditions of criminal detention, procedural rights in European Arrest Warrant proceedings, or fundamental rights challenges in the area of terrorism and radicalisation. The Agency is currently unable to extend its research data collection and accompanying analysis to all Member States where the Commission requests input – typically encompassing interviews with the judiciary and law enforcement. As a result, the Agency can only present partial findings of the situation in selected Member States to support the work of EU institutions.

<sup>1</sup> Europol Innovation Hub: EDOC- 1193825-v26-Terms\_of\_Reference\_-\_Hub\_Team\_-\_cooperation\_EU\_Innovation\_Hub\_for\_Internal\_Security\_-\_final.PDF

- The European Parliament has also increasingly approached the Agency requesting ad-hoc input into its legislative work, for example in relation to the Advance Passenger Information or Prum II files, and with respect to specific research in the area of surveillance; for example for the PEGA Committee.
- With the appointment of a Fundamental Rights Officer at Europol, FRA has needed to step-up engagement with Europol along the lines of its intensive engagement with Frontex after the appointment of their Fundamental Rights Officer – which involves weekly discussions and several formal levels of intervention.
- The period 2023-2024 is also seeing increased requests from CEPOL under the MoU between the Agencies to provide specific training to police across the Member States in relation to different fields – including hate crime and victims of crime (among others).

**The Agency would be in a unique position to provide comprehensive fundamental rights input and expertise in the field of police and judicial cooperation in criminal matters, to other JHA Agencies working in this field, alongside the EU Institutions, if it had the appropriate level of staffing to respond to these new and growing requests.**

## EU's GREEN DEAL – BUSINESS AND HUMAN RIGHTS

Furthermore, in the area of EU's Green Deal, the Agency is a member of two advisory bodies to the European Commission, with more requests for FRA's involvement as of 2023:

- Under Art. 20 of Regulation (EU) 2020/852 of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, FRA is assigned as a member of the Platform on Sustainable Finance (PSF), which requires the Agency to provide expertise on minimum safeguards, data and usability aspects, social criteria, etc.
- Article 49 of the recent Directive (EU) 2022/2464 on corporate sustainability reporting requires the Agency to deliver an expert opinion within 2 months of being so requested by the Commission on technical advice provided by the European Financial Reporting Advisory Group (EFRAG) prior to the adoption of delegated acts. Furthermore, the Agency was invited to contribute to the work of EFRAG in developing draft European sustainability reporting standards. Approximately 50 000 companies will have to apply the new rules for the first time in financial year 2024 with first reports to be published in 2025. The Agency's guidance on human rights and social indicators will be essential to help the EU implement these standards and achieve a just transition into a green and circular economy. However, the Agency does not currently have sufficient resources to help the EU in developing sector specific and practical guidelines, to advise on due diligence methodologies or to conduct research into the effective functioning of the new framework.

Following an internal assessment of the existing human resources and expertise in house, compared to the ongoing tasks, there have been identified the following human resources needs for tackling the new tasks:

- **4 ADs, , 3 CA FGIV and 2 CA FGIII, with the following profiles:**
  - **1 AD-** Legal experts – focusing on criminal law;
  - **1 AD; 1 CA FG IV; 1 CA FG III** - Experts with practitioner experience having worked with law enforcement and the judiciary in the field of criminal law;;
  - **1 AD; 1 CA FG IV; 1 CA FG III** - Technical experts to support the work in AI and related technological developments with respect to law enforcement and the judiciary;
  - **1 AD;1 CA FG IV** - Fundamental rights experts with direct experience of having worked with law enforcement and the judiciary in the field of criminal law.

## B. Growth of Existing Tasks

Several existing and several new EU law instruments in the field of justice and home affairs assign specific tasks to FRA. Pending legislation, further envisaged new activities for the agency are particularly in the fields of migration and asylum where FRA is extensively referred to in law with specific tasks, which is closely linked to digitalisation and artificial intelligence, whereas the Agency's human resources were not increased since 2017.

FRA has assessed the impact in the growth in existing tasks included in existing and proposed instruments and policy documents vis-à-vis its in-house capacity to meet new demands. It is therefore imperative that the Agency is offered the possibility in the coming years to respond positively to growth areas where there is demand.

## MIGRATION AND ASYLUM – INCLUDING WORK ON UKRAINE

The increased focus on fundamental rights embedded in recent EU law instruments resulted in the following tasks:

- Regulations (EU) 2021/1147 and (EU) 2021/1148 require the European Commission to consult the Agency on national programmes under the Asylum, Migration and Integration Fund and under the Integrated Border Management Fund. This has triggered significant workload.
- Council Regulation (EU) 2022/922 strengthens fundamental rights in Schengen Evaluations. Based on the requirements of the Regulation, the European Commission has requested FRA's support with the training of Schengen evaluators as well as the provision of data and information needed to adequately cover fundamental rights aspects during evaluations. The European Commission also requests FRA to regularly accompany the onsite missions (external borders and return) to Member States and to support the preparation of such missions. FRA engages in these onsite visits and provides written input – in advance of these missions and afterwards – that engages four staff members over several weeks in the course of each year. However, no additional resources have been assigned to the Agency for this additional work.
- The proposed Screening Regulation<sup>2</sup> suggest establishing national independent mechanisms to monitor fundamental rights compliance at EU external borders, tasking the Agency to develop guidance and to support Member States in this regard. At the end of 2022, FRA was asked to chair the Advisory Board of the recently established Independent Monitoring Mechanism in Croatia. No additional resources have been assigned to the Agency for this additional work. Other Member States have expressed interest in receiving FRA's expert input with respect to border management and fundamental rights compliance, but the Agency is not in a position to meet these requests as a reflection of resource constraints.
- In relation to Greece, under the Memorandum of Understanding on a Joint Pilot for the establishment of a new Multi-Purpose Reception and Identification centre in Lesvos (Commission decision of 2 December 2020) FRA is requested to advise the EU and national actors on a variety of fundamental rights issues relating to the management of new arrivals and design of initial reception centres.
- Tasks required from the agency in the context of the EU mechanism for preparedness and crisis management (Blueprint Network)<sup>3</sup> established with the Pact on Migration and Asylum, constantly increase. FRA provided data to and attended around 100 meetings in the last year, most focusing on Ukraine – with no additional resources. In February 2023 the Director-General of DG Home requested FRA's participation in three different working groups for the establishment of a Situational Awareness, Early Warning and Forecasting Capacity Development Project, as well as one for contingency planning. These working groups meet regular and require written and oral contributions, on top of the regular (at least weekly) meetings and requests for written contributions on the impact of migratory movements from all routes, with dedicated reports on Ukraine, Belarus, Türkiye, Tunisia, Sudan and Afghanistan. No additional resources have been assigned to the Agency for this additional work.
- The founding regulations with Justice and Home Affairs Agencies – in particular FRONTEX, the EUAA, eu-LISA require them to cooperate with FRA on fundamental rights issues. As such JHA agencies are subject to increased fundamental rights scrutiny, FRA had to enhance its engagement providing expertise not only on how to tackle fundamental rights challenges but also on how to build and strengthen their internal fundamental rights mechanisms. These tasks are embedded in FRA's bilateral cooperation arrangements<sup>4</sup> with them, flow from the network of JHA Agencies or is provided through the relevant Agency Consultative Forum.

<sup>2</sup> See Proposal for a Regulation of the European Parliament and of the Council introducing a screening of third country nationals at the external borders and amending Regulations (EC) No 767/2008, (EU) 2017/2226, (EU) 2018/1240 and (EU) 2019/817, Article 7.

<sup>3</sup> Commission Recommendation (EU) 2020/1366 of 23 September 2020 on an EU mechanism for preparedness and management of crises related to migration.

<sup>4</sup> Cooperation arrangement with [Frontex](#), signed on 26 May 2010; working arrangement with [eu-LISA](#) signed on 6 July 2016; working arrangement with the [European Asylum Support Office](#) signed on 11 June 2013.

- The Agency has seen a **growth in tasks with respect to the provision of unique evidence and data for the EU as a result of the Russian war of aggression in Ukraine**. This includes:
  - A large-scale survey on women’s experiences of violence and related human rights abuses who have fled Ukraine and are now in the EU.
  - Additional survey and related data collection on the implementation on the ground of the Temporary Protection Directive, and the production of dedicated Ukraine Bulletins based on FRA’s data.

The level of requests for the Agency’s support and expertise from EU institutions and Member States has increased steeply in these fields. This creates a significant workload for the Agency. Thus, it is necessary to reinforce the Agency’s operational support by expanding the pool of its in-house experts to fulfil these growing tasks.

## DIGITALISATION, ARTIFICIAL INTELLIGENCE AND FUNDAMENTAL RIGHTS

The Agency is receiving increased demands for its expert input in the fields of information society, digital services, big data and artificial intelligence (AI), given the wide impact on fundamental rights of digitalisation and new technological developments, coupled with an intense period of (EU) policy making during 2022-2023.

- New legislation has been adopted recently, such as the Digital Services Act (DSA)<sup>5</sup> and the Digital Markets Act (DMA), and new legislation has been proposed by the European Commission and is currently being negotiated by the co-legislators, such as the proposal for an Artificial Intelligence Act<sup>6</sup> and the AI liability directive. FRA has built up an important reputation in this field, through several research projects, and its membership of and contributions to high-level policy processes such as the Commission’s High-Level Expert Group on AI and the High-Level Group on Information Systems and Interoperability. As a consequence, the Agency is receiving increasing demands to contribute with its fundamental rights expertise to the AI area; in particular concerning direct requests from Commission services (cutting across DG JUST, DG CONNECT and DG HOME) for input and exchange at very regular intervals, alongside the European Parliament.
- Under the draft AI Act - FRA has been suggested to become an observer in the European AI Board by the European Data Protection Supervisor (EDPS) and European Data Protection Board (EDPB) in its joint opinion on the proposed AI Act (EDPB-EDPS Joint Opinion 5/2021), while other institutions have supported an increased role for the Agency.
- FRA is also engaged with other EU Agencies working on AI related matters following the publication of the *European declaration on digital rights and principles*, and is requested to provide input, including with respect to eu-LISA and the AI work of the European Food Safety Authority (EFSA) – to name just two examples.
- Legal instruments regulating two new EU information technology systems, Regulation (EU) 2018/1240 on the European Travel Information and Authorisation System (ETIAS) and Regulation (EU) 2021/1134 on the Visa Information System (VIS) establishes Fundamental Rights Guidance Boards, which requires FRA’s active participation in these Boards.
- FRA’s engagement with the Council of Europe has progressively increased over the last years; namely – FRA was a participant to several committees related to AI, most notably the adhoc Committee on AI (CAHAI) from 2019 to 2021. In 2022 and 2023, FRA – as part of the EU Delegation – is a participant at the Council of Europe (CoE) Committee on Artificial Intelligence (CAI), where we are asked to provide concrete input on the basis of our research and expertise, with participation expected at several preparatory and official meetings throughout 2023 and extending into 2024.
- FRA also stepped up its exchanges with other international organisations working on AI policy, and is a member of a dedicated group that exchanges on AI policy; including the OECD, UNESCO, the World Bank, the European Commission, and the Council of Europe (globalpolicy.ai).

<sup>5</sup> Recital 107 of the Digital Services Act (Regulation (EU) 2022/2065) states that the ‘Commission may invite the Fundamental Rights Agency or the European Data Protection Supervisor to express their opinions on the respective code of conduct’ in relation to online platforms’ codes of conduct that support the implementation of the DSA and the Commission encourages platforms to draw up.

