

MB DECISION

Decision n°: 2021/12

Subject: Adoption of the Draft estimate of revenue and expenditure 2023

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.

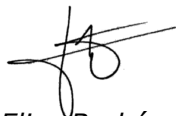
HAS DECIDED AS FOLLOWS:

Article 1

To adopt the Draft estimate of revenue and expenditure of the European Union Agency for Fundamental Rights for the financial year 2023 amounting to 24,781,000 EUR, as provided in Annex III of the Draft Single Programming Document 2023-2025.

Done at Vienna, on 16 December 2021

For the European Union Agency for Fundamental Rights



Elise Barbé
Chairperson of the Management Board

Annex: Draft Single Programming Document 2023-2025 (specifically Annex III)



2023-2025

DRAFT SINGLE PROGRAMMING DOCUMENT



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List of Acronyms

CEPOL The European Union Agency for Law Enforcement Training

CJEU Court of Justice of the European Union

CoE Council of Europe

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

CoR European Committee of the Regions

CRC UN Convention on the Rights of the Child

CRPD UN Convention on the Rights of Persons with Disabilities

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

EASO European Asylum Support Office

EBCGA (Frontex) European Border and Coast Guard Agency

ECDC European Centre for Disease Prevention and Control

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

ECRI European Commission against Racism and Intolerance

ESC (1996) European Social Charter (1996 revised)

EctHR European Court of Human Rights

EDPS European Data Protection Supervisor

EEA European Economic Area

EESC European Economic and Social Committee

EFTA European Free Trade Association

EIGE European Institute for Gender Equality

EIO European Investigation Order

EJNC European Judicial Cybercrime Network

EJTN European Judicial Training Network

ELI European Law Institute

ENISA European Union Agency for Network and Information Security

ENNHRI European Network of National Human Rights Institutions

ENO *European Network of Ombudsmen*

EP European Parliament

EQUINET European Network of Equality Bodies

EU European Union

eu-LISA European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice

EUROJUST - European Union Agency for Criminal Justice Cooperation

EUROPOL European Police Office

ESIF European Structural and Investment Funds

FMO Financial Mechanism Office of the EEA and Norway Grants

FRA European Union Agency for Fundamental Rights

FRANET FRA research network

GDPR General Data Protection Regulation

ICCPR International Covenant on Civil and Political Rights

IGF Internet Governance Forum

INED National Institute for Demographic Studies

IOI International Ombudsman Institute

IPO International Partner Organisation

JHA Justice and Home Affairs

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

NGO Non-Governmental Organisation

NHRIs National Human Rights Institutions

NLOs National Liaison Officers

ODIHR OSCE Office for Democratic Institutions and Human Rights

OECD Organisation for Economic Co-operation and Development

OHCHR Office of the United Nations High Commissioner for Human Rights

OSCE Organization for Security and Co-operation in Europe

PNR Passenger Name Record

SDGs Sustainable Development Goals

TCN Third-country nationals

TEU Treaty on European Union

TFEU Treaty on the Functioning of the European Union

UN United Nations

Mission Statement

FRA's Vision

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

FRA's Mandate

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

FRA's activities are organised around three main tasks:

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

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

FRA's Management Board is composed of independent persons appointed by each of the 27 EU Member States and the Council of Europe, and two representatives of the European Commission. Each member may be assisted by an alternate member who is selected according to the same procedure. The Scientific Committee which plays a statutory role guarantees the scientific quality and rigour of the Agency's work.

Following a proposal of the European Commission, the Agency's Regulation is in the process of being amended. In 2021, the Council agreed on a general approach on the amending Regulation and the European Parliament gave its

consent. The amended Regulation is expected to enter into force in 2022 following the completion of parliamentary procedures in two EU Member States. From then on, FRA will no longer be operating with a Multiannual Framework as was the case hitherto. The amended Regulation specifies that “the Agency shall deal with fundamental rights issues in the Union and the Member States when implementing Union law, except for Union or Member States' acts or activities in relation with or in the framework of the common foreign and security policy”. The amended Regulation brings with it as a key novelty that FRA is able to undertake own-initiative work on police cooperation and judicial cooperation in criminal matters, areas which are particularly sensitive with regard to fundamental rights. Furthermore, some targeted technical amendments of FRA’s Regulation have been agreed for the Agency to be governed and operated in line with the principles of the Common Approach annexed to the Joint Statement of the European Parliament, the Council of the EU and the European Commission on decentralised agencies of 19 July 2012 (the 'Common Approach'). The alignment of the FRA Regulation with the principles set out in the Common Approach is tailored to the specific work and nature of the Agency and aims to bring simplification, better governance and efficiency gains to the Agency's operation.

The amended Regulation also specifies the Agency may respond to requests from the European Parliament, the Council or the Commission outside the areas determined by the annual and multiannual work programmes, provided that its financial and human resources so permit.

SECTION 1

 GENERAL CONTEXT

GENERAL CONTEXT

The outbreak of the Covid-19 pandemic in 2020 profoundly affected the EU and its Member States, with much attention since put on a fair and inclusive recovery by the EU and its Member States. The Agency's Programming Document 2023–2025 responds to changes in the policy environment while remaining firmly rooted in the priorities of the EU institutions. Its current human and financial resources enable the Agency to engage on the following priorities of the European Commission for the period 2019–2024, which build on the EU Strategic Agenda for 2019–2024 agreed by the European Council:

- A Europe fit for the digital age, in particular as regards embedding fundamental rights in the digital transformation;
- An economy that works for people, in particular as regards the continued recovery from the COVID-19 pandemic and the implementation of the European Pillar of Social Rights Action Plan;
- Promoting our European way of life, in particular as regards the Migration and Asylum Package and the Security Union ;
- A new push for European democracy, in particular as regards building a Union of equality and questions pertaining to promoting democracy, the rule of law and respect for fundamental rights.

The Programming Document includes activities which the Agency conducts to meet requests for data and evidence from EU Institutions, and in response to technical assistance and capacity building needs in EU Member States. The Programming Document includes activities the Agency conducts to meet requests for data and evidence from EU Institutions, and in response to technical assistance and capacity building needs in EU Member States.

The success of the Agency's large-scale quantitative surveys – which 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 – has resulted in requests from the European Commission for the Agency to undertake enhanced data collection and to repeat surveys.

In 2023, the Agency will publish results from its survey on immigrants and their descendants, and will have preliminary results from its survey on antisemitism. Also in 2023, FRA will analyse findings from its joint survey with EIGE on violence against women. 2023 also sees FRA collecting data for 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, ensuring that rights apply online as they do offline. In 2023, the Agency will publish findings from its project on online content moderation, which enabled the Agency to further deepen its evidence base and expertise in this area, and supported the European institutions' work in areas related to the Digital Services Acts.

Combined with the Agency's extensive experience on procedural rights, cross-border judicial cooperation in criminal matters and victims' rights, these activities also feed into on-going initiatives related to the digitalisation of justice.

The Agency remains involved on issues of border management, migration, integration and refugee protection. FRA will continue to be reactive to be able to address fundamental rights challenges in this area. The level of requests for the Agency's support and expertise from Member States and EU institutions has increased steeply in this area. FRA will support a fundamental rights-compliant implementation of the Pact on Migration and Asylum, which has proposed to increase the efficiency of asylum and return.

FRA is also expected to provide opinions on fundamental rights issues when implementing EU legislation, support when developing impact assessments and other input for future legislative proposals, the implementation of EU strategies and action plans, the mainstreaming of fundamental rights in the Schengen evaluation and monitoring mechanisms, and support on the ground to address fundamental rights challenges. The cooperation with other JHA agencies, such as Frontex, EASO and eu-LISA is intensifying. The broadened mandates of eu-LISA and Frontex including new fundamental rights responsibilities result in requests to FRA to strengthen their capacities in the area of fundamental rights. FRA's membership in the fundamental rights guidance boards for VIS (Visa Information System) and ETIAS (European Travel Information and Authorisation System) will result in deepening relations with eu-LISA. FRA will also develop relations with ELA as the Agency has done extensive work on labour exploitation.

This reflects the Agency's steps to further enhance its technical assistance and capacity building support to the EU institutions, agencies and bodies and Member States. In parallel to its data collection through survey research on criminal victimisation, the Agency has also increased its technical assistance to EU Member States, in the framework of the European Union High Level Group on combating racism, xenophobia and other forms of intolerance, as well as in the framework of the High Level Group on Non-Discrimination, Equality and Diversity. The Agency's focus is on working with Member States to improve equality data collection; recording, data collection and reporting of hate crime; supporting the development of national action plans in the area of anti-racism; and assisting the European Commission and EU Member States in monitoring the implementation of their strategies on combating antisemitism.

The Agency will 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 also used by the Commission and the Council to formulate appropriate Country Specific Recommendations in the context of the European Semester. In this context, the Agency's technical expertise in data collection is essential to support Member States to report on structural reforms and investment for Roma inclusion.