<sup>6</sup> Several amendments suggested by the European Parliament to the proposed AI Act, suggest FRA to have a role in the oversight board or related tasks (see Amendment 1506 in relation to Article 7 (c), Amendment 2429, 2431 and 2432 on Article 57 (1), Amendment 2435 in relation to Article 57 (1), and Amendment 2471 in relation to Article 57 a))

- FRA is also stepping-up its cooperation with the OSCE on matters linked to AI, such as joining several workshops on AI and freedom of expression.
- The increased demand for input in relation to digitalisation and AI also includes the areas of equality and social rights – as AI and digitalisation is mainstreamed across all areas of our lives.

## CIVIC SPACE AND THE RULE OF LAW

The Agency continues to enhance its outreach to civil society and to regularly report on the civic space. This “dialogue with civil society” is laid down in FRA’s founding Regulation, along with the maintenance of the Fundamental Rights Platform:

- The Rule of law report 2022 announces that the European Commission aims to pursue follow-up to the report “with civil society at national level in cooperation with Commission Representations and the Fundamental Rights Agency”. The FRA, working in close cooperation with the Commission, has developed a concept for such national rule of law dialogues which are organised in a multi-stakeholder composition.
- Systematically upholding the rule of law across all Member States was an objective formulated by the Conference on the Future of Europe and continues to be one of the Commission’s policy priorities as per its 2023 work programme.
- 

## DEMAND FOR REGULAR SURVEYS AND ANALYSIS ON NON-DISCRIMINATION AND ROMA INCLUSION

Large-scale quantitative surveys (encompassing more than 100,000 respondents in the case of online surveys) are requested by the Commission on a regular basis in order to provide data that is otherwise not collected at national or EU level. These surveys are resource intensive with respect to both budget and staff.

- The Agency is requested by the Commission to undertake regular survey data collection on (1) Roma, (2) immigrants and their descendants, (3) Jewish communities, and (4) LGBTI people.
- The data from these surveys facilitate the Commission to report on its relevant Strategies and action plans, as well as to aspects of the implementation of the European Pillar of Social Rights, in the absence of alternative sources on ethnic, religious and sexual minorities.
- Specifically, as regard Roma inclusion FRA is requested to support the Member States in their efforts to collect data and the Commission in reporting on progress made concerning the 2020 EU Roma Strategic Framework for equality, inclusion and participation. Moreover, statistical data collected through large scale surveys on Roma across several Member States are used by the Commission and the Council to develop Country Specific Recommendations in the context of the European Semester.
- In addition, the Agency – in partnership with EIGE and in close cooperation with Eurostat – is undertaking survey research in 2023 on women’s experiences of violence which serves to fill a gap in Eurostat’s data collection that does not cover all Member States. In parallel in 2023, FRA is undertaking a dedicated survey of women who have fled the Russian aggression in Ukraine with respect to their experiences of violence and related human rights abuses.

The large-scale surveys conducted by FRA are its core business and are resource intensive with respect to both budget and staff. Compounding the limited operational budget, high inflation rates and changing market prices have notably reduced FRA’s purchasing power in procuring such services needed for its work, which are vital for responding to the needs of FRA key stakeholders. In order to effectively develop and manage surveys and other forms of data collection and analysis that the Agency is engaged in in parallel additional financial and human resources are necessary in order to produce statistical results in a timely manner and to high quality standards.



Following an internal assessment of the existing human resources and expertise in house, compared to the ongoing tasks, there have been identified the following human resources needs for tackling the growth of existing tasks as mentioned above:

- 1 ADs, 2 CAs FGIV with the following profiles:
  - 1 AD - to reinforce FRA's response for the growth of existing tasks in the area of artificial intelligence, biometrics, quantitative research and data analysis.
  - 1 CA FGIV – to reinforce FRA's work on a range of fundamental rights affected by the Russian aggression in Ukraine.

### C. Negative priorities/decrease of existing tasks

The amount of additional tasks assigned to FRA has grown significantly with new internal security challenges (including the impact of the war in Ukraine) and with the growth of technological responses to these challenges – including through the use of digitalisation and artificial intelligence. These have added to increasing calls on the Agency to step-up its work in related policy areas, increase the regularity of its surveys and reinforce its engagement with new technological developments – as on artificial intelligence and digitalisation in the area of law enforcement and justice.

To meet increased demand for its work, FRA introduced economies of scale and tailored the structure of the Agency to reallocate where possible human and financial resources. Thus, a number of projects and deliverables requested by the Agency's stakeholders were de-prioritised. This includes for the period 2023/24 redesigning the immigrants survey to apply an online methodology while reducing its scope and country coverage. For the majority of projects in the fields of police and judicial cooperation in criminal matters – including the project on Remote Biometric Identification for Law Enforcement Purposes and the project on the Digitalisation of Justice – the Agency is only in a position to undertake data collection in typically 5-10 Member States and cannot comprehensively research the situation in all Member States. This impacts negatively on the Agency's ability to report on the situation of fundamental rights compliance across the whole the EU in line with its mandate under the Agency's Founding Regulation.

# ANNEX V: 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	X		
Engagement of TA	Model decision C(2015)1509	X		
Middle management	Model decision C(2018)2542	X		
Type of posts and post titles	Model Decision C(2018)8800		X	FRA applies by analogy decision C(2013)8979

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.

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 provide 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.
- Administrators/ Officers: play a key role in general processes, draft reports, implement policies, analyse and advise the hierarchy in specific areas, coordinate specific areas of work or represent FRA in external activities. Typically, these posts would be filled by Temporary Agents in the bracket AD5-AD8 and Contract Agents FGIV. Seconded National Experts also perform similar tasks..
- 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, 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 co-ordinate 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)<sup>7</sup>
- AST 1 to AST 4 for the assistant function group (AST)
- AD 5 to AD 8 for the administrator 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.

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 adviser positions. 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 in parallel with the open selection 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.

In case it is decided to fill in a position via the inter-agency procedure, this is done by running it in parallel with the internal and open selections. An inter-institutional is advertised in the institutions and Agencies.

The open selection procedure is advertised through a short notice on the EPSO website, EU Agencies website and social media platforms (e.g. LinkedIn, Twitter, etc.). 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.

#### 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

Contract agents are engaged by the Agency mainly to carry out support roles and for assistance with operational activities. 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 authorised 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.

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 use 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
- 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.

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.

<sup>7</sup> The Agency will consider requesting such posts progressively in the future (i.e. with departures, retirements, new recruitments)

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) 9560	x		
Reclassification of CA	Model Decision C(2015)9561	X		

### 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 based on the performance indicators in the annual development plan. The performance dialogue exercise supports the development of people and improves organisational performance.

FRA adopted by analogy in December 2013 the Commission Decision C(2013)8985 of 16 December 2013 on appraisal of the Temporary Agents, and in October 2016 the model decision of the Commission Decision C(2015)1456 of 4 March 2015 on the appraisal of Contractual Agents. These include also 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 conveyed through 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.

FRA continuously 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 2018 the average number of training days per staff was 10. In 2019 the same average number of training days per staff like the previous year was reached, including language training.

**Table 1 - Reclassification of temporary staff/promotion of officials**

At the time of writing, the 2023 reclassification exercise was finalised and the exercise 2024 is planned to be launch in 2024

Grades	Average seniority in the grade among reclassified staff						Average over 5 years (Annex IB SR) (According to decision C(2015)9560)
	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	Actual average over 5 years	
AD05	-	-	-	-	-		
AD06	-	6.00	3.63	2.38	3.75	3.94	2.8
AD07	4.15	5.43	5.00	11.34	3.00	5.78	2.8
AD08	-	6.00	4.75	5.81	5.13	5.42	3

AD09	-	5.00	4.00	5.00	-	4.67	4
AD10	5.50	-	5.47	6.50	-	5.82	4
AD11	-	-	-	7.00	4.00	5.50	4
AD12	-	-	-	-	-	-	6.7
AD13	-	-	-	-	-	-	6.7
AD14	-	-	-	-	-	-	
AST1	-	-	-	-	-	-	
AST2	-	-	-	-	-	-	
AST3	-	-	-	-	-	-	
AST4	-	4.50	-	6.82	3.33	4.83	3
AST5	4.33	5.94	3.64	-		4.64	4
AST6	5.50	4.00	-	4.63	4.00	4.53	4
AST7	-	-	-	-	3.50	3.5	4
AST8	-	-	4.00	5.00	-	4.5	4
AST9	-	-	-	-	-	-	
AST10	-	-	-	-	-	-	
AST/SC1	-	-	-	-	-	-	
AST/SC2	-	-	-	-	-	-	
AST/SC3	-	-	-	-	-	-	
AST/SC4	-	-	-	-	-	-	
AST/SC5	-	-	-	-	-	-	

**Table 2 - Reclassification of contract staff**

The 2024 reclassification exercise is planned to be launch in 2024

Function Group	Grade	Staff in activity at 01.01.2023	How many staff members were reclassified in 2023	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
CA IV	17	-	-	-	Between 6 and 10 years
	16	8	1	4.00	Between 5 and 7 years
	15	6	3	4.33	Between 4 and 6 years
	14	5	2	3.68	Between 3 and 5 years
	13	-	-	-	Between 3 and 5 years
CA III	12	-	-	-	
	11	2	-	-	Between 6 and 10 years
	10	5	-	-	Between 5 and 7 years
	9	1	1	4.08	Between 4 and 6 years
	8	-	-	-	Between 3 and 5 years

	7	-	-	-	
CA II	6	1	-	-	Between 6 and 10 years
	5	1	-	-	Between 5 and 7 years
	4	-	-	-	Between 3 and 5 years
CA I	2	-	-	-	Between 6 and 10 years
	1	-	-	-	Between 3 and 5 years
Total		29	-	-	

### HR implementing rules foreseen for adoption Year 2023

**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

**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.

## 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 2020 the Agency has not published any post 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 2020 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 11 May 2023, FRA offers traineeships starting on 1 October and on 1 April for a period of 6 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 2023 FRA offered traineeship to 18 trainees.

As part of the general Traineeship Programme particular provisions are foreseen for candidates with ROMA background and for those with disabilities.

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 traineeship programmes at FRA may be consulted under the following links:

[Rules governing the traineeship at FRA](#)

## GENDER REPRESENTATION

Table 1 - Data on 31/12/2022 /statutory staff (only officials, AT and AC)

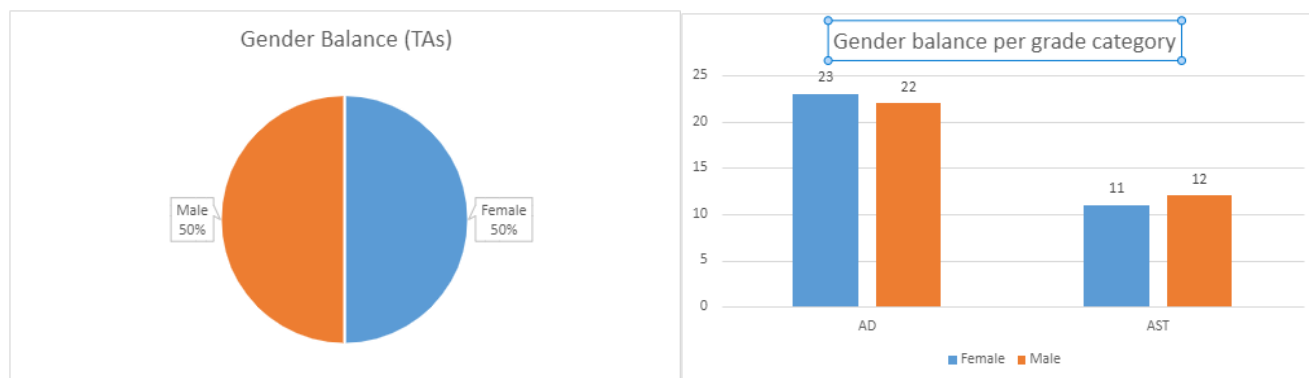
		Official		Temporary		Contract Agents		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
<b>Female</b>	Administrator level	0	0%	23	34%	10	36%	33	34%
	Assistant level (AST & AST/SC)	0	0%	11	16%	6	21%	17	18%
	Total	0	0%	34	50%	16	57%	50	52%
<b>Male</b>	Administrator level	0	0%	22	32%	8	29%	30	31%
	Assistant level (AST & AST/SC)	0	0%	12	18%	4	14%	16	17%
	Total	0	0%	34	50%	12	43%	46	48%
<b>Grand Total</b>		0	0%	68	100%	28	100%	96	100%

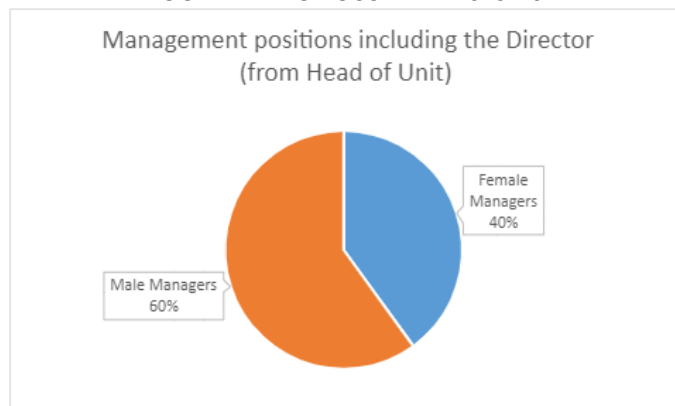
Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management

	2017		2022	
	Number	%	Number	%
<b>Female Managers</b>	1	20%	2	40%
<b>Male Managers</b>	4	80%	3	60%

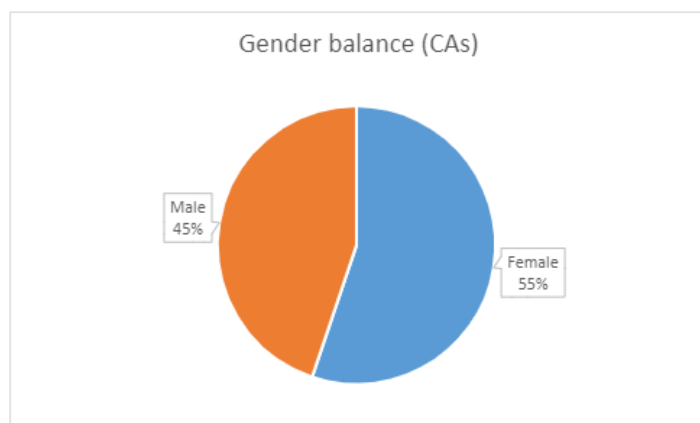
The charts below illustrate the staff breakdown by contract type and function group and the gender balance in 2019:

1. Temporary Agents

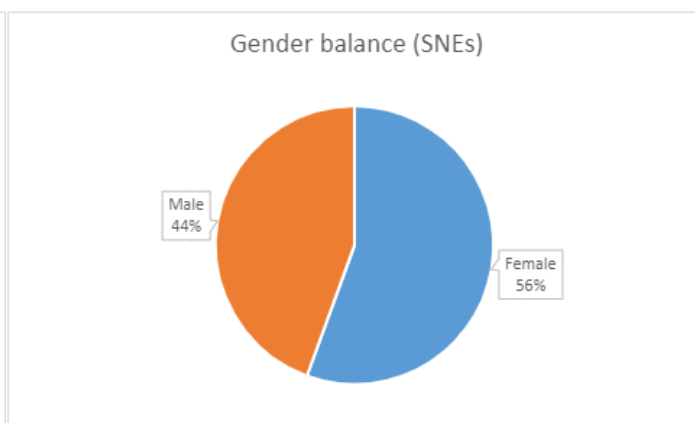




2. Contract Agents



3. Seconded National Experts (SNEs)



**D. 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 31/12/2022- statutory staff only (officials, AT and AC)

Nationality	AD + AC FG IV		AST/SC- 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	11	17%	9	28%	20	20.6%
BE	0	0%	2	6%	2	2.1%
BG	4	6%	1	3%	5	5.2%
CY	0	0%	0	0%	0	0.0%
CZ	3	5%	0	0%	3	3.1%
DE	9	14%	1	3%	10	10.3%
DK	0	0%	0	0%	0	0.0%
EL	5	8%	4	13%	9	9.3%
ES	4	6%	1	3%	5	5.2%

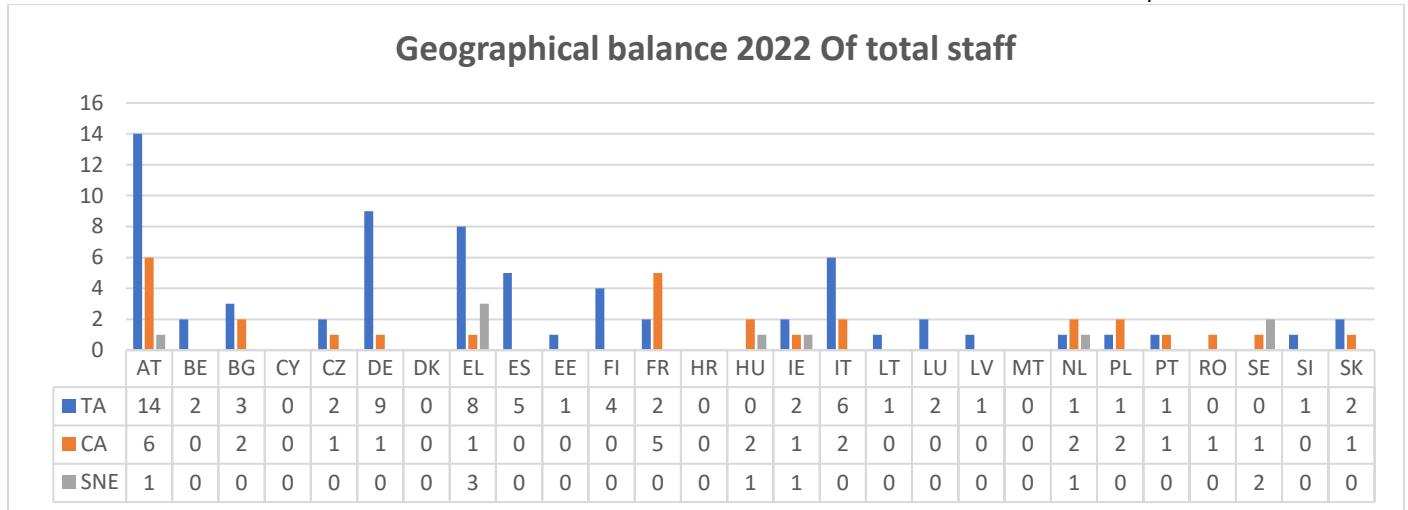


EE	1	2%	0	0%	1	1.0%
FI	2	3%	2	6%	4	4.1%
FR	4	6%	3	9%	7	7.2%
HR	0	0%	0	0%	0	0.0%
HU	2	3%	0	0%	2	2.1%
IE	2	3%	1	3%	3	3.1%
IT	6	9%	2	6%	8	8.2%
LT	1	2%	0	0%	1	1.0%
LU	1	2%	1	3%	2	2.1%
LV	0	0%	1	3%	1	1.0%
MT	0	0%	0	0%	0	0.0%
NL	2	3%	1	3%	3	3.1%
PL	3	5%	0	0%	3	3.1%
PT	0	0%	2	6%	2	2.1%
RO	1	2%	0	0%	1	1.0%
SE	0	0%	1	3%	1	1.0%
SI	1	2%	0	0%	1	1.0%
SK	3	5%	0	0%	3	3.1%
<b>TOTAL</b>	<b>65</b>	<b>100%</b>	<b>32</b>	<b>100%</b>	<b>97</b>	<b>100%</b>

Table 2 - Evolution over 5 years of the most represented nationality in the Agency

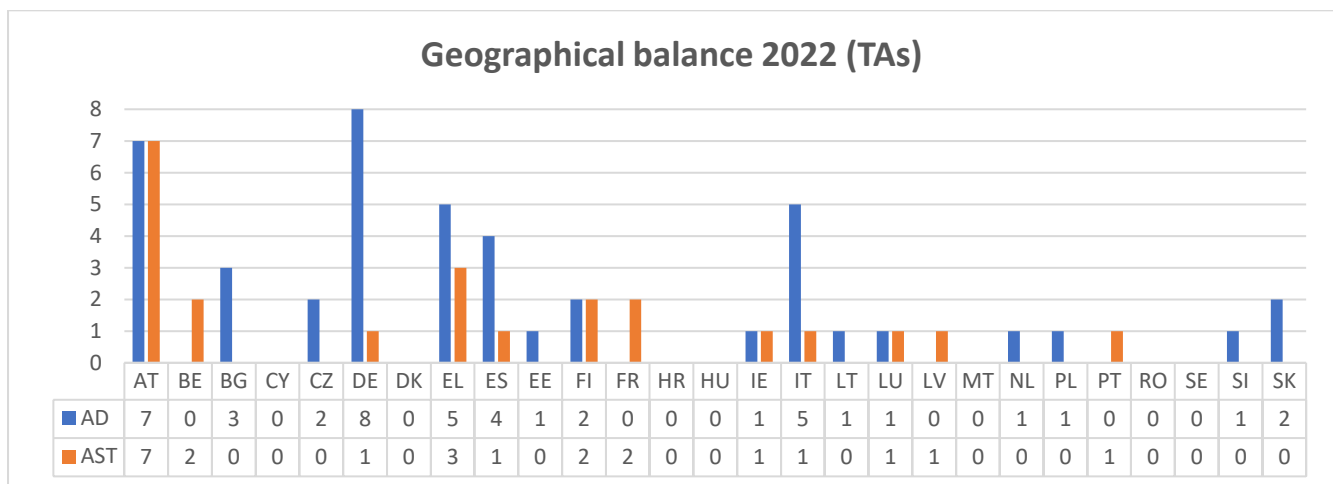
Most represented nationality	2018		2022	
	Number	%	Number	%
AT	18	17,6%	20	20,6%
Total	102	100%	97	100%

In 2022, the workforce of FRA covers 23 nationalities representing out of a total of 27 Member States . FRA will continue its effort to develop and to increase the number of nationalities.