At the end of 2020, the European Commission adopted a new strategy on the effective application of the EU Charter of Fundamental Rights. 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.

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 on Fundamental Rights and case law. 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.

Since 2020, the European Commission publishes an annual rule of law report, while also the 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 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, such as on civic space in the EU.

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. Building on research and good practice collection in 2022, the Agency will, in 2023, 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.

Finally, the Agency also actively takes part in the Justice and Home Affairs Agencies network. The JHA agencies joint response to COVID-19 in 2020 illustrated the agencies’ close cooperation to support Member States in critical times. In the network, FRA also supports the annual exchange on the Charter of Fundamental Rights.

SECTION 2

 MULTI-ANNUAL
PROGRAMMING
2023-2025

MULTI-ANNUAL WORK PROGRAMME

The Agency's programming is based on **thematic areas** and it is divided into a **multi-annual** and an **annual** component.

The multi-annual work programme is based on the **FRA Strategy 2018 – 2022**¹ that was prepared by FRA operational services and discussed and adopted by the Management Board of the Agency in 2017. The document is characterised by the following multi-annual priorities that mark the activities on which the Agency will primarily focus:

STRATEGIC PRIORITIES

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

Within the programmes, FRA projects and activities will be described in Section 3 'Annual Work Programme 2023, line with the current thematic areas.

¹ At its meeting in May 2021 the FRA's Management Board has decided to extend FRA's strategy 2018-2022 into 2023

1 PRIORITY

STRATEGIC PRIORITIES

IDENTIFYING TRENDS: COLLECTING AND ANALYSING COMPARABLE DATA AND EVIDENCE

The Agency's founding regulation tasks it to "develop methods and standards to improve the comparability, objectivity and reliability of data at European level" (Article 4 (1) (b)). To this end, the Agency will further enhance its work in collecting and analysing data on the experiences of various population groups and in specific fundamental rights areas, which are often not the subject of data collection at EU and Member State level. In this regard, the Agency is often a unique source of comparable data for the EU. It will continue to build on its established reputation in qualitative and quantitative research with a particular emphasis on large-scale quantitative survey research, which allows for the analysis of trends over time. The Agency will also explore new areas for data collection and analysis in the fundamental rights field, including new modes of survey research, and on the uses of and fundamental rights considerations relating to digitalisation. Its annual Fundamental Rights Report on the situation of fundamental rights in the EU will be developed further to underscore the identification of trends in specific areas.

OBJECTIVES

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

FRA's data collection will continue as a cornerstone of its work. Its data collection ranges from desk research (collecting and analysing existing material, ranging from national statistical data to case law, governmental and non-governmental reports, and academic studies) to the generation of 'primary' data through quantitative and qualitative fieldwork research. The Agency's EU-wide surveys that are planned for the period 2018-2022, together with work by its research network FRANET, and other multi-

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

Developing and using fundamental rights indicators to benchmark gaps and achievements

By aligning its data collection with core fundamental rights indicators, where appropriate, FRA will fine-tune its survey data collection efforts to reflect evolving policy needs. For example, the Agency populates fundamental rights indicators on the Roma with its primary data from survey research. A key

consideration during 2018-2022 will be to link the Agency's work on indicators to indicators used in the context of EU processes, including the UN Sustainable Development Goals. Data analysed by the Agency can play an important role in the assessment of compliance with fundamental rights.

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

FRA's analysis of data and evidence seeks to support the European Commission's regular reporting to the European Parliament and the Council of the EU on the implementation of Union law. FRA's survey data is already used to populate indicators developed by the Commission and Member States in key policy areas – such as those relating to Roma – and could be used for specific purposes, such as the provision of evidence

on compliance with fundamental rights obligations in the context of the European Semester, including assessing fundamental rights compliance in the disbursement of European Structural and Investment Funds (ESIF). The Agency's data analysis could be used for ex-post and ex-ante (or 'upstream') assessments of how certain courses of action can affect upholding fundamental rights.

To achieve the above FRA's response in 2023-2025 will focus on:

- Repetition of FRA surveys to provide trend data on the situation of fundamental rights in the EU with respect to specific groups; namely:
- In 2023 – data collection for the third LGBTI survey will be initiated and data collection for the third survey on antisemitism will be finalised. Also in 2023, FRA – jointly with EIGE – will complete survey data collection on violence against women, covering those Member States not participating in Eurostat's data collection.
- In 2023 – FRA plans to launch the procedure for its next surveys on Roma and on immigrants and descendants, with data collection being in 2024.
- In 2024, FRA – jointly with EIGE – will publish results from the violence against women survey data collection – which will provide trend data ten years after the first survey was conducted by FRA.
- In 2025, preparations will begin for the fourth Agency survey on antisemitism.

2 PRIORITY

STRATEGIC PRIORITIES

CONTRIBUTING TO BETTER LAW MAKING AND IMPLEMENTATION: PROVIDING INDEPENDENT ADVICE

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

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

OBJECTIVES

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

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

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

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

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

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

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

The provision of fundamental rights expertise to EU Member States could become a more regular feature of the Agency's work. This could range from

direct assistance to Member States, through to general expertise on fundamental rights issues in the context of EU experience-sharing, alongside targeted

support related to capacity-building on monitoring and evaluation practices, and the development of practical too

To achieve the above FRA's response in 2023-2025 will focus on:

- Developing conclusions and opinions on the basis of comparative socio-legal research, to support the development of EU policy and implementation of EU law, in the areas of justice, digitalisation, equality, security, migration and asylum;
- Providing evidence and fundamental rights expertise in response to specific requests from the EU institutions to inform policy and legislative developments;
- Providing tailored capacity building and online training materials to national target audiences to promote awareness and knowledge on the application of the EU Charter of Fundamental Rights;
- Support training events of judicial networks and training institutions by providing them with FRA findings;
- Updating existing handbooks on European human rights law and developing new ones with the European Court of Human Rights and relevant Council of Europe entities, including a 2nd edition of the rights of the child handbook and a new handbook on cybercrime and fundamental rights;
- Providing data and information to the European Commission's annual rule of law report, on the basis of EFRIS and FRA's own research on civic space;
- Providing advice to inform policy at EU and national levels, for instance on the fundamental rights situation of long-term residents in the EU.

3 PRIORITY

STRATEGIC PRIORITIES

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

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

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

OBJECTIVES

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

In fulfilment of its mission to provide relevant and timely support and assistance, FRA will offer its expertise to EU institutions and Member States with

respect to its core areas of work – providing legal and related evidence-based input.

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

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

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

Supporting on the ground responses to fundamental rights challenges

FRA's presence on the ground, as is the case in the hotspots in Greece and Italy, facilitates the provision of real-time advice to EU and national actors concerning fundamental rights challenges. The provision of regular and timely information that the Agency collects can directly and immediately affect

the realisation of fundamental rights on the ground – if the relevant authorities receive and use this information. The Agency's field presence also serves to bolster the credibility and validity of the Agency's advice among practitioners.

To achieve the above FRA's response in 2023-2025 will focus on:

- Continue providing fundamental rights expertise to EU institutions, agencies, and Member States in the fields of asylum, border management, irregular migration and return, EU IT systems, facilitation of irregular entry and stay, trafficking in human beings, exploitation of irregular migrant workers, and the development of related practical tools and training materials
- Assisting key stakeholders at national, EU and international levels to improve their responses to hate crime, and the promotion of anti-racism in policing through for instance the development practical capacity building tools
- Providing targeted support for the development of national action plans against racism and racial discrimination, as set out in the EU's anti-racism action plan activities for 2022, as well as fighting antisemitism, considering available resources.
- Providing targeted evidence-based advice and capacity building support building on FRA's work on rights of the child, such as procedural safeguards for children.
- Development of indicators and tools to support Member States in the monitoring of the new child guarantee, considering available resources.

4 PRIORITY

STRATEGIC PRIORITIES

EFFECTIVELY PROMOTING RIGHTS, VALUES AND FREEDOMS

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

OBJECTIVES

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

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

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

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

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

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

Ensuring smart communications to maximise the effect of FRA outputs

In human rights, effective communication is about sustaining support for these rights, influencing change leaders, raising awareness among rights holders and reaching the 'movable middle'. To communicate effectively with the public, media, policymakers and

influencers, institutions like FRA will need to communicate in a way that is unlike an institution. FRA will have to boost its capacity of speed, agility, flexibility, imagination and novelty in its communication. Therefore, it will boldly experiment

with new approaches, especially in the rapidly evolving social media sphere.