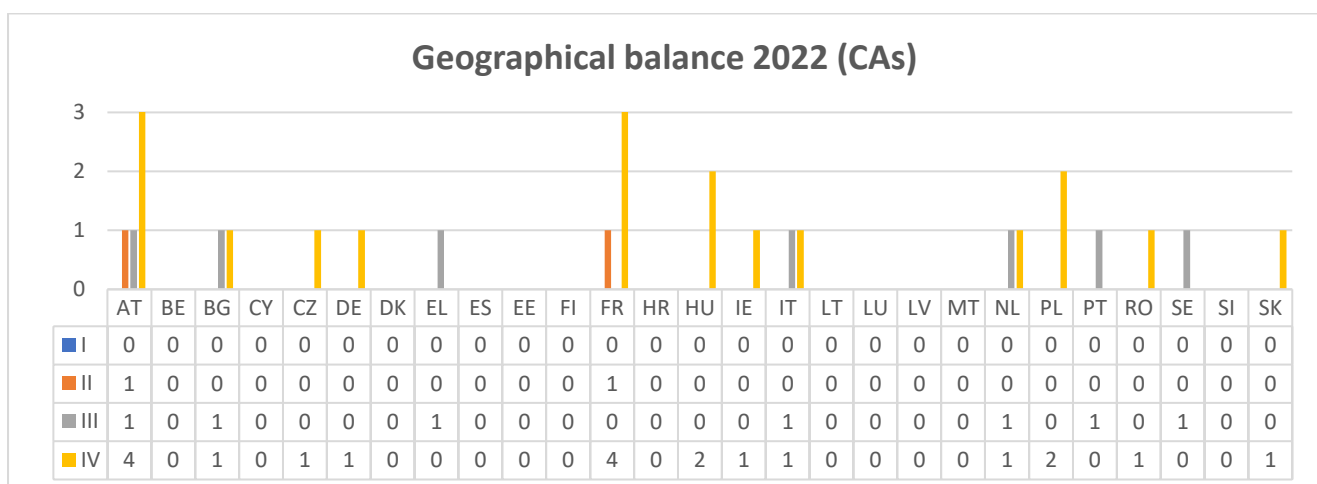


A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

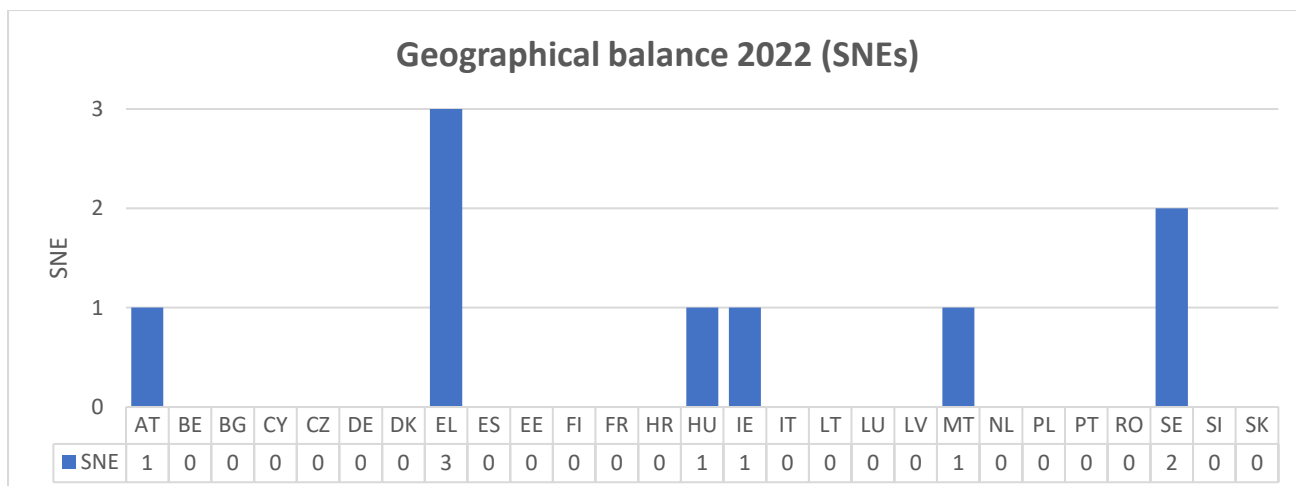
Temporary Agents: a total of 20 nationalities as shown below



Contract Agents: a total of 15 nationalities as shown below



Seconded national experts: a total of 6 nationalities as shown below



**E. 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	X
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 <a href="http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf">http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf</a> . and No. 2013/07] on Education costs for children of FRA staff <a href="http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013_07_education_cost.pdf">http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013_07_education_cost.pdf</a> ] 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.

**F. 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 an annual budget allocated 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

## **G. 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 surveys are conducted at the FRA and the 2020 edition was concluded in July 2020 with actions that were implemented following an internal assessment of their feasibility.

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.

## **H. TELEWORK**

FRA acknowledges the need to provide a variety of working tools and solutions for its workforce and from this perspective has adopted by analogy via EB decision 2022/03 on 14 September 2022 the Commission Decision C(2022)1788 on working time and hybrid working. The new legal framework facilitates 'hybrid working', a combination of working at the office and teleworking, where both modalities are considered equivalent. The adoption of the decision is part of a modernising trend in organisations following the COVID 19 pandemic, focusing on result-based management and objective-driven performance to increase efficiency of operations.

# ANNEX VI: Strategy for achieving efficiency gains

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

- to further optimise current business processes through mapping and re-engineering of processes;
- to further optimise its current internal practices and further adopt cloud technologies allowing task automation – 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;
- to continue its participation to inter-institutional public procurement procedures of the Commission services as well of the Agencies network – efficiencies through shared procedures and resulting in increased buying power and hence resulting prices for services and goods;
- simplify the rules and procedures to be applied for financial and human resources management, this facilitating the achievement of efficiency gains – achieved also by adopting the Commission’s Hermes-Ares-Nomcom (HAN) platform which allows to perform electronic workflows, digital signatures and filing of documents more efficient
- 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:

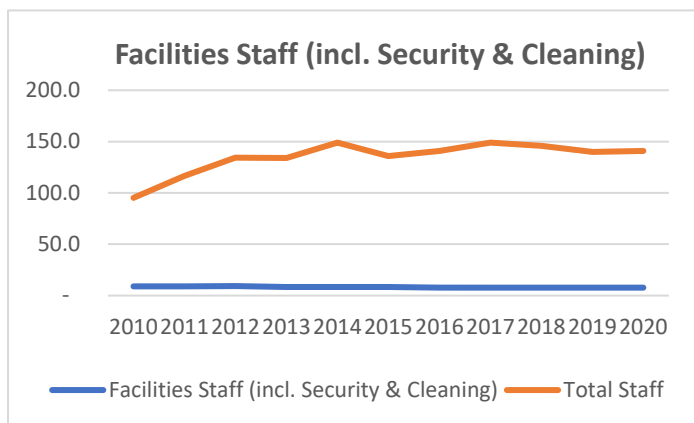
## Cluster I: Digital Services and Facilities

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 further optimised its resources through the adoption of cloud services in 2020 and hence it is possible to provide more services with the same resources. A hybrid cloud services adoption is expected to be finalised in Q4 2023 as the Agency plans to migrate the remaining on premises applications to the cloud. The Agency already implemented cloud-based data analytics for administrative reporting needs. Furthermore, it adopted the Commission’s Hermes-Ares-Nomcom (HAN) platform replacing its on premises custom based solutions.

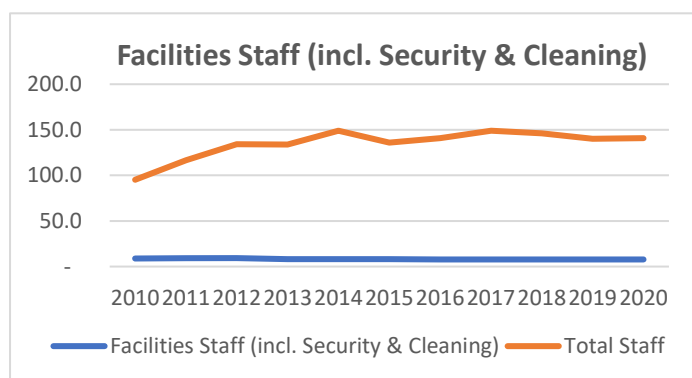
Due to the synergies and efficiency gained, it remained possible for a small IT helpdesk to provide best service to ever-growing staff. Similarly, the Agency was able to retain a relatively low number of facilities staff.

Year	Facilities Staff (incl. Security & Cleaning external contractor)	Total Staff
2010	1.2	95.2
2011	1.1	116.7



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
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
2022	1.6	141



The staff evolution within the domain facilities 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
2022	7.8	141.0

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 redesigned 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 well advanced and legacy applications were replaced by cloud based solutions. While adopting the cloud services the Agency does so by respecting the related data protection regulation.
2. Further utilisation of the Commission ICT systems related to Human Resources Management (Sysper) and asset management (ABAC Assets) as well as for Mission Management (MiPS). Moreover, the Agency adopted Hermes-Ares-Nomcom(HAN) Commission solution for document registration and electronic workflows offering integration with EUSign.
3. Mission requests are reduced while use of video conference technologies increased. 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, Audiovisual 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 centre 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:

1. 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).

### **Cluster II: Finance & Contracting**

1. The Agency has introduced some enhancements in the reporting for financial execution, accounting and project manager. A new version of MATRIX is in place and the use of Power BI has provided a more reliable, agile and faster consultation system.
2. With the reinforced use of online tools (namely ARES, as mentioned above), the financial circuits became better secured for validations and filing.. There is also an increase of use of electronic invoices as well as accepting those in pdf sent to a specific functional email address, making the payment delays shorter.
3. Treasury services are managed by DG BUDG facilitating its management.
4. The use of inter-institutional framework contracts is very wide, representing important synergies and economies of scale.
5. The use of new modules from e-tendering, and soon of the PPMT, will ease the planning, launch and follow-up of the procurement procedures.

### **Cluster III: Quality Management System**

6. 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. Beginning of 2023 an extensive revision of financial and accounting procedures took place providing the opportunity for simplifying the workflows, and optimising the tasks performance and the use of the internal resources. A specific re-design activity took place to frame the process of implementation Communication and networking projects.
7. The financial circuits been simplified in payments and de-commitments with a reduction in the chain of control OVAs. This will increased the level of efficiency while maintaining the necessary level of compliance which will be periodically assessed..
8. 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.
9. 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.

#### **Cluster IV: Planning, Monitoring, Evaluation and Reporting**

Efficiency gains are crucial in the public sector and require a meticulous approach that involves specific tools, methodologies, and concrete steps to boost productivity. Planning, monitoring, evaluation, and reporting of activities are essential to achieving this goal. At FRA, we have established several mechanisms to ensure that these aspects are well integrated and streamlined:

- Efficiency Through Consolidation: The Integrated Planning Approach.

By bringing all planning, monitoring, reporting, and evaluation activities into one cyclical process, IPA eliminates redundancies and ensures that every stage of programming is interconnected. This holistic strategy reduces overlaps, streamlines workflows, and optimizes resource allocation. This approach fosters synergies and coherence, both internally and with external stakeholders. Recent enhancements to the IPA reflect our organizational restructuring, emphasizing cross-unit collaboration. We've also simplified the process, offering clearer decision-making pathways and well-defined roles. This approach not only optimizes resource utilization but also aims to reduce workload and boost productivity.

- Efficiency Through Precision: The Performance Measurement Framework.

The Performance Measurement Framework provides a comprehensive set of indicators that allow FRA to set precise targets and measure performance against them. By offering insights on crafting and leveraging KPIs, the framework ensures that resources are directed towards initiatives that yield the highest impact, thereby maximizing return on investment. The PMF is an instrumental tool that guides the planning, monitoring, and evaluation of FRA's performance to gauge the results and milestones of FRA's interventions. The framework offers insights on crafting KPIs to evaluate our activities annually and over multiple years. An impending review of the PMF will further amplify our capability to harness KPIs, particularly in upcoming programming documents and activity reports. This focus will underscore FRA's tangible outputs, audience engagement, and contributions to broader outcomes.

- Efficiency Through Transparency: The Consolidated Annual Activity Report.

The Consolidated Annual Activity Report (CAAR) serves as a transparent account of FRA's accomplishments concerning strategic priorities, multi-annual objectives, thematic areas, and operational activities. By providing a granular perspective on performance metrics in the 'Core Business Statistics' annex, stakeholders can easily assess the effectiveness of initiatives. This transparency fosters trust, encourages stakeholder engagement, and ensures that feedback loops are short and actionable, leading to rapid improvements.