To achieve the above FRA's response in 2023-2025 will focus on:

- Applying the revamped '10 keys to effectively communicating human rights' to develop communication activities and campaigns that combine value-driven messages with other, more instrumental arguments about the utility and relevance of human rights, drawing on the results of the Agency's survey findings and its annual Fundamental Rights Report.
- Engaging in the development of new digital applications and tools, such as a one-stop shop communications app for human rights organisations and effective visuals, to promote and raise awareness of human rights, in addition to detailed visuals and infographics based on FRA evidence.
- Expanding its multilingual Fundamental Rights Dialogues to other population groups, in addition to young people, leading to the Fundamental Rights Forum – the platform for discussing human rights challenges engaging a great variety of voices – planned for 2023.
- Strengthening the Agency's convening power to communicate its work through hybrid and virtual events. This includes two conferences with EU Member States holding the EU Presidency (Sweden and Spain in 2023) and expert meetings on arts, religion and human rights to further explore the shared origins, concepts and goals of the religion-human rights space to identify the potential for joint action and cooperation between those motivated by religion and those by human rights to create fair and just societies.
- Expanding its online training platform Moodle (e-learning platform) to other languages and areas such as enhancing child protection, including in migration, and preventing ethnic profiling. This also includes further developing existing training modules, such as the Charter tools, to reach young people.
- Continuing its work with the Human Rights Communicators network and inter-institutional communication activities with the European Commission, the Office of the High Commissioner for Human Rights of the United Nations, the Council of Europe, OSCE/ODIHR, EHNNRI and Equinet. The goal is to synchronise and mutually strengthen each other's human rights communications.

5 PRIORITY

STRATEGIC PRIORITIES

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

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

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

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

OBJECTIVES

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

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

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

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

By providing its support and expertise, the Agency aims to strengthen human rights capacities in EU Member States to better promote fundamental rights at all governance levels. The Agency's input will build on existing national action plans on human rights and

key government programmes, as well as on feedback from civil society, national human rights institutions, equality bodies and ombuds institutions as guidance for developing activities. Such activities will be implemented in partnership with the FRA community

of stakeholders, in order to human rights communities in a sustainable manner. To this end, FRA will engage in strategic partnerships, such as funders and

foundations or national human rights institutions, to roll out activities in Member States.

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

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

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

To achieve the above FRA's response in 2023-2025 will focus on:

- Mapping and tracking developments regarding the fundamental rights structure in Member States, building on past FRA work regarding the situation of statutory bodies with a human rights and equality remit;
- Promoting human rights-based governance with local authorities by encouraging cities in the EU to apply FRA's framework for 'human rights cities';
- Developing the European Union Fundamental Rights Information System (EFRIS) into a full-fledged searchable interface on Member States' international human rights commitments and assessments by treaty bodies and monitoring mechanisms.
- Supporting civil society work to protect and promote fundamental rights, through the Fundamental Rights Platform, capacity-building and awareness-raising activities, and by releasing an annual update on civic space in the EU.
- Providing assistance to national bodies involved in monitoring the fundamental rights compliance of EU funds;
- Providing expertise on data collection methodologies to Commission-led expert working groups of EU Member States, such as those under the EU High-level Group on Racism and Xenophobia;
- Contributing to promoting and monitoring the rights of persons with disabilities as a member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities (CRPD) and by building capacities of national monitoring frameworks to apply an indicator framework for CRPD monitoring;
- Cooperating with the EEA and Norway Grants under its Financial Mechanism regarding the implementation of human rights related programmes in selected EU Member States which are Grants beneficiaries.

SECTION 3



ANNUAL WORK PROGRAMME 2023

INTRODUCTION

The Annual Work Programme 2023 is structured on the basis of the Agency's programmes covering all areas of activity, as follows:

A) FAIR AND EQUAL SOCIETIES

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

B) JUST, DIGITAL AND SECURE SOCIETIES

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

C) MIGRATION AND ASYLUM

- Migration, borders, asylum and integration of refugees and migrants

D) SUPPORTING HUMAN RIGHTS SYSTEMS

- Projects and activities covering all areas of activity

E) COMMUNICATING RIGHTS

- Projects and activities covering all areas of activity

A detailed overview of FRA's projects and activities planned for 2023 is provided within each programme and area of activity taking into consideration:

- **Multiannual projects** carried over from previous years;
- **New projects** in 2023;
- Allocation of resources for responding to fundamental rights challenges and unanticipated requests for assistance and expertise, including those from EU institutions for ad-hoc advice and opinions.

To ensure a flexible implementation of the Annual Work Programme, projects have been given priority according to the following model:

- **First priority** - Projects that follow-up on past work, correspond to key EU priorities and are considered essential to complete work in a specific area;
- **Second priority** - Projects which, although essential, could be postponed to next year owing to, for example, unforeseen requests by stakeholders;
- **Third priority** - Projects that can be done only if funds become available in the course of the financial year.

Executive summary

In 2023 the work of the Agency will continue under the five programmes:

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

Fair and Equal Societies

As regards the programme area 'Fair and Equal Societies', FRA's large-scale survey data collection will form a central pillar of the Agency's work in 2023 – both with respect to new survey research and the roll-out and reanalysis of findings from existing 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 2023, the Agency will have preliminary results ready from its EU Survey on Immigrants and Descendants of Immigrants. Data collection from the survey, as for other FRA surveys, will allow for the disaggregation of results by gender and age, and by disability – where sufficient numbers of respondents self-identify as having a disability.

In 2023, the Agency will finalise and produce results from its third survey on antisemitism, which will build 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.

2023 also sees the Agency preparing for the next round of its surveys on Roma, and on Immigrants and Descendants of Immigrants, with the bulk of fieldwork planned for 2024.

In 2023, depending on the mandates of different groups, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity, providing specific support to the work of its subgroup on Equality Data. It will also continue to closely engage with the EU High Level Group on racism and xenophobia 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 its national level activities to support Member States in the development of policy recommendations to fight hate crime, and also support the equality bodies in this context. The Agency will also engage with Member States in the implementation of the EU strategy on combating antisemitism and fostering Jewish life.

The Agency will 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 and other relevant policy instruments. FRA will undertake a project on the development of indicators to support the implementation of the Child Guarantee . FRA will continue providing input on child-rights specific findings, opinions and capacity-building materials.

The Agency will support the monitoring of the EU Roma strategic framework and the development and implementation of national Roma strategies, in the context of the Roma Working Party, if its mandate is extended beyond 2022. In cooperation with the Norway/EEA grants, FRA will continue to provide technical assistance to the

Romanian Prosecutor's Office on improving responses to hate crime victims and child victims of crime, while horizontally addressing vulnerabilities of the Roma population.

As requested in the Anti-Racism Action Plan, FRA will develop a capacity-building tool on good practices on fair policing, based upon the practices collected in 2022 on promoting anti-racism in policing.

Just, Digital and Secure Societies

With respect to the programme area 'Just, Digital and Secure Societies', 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 its work on updating and extending the EU specific database on detention conditions, with new data collection in 2023.

With respect to its long-standing work on victims of crime, in 2023 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 work of the Commission's Victims' Rights Platform (depending on the duration of its mandate), as established under the Victims' Rights Strategy. FRA will continue to support the implementation of the Procedural Safeguards Directive through targeted technical assistance and capacity building activities in regards to procedural safeguards for children as suspects or accused persons.

Following on from FRA's first survey on Violence against Women, in 2023 FRA will continue its joint project with EIGE to fill the data gap in the on-going Eurostat data collection on violence against women, which is not covering all Member States. The joint FRA-EIGE project aims to 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 2024.

Building further on the Agency's work in the field of AI, findings from FRA's project on online content moderation will be rolled out in 2023.

Migration and Asylum

FRA's work in the area of migration will support a fundamental rights compliant implementation of the Pact on Asylum and Migration. Measures at borders to increase efficiency, particularly in the processing 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. 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). FRA will also continue to support Schengen evaluations with its fundamental rights expertise. The Agency will publish the results of the project on the fundamental rights situation of long-term residents in the EU.

FRA will base its input on past research findings, complementing it with targeted new research and analysis, where necessary. Identifying and addressing the specific needs of people at heightened risk of fundamental rights violations will remain at the core of FRA's work.

Supporting Human Rights Systems

Under the 'Supporting human rights systems' programme, FRA conducts research, cooperates with international and national human rights bodies, and provides assistance to mechanisms and structures that reinforce rights compliance in the EU. This includes supporting the application of the EU Charter of Fundamental Rights, strengthening national human rights monitoring mechanisms, protecting civic space, and facilitating interaction with the international human rights law framework. In 2023, the Agency will initiate a new project in this area by mapping and tracking developments regarding the fundamental rights structure in Member States, building on past FRA work regarding the situation of statutory bodies with a human rights and equality remit.

In addition, FRA will further develop its European Union Fundamental Rights Information System (EFRIS), a searchable interface on international human rights instruments and monitoring mechanisms. FRA will maintain the Fundamental Rights Platform as an important forum for engagement with a wide range of civil society actors. FRA will continue supporting civil society work to protect and promote fundamental rights, through capacity-building and awareness-raising activities, and by releasing an annual update on civic space in the EU.

FRA will continue its targeted capacity-building on the EU Charter of Fundamental Rights, including by promoting the use of its online Charter learning and training material and updating its Charterpedia tool. The Agency will continue providing expertise to multipliers of legal professional training, including the European Judicial Training Network, the Academy of European Law, and the Human Rights Education for Legal Professionals (HELP) Programme of the Council of Europe. Jointly produced manuals by the FRA, the European Court of Human Rights and relevant Council of Europe entities remain key sources and materials for HELP courses.

Building on research and good practice collection in 2022, the Agency will in 2023 provide assistance to national bodies involved in monitoring the fundamental rights compliance of EU funds. Finally, FRA will contribute to promoting and monitoring the rights of persons with disabilities as a member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities.

Communicating Rights

Under the 'Communicating rights' programme, the Agency will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations. To do so, it will draw on key FRA deliverables that report on the fundamental rights situation in the EU and its Member States, including in particular its annual Fundamental Rights Report. FRA will also continue to intensify its convening power to create a safe and inclusive space for dialogue on pressing human rights issues, bringing together key human rights actors and a truly diverse range of voices from across politics, civil society, businesses, trade unions, the arts and sports. In 2022, the Agency will follow up on the outcome of its third Fundamental Rights Forum that took place in October 2021 as a hybrid event in Vienna, Austria, and several hubs in European cities.

Programme

FAIR AND EQUAL SOCIETIES

Area of activity: Equality and non-discrimination

The context of FRA's work in this area is provided by the EU's Racial Equality Directive 2000/43/EC and the Employment Equality Directive 2000/78/EC. In 2023, FRA will continue to disseminate results from the Roma Survey 2020, and will make available findings from the EU Survey on Immigrants and Descendants of Immigrants (pending the impact of COVID on fieldwork data collection). The Agency will continue to present and disseminate findings related to Equality and Non-Discrimination from the Fundamental Rights Survey, the second LGBTI survey and the Roma and Travellers survey. Based on findings from its surveys and other research, FRA will continue to provide technical assistance and capacity building to EU institutions and Member States in the area of equality and non-discrimination, including European Commission's Subgroup on Equality Data under the High Level Group on Equality and Non-Discrimination. The European Commission's 2021 "Green Paper on Ageing" triggered a broad debate on the long-term impacts of demographic change, and will frame the Agency's work on dignity and independence in old age with respect to the project on ageing in digital societies, which extends FRA's work on AI and digitalisation to this area, and also takes into consideration the Commission's Action Plan on the European Pillar of Social Rights. FRA will continue to fulfil its statutory obligations under the EU Framework for the UN Convention on the Rights of Persons with Disabilities (see project D 1.6). In its work in the area of equality and non-discrimination, FRA will continue to consider, where relevant, the long-term implications of the COVID-19 pandemic on the fundamental rights and the well-being of persons in vulnerable situations, including old persons and children. The above-mentioned issues will be addressed in 2023 by including the following:

- Publication of results from the Agency's latest EU survey on immigrants and descendants of immigrants, considering targeted analyses with regard to gender, age and disability;
- Continued dissemination of relevant findings related to equality and non-discrimination from FRA's various surveys;
- Supporting the use of survey findings from all relevant FRA surveys by national actors to strengthen their capacities
- The Agency will publish findings from the EU Survey on Immigrants and Descendants of Immigrants
- The Agency will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2022 is linking FRA's work in this regard to the indicators used in the context of EU strategies – such as the EU Roma strategic framework for equality, inclusion and participation until 2030, the LGBTI+ Equality Strategy, the Gender Equality Strategy, the Rights of the Child Strategy and the UN Sustainable Development Goals.

A.1.1 – Roma Survey

Programme: FAIR AND EQUAL SOCIETIES Area of activity: Equality and non-discrimination	PRIORITY 1	Start date: 01/01/2020	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency’s past survey findings have identified Roma as among the most vulnerable populations in the EU to numerous fundamental rights violations. FRA research has highlighted, in particular, that large numbers of Roma frequently have no access to formal employment, live in precarious circumstances, and have limited or no access to health care (amongst other services). Moreover, Roma often face xenophobic, discriminatory and racist attitudes and behaviours, and are often victims of crime (including hate crime) and/or unlawful ethnic profiling. The FRA 2020 bulletins on the impact of the COVID-19 pandemic showed that there is compelling evidence of how the pandemic has exacerbated existing challenges and inequalities, including against the Roma. 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 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. 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 Survey 2020 supplies this data. The Roma 2020 survey data, along with national reports, will serve as a basis for the Commission’s periodic monitoring reports.

The Roma Survey 2020 is an integral part of the Roma-targeted work of the Agency. In particular, the survey 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. The survey findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. At the Member State level, the survey results will help guide the activities of local authorities, National Roma Contact Points, NHRIs/Equality Bodies and civil society.

PROJECT OBJECTIVES

To provide 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).

To identify trends and assess progress over time between FRA surveys.

To further refine research methodologies for sampling and surveying hard-to-reach or elusive populations – to be shared with Member States.

To deliver project outputs of use to key stakeholders.

To raise awareness of fundamental rights implications and disseminate project results.

To populate Roma equality and inclusion indicators (to be developed by the Commission-established Working Party on Roma indicators, which FRA will support) to monitor the situation of Roma.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➢ Preparation of different survey outputs – as listed ➢ Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the EU ➢ Building capacities among CSOs in selected Member States about how to work with the results of the Roma survey 2020 	<ul style="list-style-type: none"> ➢ Publication of results at the country level – as short outputs in national languages, 10 countries (staggered between 2022-2023) ➢ Input of survey data to the Agency’s online data explorer – where indicated as useful by key stakeholders ➢ National launches in selected Member States ➢ Survey data archiving ➢ National launches in selected Member States
	TARGET GROUPS AND BENEFICIARIES
<ul style="list-style-type: none"> ➢ Preparation and launch of procurement for the Roma Survey 2024; with first (300,000 EUR) and third priority budget (340,000) indicated 	<ul style="list-style-type: none"> ➢ European Commission, European Parliament, Council of the EU ➢ EU MSs covered by the research ➢ National Roma Contact Points ➢ NHRIs/Equality Bodies ➢ International Organisations (Council of Europe, OSCE, UN, OECD) ➢ Civil society, community and professional organisations focusing on Roma ➢ Media

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources		1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>		330,000	-	340,000
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>		-	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>		-	-	-
<i>SNEs</i>		<i>Communications & Events</i>		10,000	-	
Total		Total		340,000	-	340,000

A.1.2 – EU Survey on immigrants and descendants of immigrants

Programme: FAIR AND EQUAL SOCIETIES Area of activity: Equality and non-discrimination	PRIORITY 1	Start date: 01/01/2020	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

Fieldwork for the EU survey on immigrants and descendants of immigrants was initially foreseen for 2021, and the impact of COVID on fieldwork saw data collection extend into 2022 - with results available in 2023. The survey results will be analysed for different groups, including people of African descent and those who self-identify as Muslims. The survey results will provide timely and relevant EU-wide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on integration and social inclusion such as the Commission’s Action Plan on integration from 2020 and its EU anti-racism action plan 2020-2025). The findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. Data collection will take into account the specific experiences of women, different age groups, and people with disabilities. The survey findings will support the further development of fundamental rights indicators in the area of immigrant integration, building upon previous EU-MIDIS survey findings, relevant work on outcome indicators by Eurostat and other EU institutions, the OECD, United Nations bodies and the Council of Europe, and will also help to guide the activities of local authorities, NHRIs/Equality Bodies and civil society at Member State level.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Verification and analysis of survey data ➤ Drafting of the survey report on the research findings ➤ Cooperation and consultation with stakeholders to raise awareness about the survey results ➤ Presentation of results at different events – focusing on key Member States ➤ Preparation of survey data archiving <p><i>Preparation and launch of procurement for the Immigrants Survey 2024; with first priority (500,000) and third priority budget indicated</i></p>	<ul style="list-style-type: none"> ➤ Publication of survey results in the form of a report ➤ Publication of the survey’s technical report ➤ Publication of the survey’s questionnaire ➤ Input of survey data to the Agency’s online data explorer – where indicated as useful by key stakeholders
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ The European Parliament, Council of the EU; European Commission ➤ EU MSs covered by the research ➤ NHRIs/Equality Bodies ➤ International Organisations (Council of Europe, OSCE, UN, OECD) ➤ Civil society, community and professional organisations focusing on immigrants and descendants of immigrants ➤ Media

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
Temporary Agents	Research and Data	505,000	-	480,000
Contract Agents	Technical Assistance & Capacity building	-	-	-
SNEs	Institutional Cooperation & Networks	-	-	-
	Communications & Events	150,000	-	-
Total	Total	655,000	-	480,000

A.1.3 – Ageing in digital societies: enablers and barriers to older persons exercising their social rights

Programme: **Fair and Equal Societies**

Area of activity: *Equality and non-discrimination/ information society*

PRIORITY 1

Start date:
01/01/2022

STATUS:
on-going

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2019, more than 90 million people in the EU-27 (around 20% of the total population) were over the age of 65. Eurostat estimates that this age group will make up around 24% of the EU's population by 2030, reaching 30% by 2070. The 2020 report of the European Commission on the impact of demographic change in the EU underlines the increase in life expectancy in Europe and the shrinking of working-age population as major trends. FRA's Bulletins on the impact of the COVID-19 pandemic underlined the increased challenges that older people face, in particular with respect to the right to health and participation in all aspects of social life as well as providing evidence on the positive effects of digitalisation.