- Efficiency Through Continuous Improvement: The evaluation mechanisms.

Regular evaluations ensure that FRA's projects are always aligned with best practices and evolving needs. By identifying challenges early and rectifying them, FRA ensures that projects remain on track, resources are utilized effectively, and desired outcomes are achieved with minimal wastage. We employ ex-ante, interim, and ex-post evaluations for our projects, ensuring timely identification and rectification of challenges. These evaluations serve as learning tools, fostering accountability and enhancing our methodologies. The insights gleaned from these evaluations are deliberated upon internally, engaging diverse stakeholders. Summaries of these evaluations are then incorporated into the Annual Activity Report, ensuring transparency and accountability.

#### **Cluster V: Human Resources Management**



A number of initiatives have been undertaken in recent years to improve overall organisational fitness, efficiency and productivity:

- Optimisation of the Agency’s organisational structure: the Agency went through a readjustment of its organisational structure in April 2022. The purpose of the adjustment

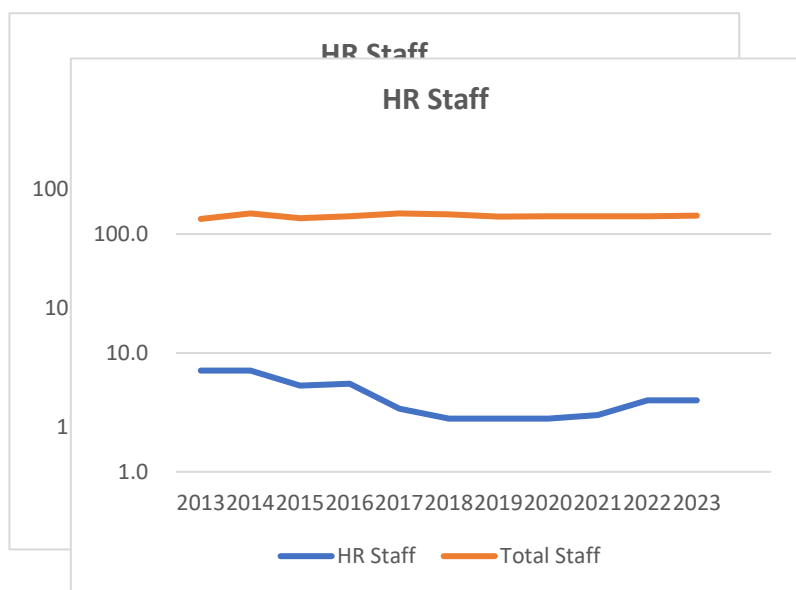
was to adapt the Agency’s internal functioning to the new requirements resulting from the amended founding Regulation and to adapt to changing circumstances. In particular, the adjustment allows the Agency to focus on its core mandate and freed some resources to address new strategic demands that may arrive in the area of police cooperation and judicial cooperation in criminal matters.

- Increased use of inter-institutional framework contracts and SLAs: the Agency makes use of a number of contracts and SLAs to support the small HR function with key HR processes, in particular SLAs with DG HR and PMO.

- IT tools: in 2023, the Agency continued implementing SYSPER by launching new modules like the ethics, the one for the career continuation, unpaid leave and the probation report. The implementation of SYSPER has brought efficiencies in a number of HR processes linked to career and working conditions. Further benefits are expected when additional modules are onboarded, which depends on the availability of resources in DG HR to handle the pending requests of agencies, as the Agency does not yet have access to the reporting module of SYSPER to properly manage HRM reports and until the appraisal and promotion modules are in production, the Agency is required to keep its previous e-HR tool updated in parallel. In 2022, the Agency finalised the development and implementation of a new recruitment tool, to facilitate the administrative work linked to recruitment processes

- Competency mapping: Following the development of a Competency Framework in 2021, in 2023 the Agency conducted a staff skills mapping to assess the current competencies in-house against the aspirational competency levels and with the aim to support learning and development where gaps are identified.

These efficiencies, such as modernisation of HR tools, optimisation of processes, and SLAs with PMO enabled the Agency to decrease the number of staff working within the HR domain. Nonetheless, the Agency faces increasing demands on HR services year on year which are not met by increased staff resources in the HR field.



Year	HR Staff	Total Staff
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	3	141.0
2022	4	141.0
2023	4	143.0

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.

However, while the Agency has obtained an extra capacity by improving several processes and generated via other efficiency initiatives, the demand for human resources has constantly increased. 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 2024-2026 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

# ANNEX VII: Environmental management

## 1. Context of the Agency and its environmental management strategy

The Agency actively looks in its environmental management approach, which is part of its annual Facilities Management work plan. On an annual basis the Agency looks in optimising the use of existing environmental measures as well as at the possibilities to introduce new environmental management measures.

## 2. Overview of the agency's environmental management system

The Agency is currently in the process of prospecting the market for new premises following the approval of the budget committees of the European Parliament and the Council. In its proposal to the committees the Agency indicated that of the main requirements is that the new premises should meet high environmental standards such as BREEAM and LEED which will allow it to meet the requirements of the EU Green Deal.

In its present premises, the Agency implemented a number of actions to reduce its environmental footprint the last years even if it is not EMAS registered. This is due to the limited resources available to it, human and financial, as well as to the condition of the building that it rents. Finally, acquiring an environmental management system certification was not considered to be a priority. Having said that the Agency took a pragmatic approach in considerably improving its environmental footprint by introducing measures as indicated under section 3. In this regard it participates in an inter-institutional framework contract which will enable the Agency to undertake an assessment and plan its future actions.

## 3. Environmental aspects, indicators and targets

The list of practical measures and indicators employed in the current premises, where possible, are described below:

1. **Energy and water consumption:** The Agency changed its 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 of renewable sources to operate the datacenter cooling system. Moreover, the Agency is in the process of replacing its light bulbs to LED technology bulbs. The Agency monitors the implementation of these measures by keeping stable or reducing the annual water and energy consumption.
2. **Waste management:** The Agency takes measures to reduce internally generated waste and to recycle the generated waste. Different recycle bins are installed allowing staff to also contribute by sorting out daily waste. Furthermore, the Agency ensures when the contractor is asked to dispose waste, it also provides certificates that it was done in an environmental friendly manner and in accordance with the national regulations.
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. Finally, the Agency is working in digitising its internal processes to reduce use of printing paper.
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 due to the reduced number of missions.
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.

In the ongoing procedure for the new premises the environmental requirements are present and of high standards.

## 4. Actions to improve and communicate environmental performance

To further improve the environmental management approach of the Agency, the Agency is planning to undertake the following actions:

1. **Donations:** For 2023 the Agency is donating electric and office equipment to charity organisations who in return are reusing equipment in their community projects. Hence, contributing to the reduction of waste disposal.
2. **Printing use:** Eliminated the use of personal printers currently assigned to a large number of its staff and prompt them to make use of the general printing facilities, if printing is required. The reduction of printing services is also evident from the reduction of related costs by more than 50% in comparison to the pre pandemic period.

In terms of communicating the environmental objectives amongst its staff, the Agency will continue to raise awareness to its staff through information sessions linked to Facilities management, which also includes environmental aspects.

Staff are encouraged to follow certain practices like switching off lights, monitors before leaving the office and posters are placed through the building to encourage staff to actively contribute to reducing the environmental footprint of the Agency by taking the stairs instead of the elevators, using bicycles by offering adequate parking space or avoid unnecessary printing.

In accordance with the Commission 's guidance on energy consumption, the Agency took measures to reduce the electricity and heating consumption in its premises by changing its practices. In this line of development, information sessions were also organised to inform staff on the changes and to explain how they can contribute in reducing energy consumption.

# ANNEX VIII: Building policy

	Name, location and type of building	Other Comment
<b>Information to be provided per building:</b>	Schwarzenbergplatz11, Vienna, AT-1040, Austria	Following the approval received by the EP and Council budget committees the Agency launched a procedure for the identification of new premises. This currently ongoing.
<b>Total Surface area (in square metres)</b> <b>Of which office space</b> <b>Of which non-office space</b>	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.
<b>Annual rent (in EUR)</b>	856723,56 EUR	None
<b>Type and duration of rental contract</b>	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 these discussions it may decide to relocate to another building.
<b>Host country grant or support</b>	In the past based on a letter of intent the Agency received from the Austrian authorities, the host country a subsidy for the rent. Currently, there is no such commitment from the Austrian Authorities.	None
<b>Present value of the building</b>	N/A	None

	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT					Host country grant or support
			Office space	non-office	Total	Rent (€/Year)	Duration of the contract	Type	Break out clause Y/N	Conditions attached to the breakout clause (if applicable)	
1	Schwarzenbergplatz 11, stand alone building	Vienna, AT-1040	3704	1842	5546	1003962,4	indefinite	Lease agreement	Y	Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building	60000 contribution

										owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building.	
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**Building projects in planning phase:**

The Agency is currently looking for new premises. The Agency submitted its request for new premises to the European Parliament and Council budget authorities and received their agreement in March 2023. The procedure for the identification of new premises is currently in progress and it is expected to be finalised within 2024.

# ANNEX IX: Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Agency is recognised as an international organisation.	The Director, the Heads of Units, 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) which are non-Austrians can register a tax free vehicle every two 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. Non-Austrian staff members are also exempt from the broadcasting levy (GIS).	-

# ANNEX X: Evaluation of the FRA

Consistent with past practices, FRA is committed to evaluating its work under the Single Programming Document 2024 - 2026 with the dual objective of demonstrating accountability for resource utilization and to ensure continuous organizational improvement and learning.

In line with the Better Regulation Guidelines, evaluation activities at FRA are evidence-based assessments of the extent to which an intervention:

- is effective in fulfilling expectations and meeting its objectives;
- is efficient in terms of cost-effectiveness and proportionality of actual costs to benefits;
- is relevant to current and emerging needs;
- is coherent (internally and externally with other EU interventions or international

agreements); and

- has EU added value — i.e. produces results beyond what would have been achieved by Member States acting alone.

Evaluations provide an independent and objective judgment, supporting decision-making and contributing to strategic planning and the design of future interventions. Depending on the stage of the project's life cycle during which the evaluation activities are conducted, there are different types of evaluation at FRA such as:

- Ex-ante, interim and;
- Interim/Ex-post evaluations;

According to the Financial Rules of the European Union Agency for Fundamental Rights ex-ante evaluations support the preparation of interventions 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. Interim or ex-post evaluations shall assess the performance of the programme or activity, including aspects such as effectiveness, efficiency, coherence, relevance and EU added value. They shall be undertaken periodically and in sufficient time for the findings to feed back into the planning cycle for the preparation of related programmes and activities.

In line with its Founding Regulation, FRA has an obligation to regularly evaluate its activities, prepare an action plan to follow up on the conclusions of evaluations, and report annually to the Management Board on the results of its evaluations.

The selection process for evaluations to be conducted in 2024 is based on various factors such as the expenditure scale of interventions, their strategic relevance, the likelihood of interventions to influence policy making or potential for leveraging partnerships, learning potential through innovative approaches, as well as the timeliness and feasibility of conducting an evaluation.



# ANNEX XI: 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 EUAA able 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 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 2021 took into account the lessons learnt in the implementation of the strategy over the previous 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 has reinforced an 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 the revision has 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 considers that the preventive actions undertaken so far are still applicable and will also apply 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

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 communication and awareness raising and a regular review of key policies and procedures.

On the basis of the above considerations within the structure of internal controls and taking into account the risk assessment, the Agency has identified the following strategic objectives.

1. Continuously reinforce an anti-fraud culture based on awareness within the organisation.
2. Focus efforts on potential fraud risk management in identified areas of the organisation.
3. Maintain an effective system for internal reporting and detection of activities detrimental to the Union's interests
4. Regular follow up and monitoring of the existing ethics framework.

The relevant action plan is being implemented.

# ANNEX XII: Plan for grant, contribution or service-level agreements

Non applicable.

# ANNEX XIII: Risks Year 2025

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 five level scale is assessed as very low (1), low (2) medium (3) or high (4) very high (5)
- potential impact (objectives, financial, reputation) on a five level scale limited (1), moderate (2), significant (3) or severe (4), critical (5) 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

E	External
I1	Internal/Planning, processes, systems
I2	Internal/People, organisation
I3	Internal/Legality, regularity
I4	Internal/Communication information

Risk details		Assessment of the risks			Management of the risks				
Risk Type	Description of the risks	Potential impact							
		Possible consequences	Likelihood of occurrence	Objectives	Financial	Reputation	Residual risk L*1	Action owner	Action
E	Unpredictable increase of the costs due to global external factors like geopolitical crisis and uncontrolled increase of the inflation rates.	The current increasing trend of inflation may determine a high impact on the planned energy costs for running of the building. In addition major surveys employing significant financial resources may see an uncontrolled increase of the prices. Insufficient financial resources may hinder or limit the achievement of objectives for key operational projects.	High 4	Significant 3	Significant 3	Significant 3	High 12	ALL	Maintain high vigilance on the current trends and elaborate mitigating measures for re-prioritisation of financial resources.
E	IT / Cybersecurity	Cybersecurity risks are increasing due to the cyber landscape threats. In addition The Agency has the legal obligation to implement the Regulation on measures for a high common level of cybersecurity at the Union's institutions, bodies and agencies	High 4	Significant 3	Significant 3	Significant 3	High 12		Continue cooperation with CERT-EU and following its recommendations. -Undertake cybersecurity vulnerability assessments when possible. -Raising staff awareness through frequent communication and information session.

# ANNEX XIV: Strategy for cooperation with international organisations, third countries and the EEA and Norway Grants

## Cooperation with international organisations

FRA's cooperation with international organisations is based on specific provisions of [Council Regulation \(EC\) no 168/2007](#) (Founding Regulation) and of [Council Regulation \(EU\) 2022/555](#) (Amending Regulation). This cooperation is consistent with the list of actions established by the Common Roadmap on EU Agencies.<sup>8</sup> The cooperation between the Agency and international organisations covers the full range of its areas of activity and serves to:

- ensure complementarity and synergy with international organisations active in the field of human rights;
- develop cooperation and coordinate activities to that effect;
- share expertise and knowledge within the international human rights system; and
- contribute to the overall effort of EU institutions and bodies to achieve greater coherence between external policies pertaining to human rights and internal policies pertaining to fundamental rights.

As required by the Founding Regulation (Art. 8 and 9), FRA cooperates systematically with the Council of Europe, the United Nations (UN), and the Organization for Security and Co-operation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR). The Agency engages on an ad-hoc basis with other international or regional organisations and entities active in the promotion of human rights, mainly the World Bank, the Organisation for Economic Co-operation and Development (OECD), and the International Organisation for Migration. The Agency is an International Partner Organisation with the EEA and Norway Grants.

## Cooperation with the Council of Europe

The cooperation between the Agency and the Council of Europe is founded on the European Community's and the Council of Europe's agreement on cooperation between the two entities.<sup>9</sup> The aim of this cooperation agreement is to avoid duplication and to ensure both complementarity and added value between the Agency and the Council of Europe and its entities, mainly: the Secretariat, the Parliamentary Assembly (PACE), the European Court of Human Rights (ECtHR), the Commissioner for Human Rights, the European Committee of Social Rights, the European Commission against Racism and Intolerance, the Special Representatives, inter-governmental committees and groups of experts, and human rights monitoring committees. The Agency and the Council of Europe jointly produce an annual report of their cooperation, which is presented and discussed in the FRA Management Board and Council of Europe's Rapporteur group on External Relations.

In 2025–2027, cooperation between the Agency and the Council of Europe will be marked by:

- participation of the independent person nominated by the Council of Europe in FRA Management and Executive Boards;
- participation of representatives of the Council of Europe Secretariat as observers in meetings of the FRA Management Board;
- consultations between FRA and the Council of Europe in the preparation of the FRA programming documents, the annual FRA Fundamental Rights Report and other FRA activities, as relevant;
- participation in each other's meetings and events to ensure coordination and sharing of expertise, including cooperation on the Agency's flagship events;
- further development and promotion of the joint series of handbooks on European law and human rights;
- an annual visit by the FRA Director to the Council of Europe and participation in exchanges of views with the Council of Europe Committee of Ministers, its Rapporteur Group on External Relations and the Steering Committee for Human Rights. These exchanges focus on the cooperation between the two organisations;
- biennial FRA-Council of Europe senior management team meetings.

Upon invitation, the Agency will continue to participate in and contribute to inter-governmental committees and expert groups of the Council of Europe, as well as in hearings and other activities of the Parliamentary Assembly.

FRA, the Council of Europe and the ECtHR will continue developing, producing and translating joint handbooks on European law and human rights. These handbooks are in high demand among legal professionals, and their translation fills gaps in the provision of training materials for practitioners in the official languages of the EU.

<sup>8</sup> 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.

<sup>9</sup> Agreement between the European Community and the Council of Europe on cooperation between the European Union Agency for Fundamental Rights and the Council of Europe (hereafter the EU-CoE Agreement), OJ L 186, 15.7.2008, p. 7.

The Agency cooperates with the Council of Europe in enhancing the [EU Fundamental Rights Information System \(EFRIS\)](#). This online tool brings together data and information from existing human rights databases maintained by the Council of Europe and the United Nations. Relevant experts from the Council of Europe will continue participating in the EFRIS Advisory Group, as envisaged in the exchange of letters for cooperation on EFRIS signed by the FRA Director and the Council of Europe Secretary-General in 2021.

A new area of cooperation between the Agency and the Council of Europe centres on the implications for human rights of the war in Ukraine. In particular, this cooperation focuses on the targeted dissemination of respective findings and outputs on the matter.

### **Cooperation with the United Nations**

The Agency maintains an effective and structured working relationship with the UN Human Rights Office (OHCHR). This cooperation agreement establishes a general framework for strengthening coherence and synergy between the Agency and the OHCHR, to improve the protection and promotion of human rights and fundamental rights in the EU in the context of their activities, in line with their respective annual work programmes.

The Agency provides [human rights monitoring mechanisms within the UN system](#) with relevant evidence upon request, including in particular the Committee on the Elimination of Racial Discrimination and the Committee on the Rights of Persons with Disabilities. The latter draws on the Agency's participation in the EU Framework on monitoring the UN Convention on the Rights of Persons with Disabilities, which the EU is party to. The Agency engages on an ad-hoc basis with other UN bodies, funds and specialised agencies, to provide them with its expertise, as appropriate. This chiefly includes the UN Refugee Agency (UNHCR) and the UN Development Programme (UNDP).

Cooperation between FRA and the UN in the period 2025-2027 will include the biennial dialogue between the management team of the Agency and that of the OHCHR, as well as an annual visit by the FRA Director to meet with senior representatives Office of the High Commissioner for Human Rights.

The UN is also a partner in the Agency's EFRIS tool, with OHCHR participating in the EFRIS Advisory Group. Data and information from UN monitoring mechanisms and the ILO is retrievable through EFRIS.

### **Cooperation with OSCE-ODIHR**

The Agency cooperates with the OSCE in its [human dimension](#), where it relates to the areas of activity of the Agency. In this respect, FRA cooperates mainly with ODIHR; with the OSCE Secretariat, including the offices of the Senior Adviser on Gender Issues and of the Special Representative and of the Coordinator for Combating Trafficking in Human Beings; the OSCE High Commissioner on National Minorities; and the Representative on Freedom of the Media.

The Agency contributes to the work of the OSCE Chairmanships and their thematic Personal Representatives as relevant. It also participates in meetings and seminars of the Human Dimension Committee and those relating to Human Dimension Implementation.

The Agency and ODIHR work together to help states improve their ability to record and collect hate crime data through national workshops.

On request, the Agency contributes to the NHRI Academy, an annual training initiative for National Human Rights Institutions (NHRIs) from the OSCE region organised by ODIHR and the European Network of NHRIs (ENNHRI).

The OSCE is a strategic partner of the Agency's Fundamental Rights Forum, through the participation of ODIHR in the Forum's advisory board.

### **Engagement with third countries**

The Agency's geographical coverage is the EU, as well as candidate countries and countries with a Stabilisation and Association Agreement that have observer status in the Agency's work. Albania, North Macedonia and Serbia currently have that status. In the period 2025-2027, other Western Balkan countries, as well as Ukraine and Moldova, may gain observer status, which would allow for the inclusion of these countries in FRA's areas of activity.

The Agency's international activities are coordinated with the European Commission and the European External Action Service (EEAS), which may request the Agency to share its findings, expertise and methodologies with third countries or outside of the EU. Any such activities are conducted in line with an existing working arrangement to ensure coordination and coherence with the EU's overall external policy priorities.

Precedence is given to multilateral fora where the Agency can simultaneously provide its evidence and expertise to several non-EU countries. Examples of the Agency's international activities include participation in EU Human Rights Dialogues with third countries or regions, in the annual EEAS NGO Forum on human rights, or in the Western Balkans Task Force. Delegations from third countries sometimes visit the Agency. The Agency is regularly invited to participate in the EU-Israel Dialogue on combating racism, xenophobia and antisemitism.

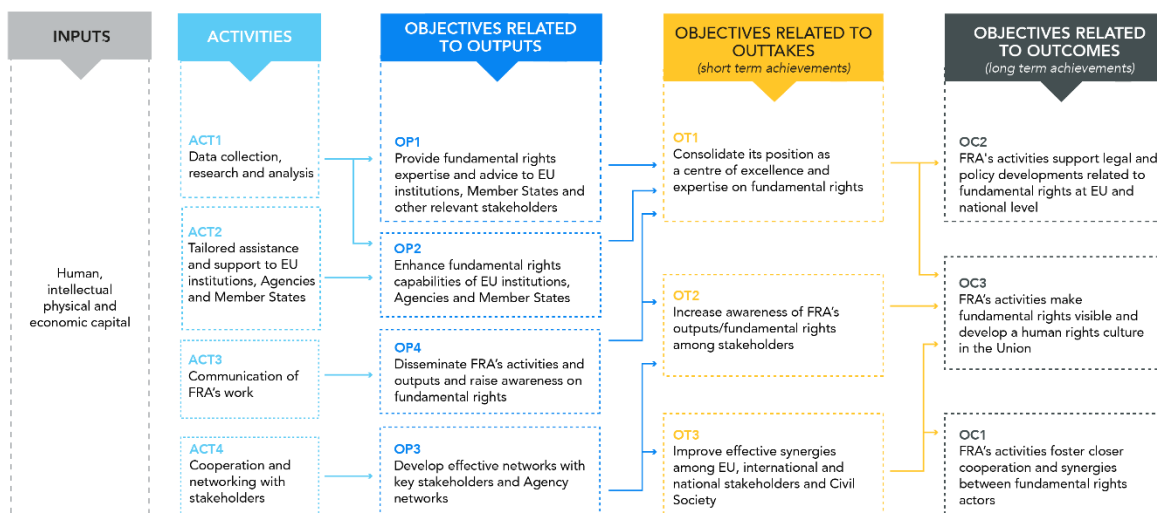
# ANNEX XV: Performance Measurement Framework

**FRA's Performance Framework serves** as a comprehensive system for planning, monitoring, and evaluating the Agency's performance and includes a variety of indicators that can be used to assess the results and achievements of the Agency's multi-annual and annual programming. Therefore, this tool communicates FRA's overarching framework for collecting and tracking performance information against its intended results.