In October 2020, the Council of the EU adopted Council Conclusions stressing the need to strengthen the rights of older persons in the era of digitalisation and which invite the Agency to explore the impact of digitalisation on the fundamental rights, active participation and well-being of older persons. In 2021, the Commission launched a Green Paper on Ageing triggering a broad debate on the long-term impacts of demographic change, which addresses issues of care and pensions - whether the social protection systems across the EU are fit to deal with the needs of an ageing population - and how to foster active ageing. The Charter of Fundamental Rights prohibits in Article 21 discrimination on the ground of age, and enshrines in Article 25 the right for older persons "to lead a life of dignity and independence and to participate in social and cultural life". The protection of the rights of older persons is also included in the provisions of the revised European Social Charter of the Council of Europe. Several of the principles of the European Pillar of Social Rights, proclaimed in 2017, signal strong political support for a more social Europe and are directly linked to fundamental rights in old age, particularly as regards equal treatment, old-age income and pensions, healthcare as well as access to essential services such as transport, financial services and digital communication. In 2021, the Commission adopted an action plan for the implementation of the Pillar, identifying among its priorities the well-being of older persons. At the global level, a number of sustainable development goals (SDGs) are also relevant for the well-being of older persons and their rights, particularly SDG 10 on reducing inequality. FRA will cooperate with other EU agencies (e.g. Eurofound) and international organisations concerning their related work in this area.

The project addresses 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. Through analysis of available primary and secondary data, including data from FRA's Fundamental Rights survey, FRA will identify persisting data and knowledge gaps as regards the experiences of older persons in exercising their rights; focusing on provision of services in key areas. By providing evidence on age-related inequalities from a fundamental rights perspective, FRA will contribute to promoting a rights-based approach towards ageing in digital societies, taking into account the multiple identities of older persons - especially with regard to gender, disability and their socio-economic background. In 2022 (Phase 1), FRANET will undertake secondary source data collection in Member States/candidate countries on relevant policy, legislation and practical initiatives with respect to the digitalisation of specific public services - focusing on older persons. In 2023 (Phase 2), FRA will conduct qualitative research in selected Member States on key issues identified during Phase 1, and will publish a summary of results from Phase 1. In 2024 (Phase 3), FRA will publish the final research results.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Analysis of results from Phase 1 for a planned output in 2023 ➤ Qualitative fieldwork research in selected Member States 	<ul style="list-style-type: none"> ➤ Report from Phase 1
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU institutions; ➤ National public authorities; ➤ National Human Rights Structures; professional organisations (e.g. social services); specialised CSOs at EU/national levels. ➤ International Organisations (Council of Europe, UN, OSCE, OECD) ➤ Specialised Agencies, EU Agencies; ➤ Civil society; community and professional organisations;

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	200,000	-	100,000
	<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
	<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
	<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
Total		Total	200,000	-	100,000

A.1.4 – EU LGBTI Survey III

Programme: Fair and Equal Societies Area of activity: <i>Equality and non-discrimination/ information society</i>	PRIORITY 1	Start date: 01/01/2022	STATUS:	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2019, the Agency launched its second EU-LGBTI survey, expanding it to cover also intersex persons, to assess progress over time since the first round of the survey, conducted in 2012. The European Commission, in its Opinion on FRA's work programme, has called on the Agency to conduct the third EU-LGBTI survey in 2023.

The survey's empirical data – which will allow for the identification of trends over time between different survey rounds – will serve to underpin efforts to ensure the protection and enjoyment of LGBTI persons' fundamental rights in the EU, as reflected in law and policy. Recognising intersectionality, which impacts variously on people's enjoyment of rights in practice, the specific experiences of different age groups, gender categories and people with disabilities will also be analysed with respect to the survey's results.

Specifically, the Agency's third LGBTI survey will provide valuable data, which is not available from other sources, to inform the Commission's LGBTI+ Equality Strategy. Other relevant EU legislation and policy areas for consideration with respect to the survey's results include the EU directives on employment equality, the Victims' Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people - noting those included in the Council of Europe Recommendation CM/Rec (2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity. The survey results will further inform initiatives undertaken by the Council of Europe, United Nations, and OSCE, as well as civil society organisations and national human rights bodies.

Data collection for the survey will be initiated in 2023. In 2022 the Agency will work with experts in preparation for the launch of the survey data collection in 2023, and will also engage with key stakeholders to raise awareness concerning the next survey round.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Survey data collection in 2023 ➤ Cooperation with key stakeholders in raising awareness concerning the forthcoming survey 	<ul style="list-style-type: none"> ➤ Outputs planned for 2024
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ The European Parliament, Council of the EU; European Commission ➤ EU Member States ➤ NHRIs/Equality Bodies ➤ International Organisation (Council of Europe, UN, OECD) ➤ Specialised Agencies, EU Agencies ➤ Civil society; community and professional organisations

RESOURCES PLANNED FOR 2023

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

A.1.5 – Additional activities under the programme ‘Fair and Equal Societies’

Programme: FAIR AND EQUAL SOCIETIES	PRIORITY 1	Start date: 01/01/2022	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research, analysis, assistance and support, which are primarily based on FRA’s work in the areas of Equality and non-discrimination and Racism, xenophobia and related intolerance, which otherwise are not covered by other projects.

Additional activities will focus on the Agency’s task to provide evidence-based assistance and expertise through targeted engagement with key stakeholders, thereby ensuring that FRA’s evidence informs and feeds into policy processes at the EU and national levels. This can include activities related to equal treatment and all forms of discrimination, including background research relating to Article 21 of the Charter on non-discrimination, as well as on discrimination on grounds of nationality. This can be achieved through a combination of desk research, meetings with stakeholders, and awareness raising through participation at relevant meetings, events and conferences, also following up on reports published by the Agency in previous years. In 2022, drawing on its research knowledge and expertise, FRA will continue its close engagement with the EU High Level Group on Non-discrimination, Equality and Diversity, and will help to facilitate the work of its Subgroup on Equality Data, as well as being a member of the Subgroup on LGBTIQ+ Equality. In addition, FRA will continue to participate in the activities of the European Network of Equality Bodies, Equinet’s working group on research and data collection, and will provide technical assistance and capacity building to this group regarding data collection, which will support the Commission’s initiative to strengthen Equality Bodies.

Work in this area also encompasses activities related to racism, xenophobia and related intolerance, including 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), as well as developments relevant to the code of conduct on countering illegal hate speech online (as agreed between the European Commission and IT companies in May 2016), which is also addressed through FRA’s specific research project on online content moderation.

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

PROJECT OBJECTIVES

- To provide opinions and evidence based advice;
- Issue analyses and papers based on existing materials, when required, and update selected publications;
- Make findings of FRA surveys and research available to policy makers;
- Relevant communication and cooperation activities.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ To provide evidence-based advice and develop opinions (upon request). ➤ Undertake analyses based on existing data/material and update selected publications – as required. ➤ Make FRA findings available to policy makers at EU/Member State level. ➤ The Agency will continue to help facilitate the work of the Commission’s Subgroup on equality data, which may include country visits, provision and exchange of expertise and promising practices, and technical assistance to selected Member States regarding the collection and use of equality data. ➤ The Agency will continue to support the work of the Commission’s Subgroup on NAPAR – as required. ➤ Membership in the European Commission’s Subgroup on LGBTIQ+ Equality as well as membership in the advisory board for the Commission’s study on intersex people. ➤ Relevant communication and cooperation activities. 	<ul style="list-style-type: none"> ➤ 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. ➤ Preparation and presentation of relevant opinions, papers, presentations and other material, as requested. ➤ Selected publications (or parts thereof) updated – as required.
TARGET GROUPS AND BENEFICIARIES	
<ul style="list-style-type: none"> ➤ European Commission, European Parliament, Council of the EU ➤ EU Member States ➤ NHRIs/Equality Bodies ➤ Specialised Agencies related to the fields covered under the fiche ➤ Civil society; community and professional organisations ➤ International Organisations (Council of Europe, UN, OSCE/ODIHR, OECD) 	

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources		1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>		70,000	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>		20,000	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>		10,000	-	-
<i>SNEs</i>		<i>Communications & Events</i>		40,000	-	-
Total		Total		140,000	-	-

Programme

FAIR AND EQUAL SOCIETIES

Area of activity : Equality, inclusion and participation of Roma

The Agency will continue to support the Commission and Member States in designing targeted policies on Roma equality, inclusion and participation and in evaluating their impact. The EU Roma Strategic Framework for Equality, Inclusion and Participation until 2030 and the related Council Recommendation put a specific focus on combatting anti-gypsyism and promoting participation of Roma at all levels. The EU Roma strategic framework also contributes to the implementation of several other initiatives, the EU anti-racism action plan, the European Pillar of Social Rights, the European Child Guarantee and the UN Agenda 2030. Through supporting the development of national Roma inclusion strategies the work will also contribute to fulfilling the enabling conditions for the use of EU funds.

The findings from the Roma survey 2020, the Roma and Travellers' survey 2019 and the Fundamental Rights survey 2019 serve as a baseline for the targets set in the new EU Framework and will feed into the Commission's monitoring of progress made in regards to equality and inclusion of Roma. FRA will continue to further develop indicators and methodologies to provide data on the national and local levels to measure progress towards the objectives and targets set by the EU and the Member States. The agency will provide technical assistance to the Member States in the areas of data collection and the development of tools to monitor progress on Roma. Capacity-building activities will build on the methodology developed by FRA for using data on hard-to-reach populations and experience gained through the Roma Working Party, its partnerships with the Bulgarian and Slovakian national statistical institute and the support provided in response to ad hoc requests by other Member States, such as Austria, Czechia and Latvia. Together with the Roma and Travellers communities and other key stakeholders, FRA will support the development of targeted policy responses on the ground, building on the results of the Roma survey 2020 and the Roma and Travellers survey data. FRA will continue to work closely with the European Commission to support the implementation of the new EU Strategic Framework for Equality, Inclusion and Participation of Roma and in combatting antigypsyism. FRA's research findings on discrimination, poverty and deprivation of Roma and Travellers will contribute to dispelling prejudice that fuel antigypsyism and hate crime against and exclusion of Roma. The above-mentioned issues will be addressed in 2023 by including the following:

- Providing technical assistance on Roma inclusion to EU institutions and Member States, based on data from amongst others the Roma and Travellers' survey, the Roma Survey 2020 and the EEA/Norway grants project with the Bulgarian national statistical institute on generating data on hard-to-reach populations at risk of violation of their fundamental rights (project A.2.1);
- Technical assistance to the Romanian Prosecutor's Office on improving responses to hate crime victims and child victims of crime, while horizontally addressing vulnerabilities of the Roma population within the two strands. (Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 (projects F.1.2 and F1.5)
- The Agency's continued support to the Commission and the Member States in development and application of process and outcome indicators related to the Council Recommendation on the post-2020 EU strategic Framework of Roma equality, inclusion and participation in the in key policy areas of education, employment, health (including disability if feasible), housing, discrimination and antigypsyism, poverty, empowerment and participation.
- Ad-hoc support provided to on demand to Member States in their efforts to develop sound national data and monitor progress in Roma equality and inclusion.

- Technical assistance to Member States in possible application of the methods tested in the project implemented with the Bulgarian statistical institute on using data from various sources to build indicators on social inclusion of hard-to-reach populations.
- Participation and inclusion of Roma and Travellers supported through workshops and trainings in the Member States.
- Drafting of policy-relevant reports.

A.2.1 – Technical assistance and capacity building in the area of equality, inclusion and participation of Roma

Programme: **FAIR AND EQUAL SOCIETIES**

Area of activity: *Integration and social inclusion of Roma*

PRIORITY 1

Start date:

01/01/2017

STATUS:

ongoing

TYPE: *multiannual*

POLICY RELEVANCE and ADDED VALUE of the PROJECT

Since 2011 the Agency provides technical assistance and capacity building support in the area of Roma inclusion. Through the EU Roma Working Party coordinated by FRA the Agency supported the development of indicators and monitoring. Based on the Agencies work the EU Roma strategic framework for equality, inclusion and participation until 2030 provides a comprehensive monitoring framework with a portfolio of indicators in the policy areas of education, employment, health (including disability), housing, discrimination and antigypsyism, fighting poverty and promoting empowerment and participation (with particular focus on children, youth and women).

In 2023, FRA will continue to develop methodology and indicators to fill the gaps in the current set of indicator and to provide expertise and technical assistance to support the implementation of such monitoring framework to measure progress towards the targets set in the 'EU Roma Strategic Framework for Equality, Inclusion and Participation' and the related Council Recommendation. The Agency will also continue to build the capacities of the Roma communities in Member States covered by its surveys through participatory engagement methods. The activities of the project will take into account the specific situation of young people, women and persons with disabilities.

- Continued development of process and outcome indicators in the context of the 2020 EU Roma strategic framework for equality, inclusion and participation
- Provision of technical assistance and support to the Member States, Commission and civil society organisation on the use of indicators to support reporting and policy changes
- Engagement with Roma communities, international organisations and Member States to support Roma participation

PROJECT OBJECTIVES

- To support Member States and the Commission on reporting and monitoring under the EU Roma Strategic Framework for Equality, Inclusion and Participation' and related initiatives
- To develop further indicators to support the monitoring of progress in the implementation of the Roma Strategic Framework and other policy instruments addressing Roma inclusion
- To use the outputs and knowledge generated through earlier projects related to Roma inclusion, to strengthen stakeholders' capacity to apply data in the policy-making process;
- To make findings of FRA available to policy makers and Roma communities to support Roma participation;
- To assist Member States, rights holders and other key stakeholders on national, local and regional level in their efforts to prevent and counter discrimination, antigypsyism and social exclusion of Roma and Travellers;
- To fine-tune and update EU rights-based indicators to monitor progress of the EU Roma Strategic Framework for Equality, Inclusion and Participation.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<p>A. Indicator development: outcome and process indicators</p> <p>B. Support to the European Commission and Member States;</p> <ul style="list-style-type: none"> Provide technical assistance to Member States to support data collection methods and the use of indicators Making FRA findings available to key policy makers at EU, as well as national level and other relevant stakeholders; <p>C. Engagement with Roma communities:</p> <ul style="list-style-type: none"> Foster Roma participation in policy-making processes through engaging with Roma CSO who are members of the Fundamental Rights Platform Organise meetings, workshops and other outreach activities; participate in meetings and events Develop targeted analysis and briefs. 	<ul style="list-style-type: none"> Additional outcome and process indicators; Ad-hoc technical assistance to Member States to support monitoring and data collection Capacity-building events to support, monitoring, data collection and Roma participation, including selected national launches of the 2020 Roma survey Dedicated thematic meetings in the context of the Fundamental Rights Platform Various written outputs on using data in policy processes Contribution to EU and national debates on Roma inclusion
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> The European Parliament, Council of the EU; European Commission, international organizations Member States including local authorities and communities NRCs, NHRIs/Equality Bodies Civil Society and professional organisations Roma and Travellers in the Member States Media

RESOURCES PLANNED FOR 2023

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

Programme

FAIR AND EQUAL SOCIETIES

Area of activity : Racism, xenophobia and related intolerance

In this area of work, FRA will closely follow the work of the European Commission, with a particular focus on implementation of EU law with respect of the Racial Equality Directive, the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law, the Victims' Rights Directive, as well as the activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance. The work is further guided by the EU Anti-racism Action Plan 2020-2025, the EU Strategy on Victims' Rights 2020-2025 and the EU Strategy on Combating Antisemitism and Fostering Jewish Life 2021-2030.

Underpinning its work in this area, in 2022 the Agency launched data collection for its third survey on antisemitism, which will provide new data in 2023 on the extent and nature of antisemitism in the EU – as experienced by the EU's Jewish population. The third survey will allow for the presentation of trends over time with respect to antisemitism in the EU. In parallel, the Agency will undertake desk research for its annual update on the situation of antisemitism in the EU – as based on existing official and unofficial secondary data sources at the country level. This area of activity will also involve assistance to Member States and other key stakeholders in their efforts to prevent and counter hate crime under the EU High Level Group on combating racism, xenophobia and other forms of intolerance. FRA will support Member States in using the key guiding principles on encouraging reporting and on cooperation between law enforcement and civil society organisations, promoting findings from its report on encouraging reporting, the 2021 update of FRA's online compendium of practices for combating hate crime and from the paper on equality bodies and hate crime. Building on its capacity-building work in this area, FRA will support measures foreseen in the Anti-racism Action Plan and will continue its close cooperation with the EU anti-racism coordinator in applying the common guiding principles for national action plans against racism and related activities stemming from the Commission coordinated Subgroup on the national implementation of the "EU anti-racism action plan 2020-2025". Further, FRA works closely with the EU coordinator on combatting antisemitism in the Working Group on Antisemitism and will provide targeted capacity-building support for the development of national strategies to fight anti-Semitism. A gender perspective will be mainstreamed within and at various stages of all these activities, and – where relevant with respect to available data – FRA's work also looks at the intersection between racism, xenophobia and related intolerance with respect to age and other grounds (such as disability). Findings from FRA surveys on immigrants and their descendants in the EU, and on Roma, as well as relevant results from the Fundamental Rights Survey will continue to feed, as relevant, into different activities of this area of the agency's work – including data on the extent and nature of discrimination and hate crime experiences, encompassing rates of reporting to the police and other authorities/organisations. The above-mentioned issues will be addressed in 2023 by including the following:

- Annual overview based on data collection on antisemitism in the EU – based on secondary source material from Member States;
- Capacity building and technical assistance in the area of hate crime, unlawful profiling and promoting anti-racism in policing;
- Third FRA survey on discrimination and hate crime against Jews.
- Publication of annual overview of data collection on antisemitism;
- Targeted support for the development of national action plans against racism and racial discrimination, as set out in the EU's anti-racism action plan for 2022, as well as fighting antisemitism, considering available resources.
- Support to key stakeholders at national, EU and international levels to improve their responses to hate crime, unlawful profiling and promoting anti-racism in policing, including through capacity-building tools
- Further dissemination and awareness raising of the updated online database of anti-Muslim hatred as well as dedicated work with criminal justice personnel to be able to respond to hate crime motivated by different biases in accordance with the relevant legislation.