As illustrated in the **intervention logic**, there is a logical relationship between the inputs (that is, the human and financial resources committed by the FRA), the activities, the outputs, the outtakes, and the outcomes of the Agency.

A **performance indicator** is a quantifiable measure used to evaluate FRA's success in meeting objectives for performance. They are mainly linked to:

- **Outputs** – the outputs and services that FRA provides to its target groups, through the implementation of its projects and activities
- **Outtakes** – what beneficiaries do with FRA outputs, whether they find them helpful/relevant/timely
- **Outcomes** – long-term results in terms of the contribution of FRA's work to policy development and implementation, raising awareness of fundamental rights, building a human rights culture etc.



As part of the performance measurement process, targets are set for each indicator included in the PMF in relation to both annual activities and multi-annual objectives. In order to assess whether targets have been achieved, various methods are used (FRA's internal project management tool, a user satisfaction survey, interviews, focus groups, an external evaluation of projects, mid-term reviews of multi-annual strategies, etc.). The Consolidated Annual Activity Report provides a comprehensive description of the results achieved every year in accordance with the reporting requirements of the European Commission.

The following pages provide a detailed description of the objectives, indicators, and targets.



**Output indicators** measure FRA’s effectiveness in producing and delivering FRA products and services to key stakeholders. All output indicators shall be measured through a numerical value and represent the core performance of the Agency on a yearly basis. The performance measurement process for output indicators in 2025 is the following:

OUTPUTS OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2025
Provide fundamental rights expertise and advice to EU institutions, Member States and other relevant stakeholders	Extent to which FRA has delivered fundamental rights expertise and advice	<b>I1</b> Number of publications produced	<ul style="list-style-type: none"> <li>Fundamental Rights Report</li> <li>Report</li> <li>Paper</li> <li>Summary</li> <li>Legal opinion</li> <li>"In brief/Factsheet"</li> <li>Leaflet</li> </ul>	<ul style="list-style-type: none"> <li>Flyer</li> <li>Handbook</li> <li>Guide/Manual</li> <li>Easy-to-read report</li> <li>Periodic update/Series</li> <li>Country sheet/fiche</li> <li>Case study</li> </ul>	50 main publications  200 other publications produced
		<b>I2</b> Number of research outputs produced	<ul style="list-style-type: none"> <li>Research Methodology</li> <li>Research Guideline</li> <li>Standard</li> <li>Survey/Questionnaire</li> <li>Set of Indicators</li> </ul>	<ul style="list-style-type: none"> <li>Fieldwork research/mapping</li> <li>FRANET report</li> <li>Dataset</li> <li>Data analysis</li> </ul>	250
		<b>I3</b> Number of written/oral input delivered	<ul style="list-style-type: none"> <li>Letter</li> <li>Thematic analysis</li> <li>Review of reporting tools</li> <li>Review of strategies/resolutions/ other documents</li> </ul>	<ul style="list-style-type: none"> <li>Review of research tools/methods</li> <li>Review of training materials etc.</li> <li>Articles</li> <li>Other inputs given in the context of bilateral meetings</li> </ul>	150
	Extent to which FRA’s stakeholders have requested the Agency’s expertise and advice on fundamental rights	<b>I4</b> Number of formal requests for opinions on legislative proposals	<ul style="list-style-type: none"> <li>From the European Parliament</li> <li>From the European Commission</li> <li>From the Council</li> </ul>		1
		<b>I5</b> Number of requests for data and evidence	<ul style="list-style-type: none"> <li>From EU Institutions</li> <li>From Member States</li> <li>From EU Agencies</li> </ul>	<ul style="list-style-type: none"> <li>From International Organisations</li> <li>From other stakeholders</li> </ul>	10
	Enhance fundamental rights capabilities of EU institutions, Agencies and Member States	Extent to which FRA has delivered technical assistance and capacity building activities	<b>I6</b> Number of technical assistance/ capacity building activities organised/ co-organised by FRA	<ul style="list-style-type: none"> <li>Training</li> <li>Capacity building event (e.g. workshop, seminar, other)</li> <li>Training and capacity building events participating only as an external expert</li> </ul>	
Extent to which FRA’s stakeholders have requested the Agency’s technical assistance on fundamental rights		<b>I7</b> Number of requests for: <ul style="list-style-type: none"> <li>Technical assistance</li> <li>Capacity building</li> </ul>	<ul style="list-style-type: none"> <li>From EU Institutions</li> <li>From Member States</li> <li>From EU Agencies</li> </ul>	<ul style="list-style-type: none"> <li>From International Organisations</li> <li>From other stakeholders</li> </ul>	15
Extent to which FRA is present on the ground		<b>I8</b> Number of country visits to Member States	<ul style="list-style-type: none"> <li></li> </ul>		2

OUTPUTS OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2025
Develop effective networks with key stakeholders and Agency networks	Extent to which FRA organises relevant meetings and events with its key stakeholders	<b>I9</b> Number of meetings and events (, <i>in-person vs. virtual/hybrid events</i> ) organised/ co-organised by the FRA	<ul style="list-style-type: none"> <li>• Expert meeting</li> <li>• Stakeholder meeting</li> <li>• Consultation meeting</li> <li>• Study visit</li> <li>• Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Forum</li> <li>• Workshop</li> <li>• Roundtable</li> <li>• Launch event</li> <li>• Networking event</li> <li>• Awareness raising event</li> </ul>	250
	Extent to which FRA participates in external meetings and events organised by its key stakeholders	<b>I10</b> Number of external meetings and events where FRA presented/ spoke/ formally intervened	<ul style="list-style-type: none"> <li>• Formal presentation to EU institutions</li> <li>• Group meeting with EU institutions and Member states</li> <li>• Conference/Forum</li> <li>• Launch event</li> </ul>	<ul style="list-style-type: none"> <li>• Country mission</li> <li>• Workshop</li> <li>• Seminar</li> <li>• Networking event</li> </ul>	200
Disseminate FRA’s activities and outputs and raise awareness on fundamental rights	Extent to which FRA produces communication material to maximise FRA outputs and awareness raising	<b>I11</b> Number of communication material produced	<ul style="list-style-type: none"> <li>• Video</li> <li>• Infographic</li> <li>• Q&amp;A</li> <li>• Dataset</li> <li>• Tools</li> <li>• Database</li> <li>• News/Press release</li> <li>• Public Event</li> <li>• Flagship meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Social media post</li> <li>• Live stream</li> <li>• Video message for conferences</li> <li>• Interview</li> <li>• Podcast</li> <li>• Promotional materials</li> <li>• FRA website</li> <li>• Campaigns/website campaign</li> <li>• FRA newsletter</li> </ul>	250
	Degree to which FRA's outputs effectively reach its stakeholders	<b>I12</b> Number of FRA’s outputs accessed/downloaded online <sup>10</sup>	<ul style="list-style-type: none"> <li>• Number of downloads</li> <li>• Number of unique visitors to FRA website</li> <li>• Number of unique visitors to FRA’s event websites</li> </ul>	<ul style="list-style-type: none"> <li>• Number of accesses to FRA databases/online tools</li> </ul>	2,500,000
		<b>I13</b> Number of printed publication copies disseminated	<ul style="list-style-type: none"> <li>• Publications Office of the EU</li> <li>• Print disseminations through other channels</li> </ul>		15,000
	Extent to which FRA publications have been translated into other EU languages	<b>I14</b> Number of translations of FRA’s publications into other EU languages	<ul style="list-style-type: none"> <li>• Into all official languages of the EU (24)</li> <li>• Into at least one other language</li> </ul>		100

**Outtake indicators** measure the satisfaction of FRA customers with the work of the Agency (e.g. how stakeholders use FRA’s outputs, whether they found them useful/relevant/timely, etc.) as well as the opinion of stakeholders on the Agency and its outreach activities (e.g. events, social media, etc.). Outtake indicators can be of a quantitative or qualitative nature (i.e. measured through numerical values and/or opinions).

OUTTAKES OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2025
Improve effective synergies among EU, international and national stakeholders and Civil Society	Extent to which FRA events are attractive to relevant stakeholders	<b>I15</b> Number of participants in FRA’s events	<ul style="list-style-type: none"> <li>• Number of participants in FRA’s in-person events</li> <li>• Number of participants in FRA’s virtual events (unique viewers) through all channels (e.g., event website, YouTube, Facebook)</li> <li>• Number of unique viewers of event recordings through all channels (e.g., event website, YouTube, Facebook)</li> </ul>		10% increase
		<b>I16</b> Proportion of stakeholders attending FRA events who would attend similar FRA events in the future	<ul style="list-style-type: none"> <li>• EU stakeholders</li> <li>• National authorities</li> <li>• Local stakeholders</li> <li>• National Human Rights Institutions</li> <li>• Equality Bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Ombudspersons</li> <li>• Civil Society Organisations</li> <li>• International Organisations</li> <li>• Non-human rights actors</li> </ul>	80%
	Extent to which FRA engagement and exchange effort contributes to stakeholders’ work	<b>I17</b> Proportion of participants registered in the Fundamental Rights Platform who consider cooperation through the Platform to be useful for their work	<ul style="list-style-type: none"> <li>•</li> </ul>		
Consolidate its position as a centre of excellence and expertise on fundamental rights	Extent to which FRA stakeholders have used/benefited from FRA’s expertise on fundamental rights	<b>I18</b> Number of references to FRA’s work	<ul style="list-style-type: none"> <li>• In policy documents</li> <li>• Legislation</li> <li>• Case law</li> <li>• Infringement procedures</li> <li>• Impact assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Feasibility studies</li> <li>• Strategies</li> <li>• Speeches</li> <li>• Reports</li> <li>• Other types of documents</li> </ul>	200
		<b>I19</b> Number of participants in FRA’s technical assistance/ capacity building activities	<ul style="list-style-type: none"> <li>• Number of people who took part in in-person FRA’s technical assistance/capacity building activities</li> <li>• Number of people who attended FRA’s virtual capacity building/technical assistance activities (unique viewers) through all channels</li> <li>• Number of unique viewers of recordings of capacity building/technical assistance activities through all channels</li> </ul>		10% increase