A.3.1 – Third FRA survey on discrimination and hate crime against Jews

Programme: FAIR AND EQUAL SOCIETIES Area of activity: <i>Racism, xenophobia and related intolerance</i>	PRIORITY 1	Start date: 01/01/2022	STATUS:	TYPE: Multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

Data collected by FRA in its annual update on officially recorded incidents of antisemitism, including reporting by civil society, indicates the continued absence of comprehensive data collection on antisemitism in a number of Member States. To address this situation, FRA’s regular surveys on antisemitism collect data on both reported and unreported incidents of antisemitism in EU Member States, which can be read alongside official data on antisemitic crime to obtain a more accurate picture of the extent and nature of incidents, reporting rates for antisemitism and, importantly, the impact of antisemitism on the Jewish community. The repetition of FRA’s surveys allows for the analysis of trends over time, which serves to inform those responsible for enforcing the law and developing policy on antisemitism, including in the field of victim support, to better address antisemitism by drawing on FRA’s survey findings. The survey data contributes to assessing EU Member States’ progress in implementing the Council Framework Decision on combating racism and xenophobia by criminal means (2008/913/JHA), the Victims’ Rights Directive (2012/29/EU), as well as the Racial Equality Directive (2000/43/EC), and feeds directly into different EU Strategies and Action Plans that accompany these legislative files – notably the Commission strategy on antisemitism.

In 2012, FRA carried out a survey in eight EU Member States to collect, for the first time, comparable data concerning Jewish people’s experiences of discrimination and hate crime, including questions on anti-Jewish prejudice, respondents’ sense of security and ability to live life openly as Jews. Building on the data collection tools and methods developed for the 2012 survey, FRA’s second survey on discrimination and hate crime against Jews was published in 2018 – covering 12 Member States.

In 2022, the Agency will carry out its third survey on antisemitism, which will build on the previous surveys and will provide data on trends over time with respect to the manifestation of antisemitism. The aim is to conduct the third survey online in Member States where it is feasible; bearing in mind the size of the Jewish community in different Member States. The results, which will be available in 2023, will provide evidence - that is not collected by other sources - for use by the Commission and other key stakeholders, including the Jewish community.

PROJECT OBJECTIVES

- To identify changes over time with respect to the results of different rounds of FRA surveys on discrimination and hate crime against Jews;
- To further develop research methodologies for surveying hard-to-reach groups using online survey tools;
- To contribute to the assessment and further development of policies that aim to protect the fundamental rights of Jewish people living in the EU;
- To provide FRA’s key stakeholders with research evidence that can be used to raise awareness of fundamental rights and to address gaps in the protection of rights.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Monitoring the timeliness and quality of data collection activities; ➤ Verification and preliminary analysis of the survey results; ➤ Report drafting; ➤ Engagement with stakeholders concerning the survey. 	<ul style="list-style-type: none"> ➤ Preliminary results available
	TARGET GROUPS AND BENEFICIARIES

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	20,000	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>		<i>Communications & Events</i>	10,000	-	-
Total		Total	30,000	-	-

A.3.2 – Antisemitism: Annual updated of data collection and technical assistance

Programme: FAIR AND EQUAL SOCIETIES Area of activity: <i>Racism, xenophobia and related intolerance</i>	PRIORITY 1	Start date: 01/01/2022	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

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 strategy on combating antisemitism 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. FRA will provide:

1. Annual update on the situation of data collection on antisemitism in the EU, including summary overviews of the state of play as regards national strategies to combat antisemitism and of how Member States (intend to) use the IHRA working definition of antisemitism.
2. Technical assistance in the framework of the European Commission working group on combating antisemitism, including in relation to the implementation of the EU and national strategies on combating antisemitism. Specific activities could be developed following needs-based assessments with relevant national authorities, such as country visits or national workshops.

The project will take into account gender, disability and age as relevant and depending on the availability of disaggregated data.

PROJECT 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.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ 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. ➤ Technical assistance with regard to the implementation of the EU and national strategies on combating antisemitism. ➤ National workshops and country visits. 	<ul style="list-style-type: none"> ➤ Annual update on the situation of data collection on antisemitism in the EU. ➤ Needs-based assessment tools to inform technical assistance activities. ➤ National workshops and recommendations.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ European Parliament, Council, European Commission ➤ Member States ➤ Civil Society and professional organisations ➤ Intergovernmental/International organisations (Council of Europe, UN, ODIHR)

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	3,000	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>	4,000	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>		<i>Communications & Events</i>	4,000	-	-
Total		Total	11,000	-	-

A.3.3 – Capacity building and technical assistance in the area of hate crime

Programme : FAIR AND EQUAL SOCIETIES Area of activity: <i>Racism, xenophobia and related intolerance</i>	PRIORITY 1	Start date: 01/09/2019	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA has been working on hate crime since the Council invited FRA to facilitate exchange of practices to encourage reporting and recording of hate crime in December 2013. The Commission mandated FRA to coordinate three consequent working groups - on methodologies on recording and collecting data on hate crime (2017-2018); on improving recording and reporting of hate crimes (2014-2016); and on hate crime recording, data collection and encouraging reporting (2019-2021). The mandate of the working group will be extended in 2022. FRA has developed three sets of key guiding principles. The first focused on improving hate crime recording mechanisms, the second on encouraging reporting and the third one on cooperation between CSOs and law enforcement.. The three sets of key guiding principles were adopted by the EU High Level Group on combating racism, xenophobia and other forms of intolerance, and aim to assist Member States in building capacity of law enforcement to effective implementation of national and EU law related to combating hate crime and protection of victims of hate crime. In addition, in 2022 FRA developed a paper focusing on the role of Equality Bodies in addressing hate crime and assisting hate crime victims. FRA will continue to deliver technical assistance to key stakeholders, including to national law enforcement authorities, civil society organisations and Equality Bodies. Other activities include facilitating awareness raising events and dissemination the compendium of practices for combating hate crime, up-dated in 2021. FRA activities are informed and draw on evidence collected by FRA's surveys with immigrants and their descendants, ethnic minorities, Roma, Jews and LGBTI as well as targeted research covering all EU countries, namely on data collection and recording mechanisms (published in 2018) and on encouraging hate crime reporting (published in 2021). Results from the project on online hatred moderation will be taken into account, as relevant. FRA will continue to focus on the implementation of the Council Framework Decision on Racism and Xenophobia and the Victim`s Rights Directive. The work will be guided by the EU anti-racism action plan 2020-2025 and the EU Strategy on Victims` Rights 2020-2025. FRA will support the Commission in relevant activities of the High Level Group and its initiative to strengthen Equality Bodies. FRA will also continue operational cooperation with Equality Bodies, intergovernmental and international organisations, such as OSCE ODIHR, ECRI and OHCHR, and with Eurostat with respect to work in this area. Hate crime motivated by gender and disability is taken into account, as relevant.

PROJECT OBJECTIVES

- To strengthen capacities of Member States and other key stakeholders in their efforts to prevent and counter hate crime. The assistance includes encouraging reporting, improving recording mechanisms and national data collection processes, as well as strengthening cooperation between authorities and CSOs;
- To improve the stakeholders` capacity to apply data in the policy-making process;
- To issue analysis and papers based on new and existing materials and update selected publications and tools.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Support key stakeholders at national, EU and international level to improve their responses to hate crime and racism ➤ Provide technical assistance to Member States to encourage reporting, improve hate crime recording and data collection mechanisms, and cooperation with CSOs, ➤ Support Equality Bodies, together with EQUINET, to enhance the response to victims of hate crime ➤ Facilitate exchange of practices between Member States through regular meetings and expert seminars; ➤ Re-printing existing reports as required; ➤ Support the European Commission and Member States on developing national action plans against racism, as set out in the EU's anti-racism action plan activities for 2022. 	<ul style="list-style-type: none"> ➤ Presentation of relevant opinions, papers and other outputs at national, EU and international events. ➤ Diagnostic workshops, expert meetings, seminars and workshops carried out in the Member States; ➤ (Re)print of existing reports as required; ➤ Input and tailored support, as required, to the European Commission and Member States on developing national action plans against racism, as set out in the EU's anti-racism action plan for 2022.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ National authorities ➤ Civil society organisations ➤ EU Institutions, bodies and agencies ➤ International organisations (CoE, UN, OSCE ODIHR) ➤ Equality Bodies and NHRIs.