OUTTAKES OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES		TARGET 2025
		<b>I20</b> Proportion of stakeholders who have used FRA outputs	<ul style="list-style-type: none"> <li>Per type of use:</li> <li>Policy making (at EU / national level)</li> <li>Implementation of legislation and policies (at EU / national level)</li> <li>Research purposes</li> </ul>	<ul style="list-style-type: none"> <li>Awareness raising purposes</li> <li>Advocacy purposes</li> <li>Measuring the impact of a given intervention on fundamental rights</li> <li>Other purposes</li> </ul>	60%
	Extent to which FRA stakeholders are satisfied with FRA activities and outputs	<b>I21</b> Extent to which FRA's outputs are considered by stakeholders to be: <ul style="list-style-type: none"> <li>Useful</li> <li>Relevant</li> <li>Timely</li> <li>Reliable</li> </ul>	<ul style="list-style-type: none"> <li>By type of output</li> <li>Survey data</li> <li>Capacity building activities</li> <li>Reports</li> <li>Papers</li> <li>Summaries</li> <li>Legal opinions</li> </ul>	<ul style="list-style-type: none"> <li>Handbooks</li> <li>Periodic update/series</li> <li>Country sheet/fiche</li> <li>Online tools</li> <li>Expert advice/input</li> <li>Set of indicators</li> </ul>	Useful: 80 % Relevant: 90 % Timely: 70 % Reliable: 90 %
	Extent to which FRA is able to provide real-time expertise and advice in response to emergencies with an impact on fundamental rights	<b>I22</b> Proportion of stakeholders who believe that FRA has provided relevant and reliable real-time expertise in response to an emergency	•		70%
	Extent to which FRA's work has been discussed in the media	<b>I23</b> Number of mentions to FRA in the media	<ul style="list-style-type: none"> <li>Number of mentions in print media (e.g., newspapers, magazines, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Number of mentions in internet media (e.g., social networks, websites, blogs, etc.)</li> </ul>	5000
		<b>I24</b> Tone of FRA's coverage (positive, neutral and negative) in social media	•		70% positive
Increase awareness of FRA's outputs/fundamental rights among stakeholders	Extent to which FRA's awareness raising and communication activities have resulted in more people engaging with FRA's work	<b>I25</b> FRA's presence in social media <sup>11</sup>	<ul style="list-style-type: none"> <li>Number of FRA followers</li> <li>Number of impressions</li> <li>Number of likes</li> <li>Number of retweets/ re-shares</li> <li>Average number of comments per post</li> <li>Engagement rate</li> </ul>		10% increase
		<b>I26</b> Number of media enquiries (through FRA contact form)			10% increase
		<b>I27</b> Rate of increase/decrease in the number of FRA's newsletter recipients	<ul style="list-style-type: none"> <li>Monthly subscription</li> <li>Weekly subscription</li> </ul>		10% increase

**Outcome indicators** measure longer term changes in attitudes and behaviours directly attributable to FRA’s work (e.g. contribution to policy development and implementation, visibility of fundamental rights, building a human rights culture, etc.). Outcome indicators can be of a quantitative or qualitative nature

OUTCOMES OBJECTIVES	CRITERIA	INDICATORS	ATTRIBUTES	TARGET 2024-2026
FRA’s activities foster closer cooperation and synergies between fundamental rights actors	Extent to which FRA activities are effective in connecting relevant stakeholders / practitioners concerning fundamental rights	<p><b>I28</b> Proportion of stakeholders who think that FRA is successful in promoting dialogue with key and new fundamental rights actors to respond to pressing human rights issues</p>	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At national level</li> </ul>	<p>80%</p> <p>50%</p>
FRA's activities support legal and policy developments related to fundamental rights at EU and national level	Extent to which FRA activities contribute to the development and implementation of EU and national legislation and policies in a manner which reflects the desired impacts of the Agency	<p><b>I29</b> Proportion of stakeholders who consider that FRA’s activities contribute to the <u>development</u> of fundamental rights legislation and policies</p>	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	<p>60%</p> <p>50%</p>
		<p><b>I30</b> Proportion of stakeholders who consider that FRA’s activities contribute to the <u>implementation</u> of fundamental rights legislation and policies</p>	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	<p>60%</p>
		<p><b>I31</b> Proportion of stakeholders who believe that FRA’s activities have positively contributed to EU priorities and policy agenda</p>	<p>■</p>	<p>80%</p>
FRA’s activities make fundamental rights visible and develop a human rights culture in the Union	Extent to which FRA activities contribute to raising awareness of fundamental rights in the EU	<p><b>I32</b> Proportion of stakeholders who consider that FRA’s activities contributed to making fundamental rights more visible</p>	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	<p>80%</p> <p>50%</p>
	Extent to which FRA contribute to a human rights culture	<p><b>I33</b> Proportion of stakeholders who believe that the FRA has contributed to developing a human rights culture</p>	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	<p>80%</p> <p>50%</p>
	Extent to which FRA’s presence on the ground is timely and contributes to national up-to-date expertise	<p><b>I34</b> Proportion of stakeholders who believe that FRA’s presence on the ground positively impacts the provision of up-to-date expertise on fundamental rights</p>	<p>■</p>	<p>60%</p>
	Extent to which FRA activities contribute to strengthen the EU and national fundamental rights infrastructure	<p><b>I35</b> Proportion of stakeholders who believe that the FRA has contributed to developing a fundamental rights infrastructure</p>	<ul style="list-style-type: none"> <li>• At EU level</li> <li>• At National level</li> </ul>	<p>80%</p> <p>50%</p>

■ **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 throughout the year and such implementation is reflected in the Annual Activity Report for such a year	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
	Percentage of completion of the activities of the AWP/Programming document	90%
	Timely achievement of objectives of the Programming document	90%
	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	90%
Swift, timely and full use of the financial and human resources allocated by the budgetary authorities	Rate (%) of implementation of Commitment Appropriations	> 95%
	Rate (%) of cancellation of Payment Appropriations	< 5%
	Rate (%) of outturn (Total payments in year N and carry-forwards to 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%
Timely implementation in the adequacy and effectiveness of internal control systems	Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable')	90%
	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
	Positive review of agency publications containing Opinions through the FRA Opinions Committee	100%
	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%
Evidence of the level of staff wellbeing	Organisation of satisfaction surveys / engagement surveys within the Agency	1 every two years
	Annual average days of short-term sick leave per staff member	< 8
	Member of staff complaining under Article 90 (2) SR per 100 staff members	< 5

External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders	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
	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 > 6 visits to EU institutions, bodies and agencies

# ANNEX XVI: Procurement plan Year 2025

## A. EQUALITY, ROMA AND SOCIAL RIGHTS

### A.1 Anti-racism and non-discrimination

#### A.1.1 EU Survey on immigrants and descendants of immigrants (EU-MIDIS IV)

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 720,000 (1st priority) and EUR 35 ,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### A.1.2 – EU LGBTI Survey III

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 80,000 (1st priority).

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### A.1.3 Additional activities in the area of 'Anti-racism and non-discrimination'

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 120,000 (1st priority) and EUR 20 ,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### A.2 Social Rights

#### A.2.1 Ensuring the right to environmental protection

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 20,000 (1st priority) and 100,000 (3<sup>rd</sup> priority).

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.



**A.2.2 – Towards integrated child protections systems**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 10,000 (1<sup>st</sup> priority) and 100,000 (3<sup>rd</sup> priority).

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**A.2.3 Youth engagement on fundamental rights in the EU – FRA's Youth Advisory Panel**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 20,000 (1<sup>st</sup> priority) and EUR 30,000 (3<sup>rd</sup> priority).

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**A.2.4 - Fundamental rights aspects of social protection in the EU**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 220,000 (1<sup>st</sup> priority) and EUR 150,000 (3<sup>rd</sup> priority).

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**A.2.5 - Fundamental rights in corporate sustainability and due diligence**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 200,000 (1<sup>st</sup> priority).

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**A.2.6 Additional activities under the sector 'Social rights'**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 50,000 (1<sup>st</sup> priority) and EUR 200,000 (3<sup>rd</sup> priority).

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## A.3 Roma inclusion

### A.3.1 Roma Survey

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 65,000 (1st priority)

Budget line: B03610 Roma Inclusion

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### A.3.2 Additional activities under the sector 'Roma inclusion'

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 30,000 (1st priority)

Budget line: B03610 Roma Inclusion

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## B. JUSTICE, DIGITAL AND MIGRATION

### B.1 Justice and Security

#### B.1.1 Antisemitism: Annual update of data collection and technical assistance

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 11,000 (1st priority).

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### B.1.2 Violence against women II: filling the data gap

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 78,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### B.1.3 The impact of addressing terrorist content online on fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 5,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.1.4 Digitalisation of justice: fundamental rights guidance**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 8,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

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 access to justice**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 100,000 (3rd priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.1.6 Fundamental rights implications of accessing digital data for criminal investigations**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 200.000 (1<sup>st</sup> priority) and 100,000 (3rd priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **B.1.7 Additional activities under the sector 'Justice and Security'**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 54,000 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **B.2 Data and Digital**

#### **B.2.1 Remote Biometric Identification for law enforcement purposes**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 15,000 (1st priority) and EUR 100,000 (3<sup>rd</sup> priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.2.2 Handbook on European law relating to cybercrime and fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 0 (1st priority) and EUR 120,000 (3<sup>rd</sup> priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.2.3 Assessing high-risk artificial intelligence (AI)**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 15,000 (1st priority) and EUR 25,000 (3<sup>rd</sup> priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.2.4 Monitoring hate online – reporting trends**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 30,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.2.5 Illegal content online – safeguarding fundamental rights and freedoms**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 250,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.2.6 Handbook on European data protection law**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 45,000 (1st priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.2.7 Additional activities under the sector Data and Digital**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 35,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.3 Migration and Asylum****B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 100,000 (1st priority) and EUR 50,000 (3<sup>rd</sup> priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.3.2 Collecting data for EU preparedness and crisis management**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 250,000 (1st priority) and EUR 300,000 (3<sup>rd</sup> priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.3.3 Upholding fundamental rights at borders**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 250,000 (1st priority) and EUR 50,000 (3<sup>rd</sup> priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 50,000 (1st priority) and EUR 50,000 (3<sup>rd</sup> priority)

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 40,000 (1st priority)

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B.3.6 Additional activities under the sector 'Migration and Asylum'**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 80,000 (1st priority) and EUR 120,000 (3rd priority).

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## **C. INSTITUTIONAL COOPERATION and NETWORKS**

### **C.1 Human Rights Structures and Mechanisms**

#### **C.1.1 EU Fundamental Rights Information System – EFRIS**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 30,000 (1st priority) and EUR 20,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **C.1.2 Supporting national human rights structures**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 90,000 (1st priority) and EUR 40,000 (3<sup>rd</sup> priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 160,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **C.1.4 Participating to the EU Framework to promote, protect and monitor the CRPD**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 105,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **C.1.5 Providing assistance on fundamental rights compliance in the context of EU funds**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 30,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **C.1.6 Civic space and national rule of law dialogues**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 150,000 (1st priority) and EUR 45,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

#### **C.1.7 Rule of law relevant national case law in the area of fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 0 (1st priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## C.2 Policy Analysis and Stakeholder Cooperation

### C.2.1 Fundamental Rights Platform and cooperation with civil society

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 50,000 (1st priority) and EUR 200,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### C.2.2 Cooperation with and advice to EU institutions, Member States and international organisations

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 180,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### C.2.3 Bodies of the Agency

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 150,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

### C.2.4 Strategic foresight in the area of fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 200,000 (1st priority) and EUR 205,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

## D. COMMUNICATION and EVENTS

### D.1 Communicating Rights, Media and Events

#### D.1.1 Raising awareness and effectively promoting rights

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 200,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: B03500 Communicating rights - Media & Events

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.



**D.1.2 Fundamental Rights Forum**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 340,000 (1st priority) and EUR 410,000 (3rd priority)

Budget line: B03500 Communicating rights - Media & Events

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**D.2 Web, Publishing and Promotion****D.2.1 Annual Reports**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 380,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03510 Web, Publishing & Promotions

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: 3rd quarter of the year

**D.2.2 Production and dissemination of FRA outputs**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 450,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: B03510 Web, Publishing & Promotions

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**E. Other activities under title III****E.1.1 Performance, Monitoring and Evaluation**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 39,675 (1st priority)

Budget line: B03800 Performance, Monitoring and Evaluation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**E.1.2 Complementary data collection and other activities to support evidence based advice for stakeholders**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 0 (1st priority) and EUR \_\_\_\_\_ (3rd priority)

Budget line: B03800 Performance, Monitoring and Evaluation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

**E.1.3 Exploring operational implications of EU accession to the ECHR for FRA's work**

The overall budgetary allocation reserved for procurement contracts in 2025 amounts to EUR 100,000 (1<sup>st</sup> priority)

Budget line: B03800 Performance, Monitoring and Evaluation

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement:

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.