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
			<i>Research and Data</i>	-	-
<i>Temporary Agents</i>	-	<i>Technical Assistance & Capacity building</i>	60,000	-	-
<i>Contract Agents</i>	-	<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>	-	<i>Communications & Events</i>	-	-	-
Total	-	Total	60,000	-	40,000

A.3.4 – Preventing unlawful profiling and promoting anti-racism in policing

Programme : FAIR AND EQUAL SOCIETIES Area of activity: <i>Racism, xenophobia and related intolerance</i>	PRIORITY 1	Start date: 01/01/2016	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA survey results indicate experiences of unlawful profiling by minorities, Roma, Jews, Muslims, LGBTI people and people of African descent. A trust-based relationship between police and the population as a whole and in its diversity can help to increase crime reporting by victims to the police. As a result, police can better protect victims and this ultimately contributes to achieving a just and cohesive society with less tensions. To support fundamental rights awareness by the police, FRA has developed practical capacity building tools such as the 'Fundamental rights based police training' tool, two guides on the prevention of unlawful profiling and a compendium of practices for combating hate crime. In 2019-2020, FRA contributed to strengthening capacities among police officers through CEPOL webinars, organised workshops for equality bodies and a conference in cooperation with the Independent Police Complaints Authorities' Network (IPCAN.) FRA also supported civil society organisations, such as the Open Society Institute (OSI) in their activities to effectively step-up efforts to combat unlawful profiling. Building on its work on unlawful profiling and the police training, FRA has been invited to collect and disseminate good practices promoting fair policing in EU's anti-racism action plan 2020-2025. To this end FRA launched a data collection in 2021 and the results will be analysed and a practical tool developed in 2022-2023. The collection of fair policing practices, thus practices that promote anti-racism in policing, will also support the implementation of the Human Rights Council resolution 43/1 on excessive use of force towards people of African descent.

FRA will continue its engagement with relevant stakeholders at the national, EU and international levels as well as with civil society organisations. FRA will also continue its work with CEPOL and other JHA agencies, such as EUROPOL and FRONTEX also in the context of handling large scale data. New technologies, such as large-scale databases, algorithmic and other artificial intelligence based profiling bear discrimination and data protection risks, unless appropriate safeguards are in place.

PROJECT OBJECTIVES

- Contribute to awareness raising and understanding of the European legal framework that applies to the use of profiling by law enforcement officers and border guards at national level, including in the context of the EU Anti-racism Action Plan.
- Enhance cooperation with Member State authorities as well as EUROPOL, Frontex and CEPOL to support their capacities to prevent unlawful profiling
- Foster anti-racism in policing by building on existing good practices

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to all FRA Strategic Priorities.

PROJECT PLAN FOR 2023

ACTIVITIES

- Capacity building activities on unlawful profiling, such as CEPOL webinars, and presenting practices to promote anti-racism in policing;
- Participation in meetings and events;
- Engaging with OHCHR, UN CERD and Council of Europe, for instance PACE and ECRI, as well as civil society organisations
- Translation, publication and dissemination of the guide in selected EU languages, ;
- Preparing and launching a capacity-building tool for law enforcement officers promoting anti-racism in policing building on the collection of policing practices

OUTPUTS

- Webinars, workshops and trainings on the prevention of unlawful profiling;
- A publication on practices to promote anti-racism in policing
- A capacity-building tool for law enforcement officers promoting anti-racism in policing

TARGET GROUPS AND BENEFICIARIES

- National human rights institutions and equality bodies; civil society organisations engaged on this subject such as Open Society Institute;
- National equality bodies, and network organisations, such as IPCAN and EQUINET
- JHA agencies
- Law enforcement and border authorities, police and border training entities
- Council of Europe, Office of the High Commissioner for Human Rights (OHCHR), Committee on the Elimination of Racial Discrimination (CERD) European Commission against Racism and Intolerance (ECRI); Parliamentary Assembly of the Council of Europe;

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
Temporary Agents	-		Research and Data	-	-
Contract Agents	-	Technical Assistance & Capacity building	40,000	-	100,000
SNEs	-	Institutional Cooperation & Networks	-	-	-
		Communications & Events	-	-	-
Total	-	Total	40,000	-	100,000

Programme

FAIR AND EQUAL SOCIETIES

Area of activity : Rights of the Child

The rights of the child will continue to be mainstreamed across areas of FRA work. The work is framed by the 2011 EU Agenda for the Rights of the Child, the EU Strategy on the Rights of the Child 2021-2024 and the 2021 European Child Guarantee. Among other policy document guiding the work of the Agency in this area are the EU Strategy to fight child sexual abuse in 2020-2025, the 2015 Principles of integrated child protection systems, the European pillar of Social Rights, 2017. The engagement in the area of justice will continue and be framed by EU legislation on victim's rights, procedural safeguards, trafficking in human beings and sexual abuse, sexual exploitation and child sexual abuse material, procedural safeguards for children suspected or accused of a crime, as well as the Brussels IIa Regulation, amongst others. The focus on migrant children, in particular those who are unaccompanied, will continue, taking into account, amongst others the 2017 Commission Communication on the protection of children in migration and relevant EU legislation. The work of the Council of Europe, UN, and other stakeholders will be duly considered. FRA will continue to provide evidence-based advice to EU Member States to raise awareness of children's rights, promoting and supporting child participation in policy discussions and research, by developing necessary tools and guidance. FRA will also continue its capacity building activities in the area of the rights of the child, and engage with key partners such as the Commission and the European Parliament. Above-mentioned issues will be addressed by including:

- FRA will support the monitoring of the new child guarantee, by analysing FRA's data on vulnerable children and supporting the development of indicators and tools to monitor the outcome and progress of policies and targets
- The work on the rights of the child continues to be mainstreamed in research, communication, institutional cooperation as well as technical assistance and capacity building. Tools and guidance will support FRA's work with key cooperation partners;
- The up-dated Handbook on Rights of the Child will be translated and disseminated, jointly with the Council of Europe and the Registry of the European Court of Human Rights;
- The Agency will continue to provide targeted evidence-based advice and capacity building support in the context of its previous work on child poverty, minimum ages, children in migration, children with disabilities, Roma children and procedural safeguards for children, for which FRA will develop a capacity-building tool on how to inform the children themselves;
- The Agency will further provide targeted evidence-based advice in the context of its specific findings on young age groups;
- The Agency will explore further opportunities to involve children in the policy debates through child participation, building on experiences made in the context of the Fundamental Rights Forum, and through joint efforts with key cooperation partners, such as the Commission, European Parliament, Council of Europe and UNICEF.
- Evidence-based advice and capacity-building support provided to stakeholders at international, EU, national, regional and local level, focusing on various target groups such as authorities, professional groups, civil society organisations and rights holders
- Targeted data analyses and reporting on young age groups to identify their specific needs for appropriate policy responses

A.4.1 – Providing fundamental rights expertise on child protection and participation

Programme: FAIR AND EQUAL SOCIETIES	PRIORITY 1	Start date: 01/01/2019	STATUS: ongoing	TYPE: multiannual
Area of activity: <i>Rights of the Child</i>				

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In the past years, FRA has completed a significant research on the rights of the child. It has produced a number of tools for practitioners, such as handbooks, checklists and videos in areas such as child-friendly justice, child poverty, guardianship and the trafficking of children. FRA provided evidence-based advice in different areas to EU and other international bodies. The Agency has conducted training on the rights of the child of staff to various stakeholders, including the European Parliament and the European Commission. FRA will in this project engage closely with the Child Rights Coordinators of the Commission and Council of Europe as well as the UN Committee on the Rights of the Child. The project will allow the Agency to continue to provide evidence based assistance and advice through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU as well as at the national level. FRA will in this context build on the findings in the areas of child friendly justice and migration. The project will also provide technical assistance and capacity building to key actors (authorities, professionals, civil society) on local, regional, national and European level. This also includes the development of tools and methodologies to facilitate the participation of children themselves in such policy processes through consultations and interactive workshops.

The work on child rights continues to be mainstreamed throughout the Agency's research, for example in respect to migration, child sexual exploitation and sexual abuse, trafficking in human beings, equality, Roma, access to justice, data protection, etc. relevant activities may cover a range of areas. Therefore, FRA will be able to respond to the request to provide technical assistance to Member States on data on vulnerable children, such as Roma children. Since the Agency is also mainstreaming gender as well as disability, the intersectionality with these areas will particularly underline the situation of girls and children with disabilities. The Agency will follow up its research work on the rights of the child through targeted engagement with key stakeholders to ensure that the evidence gathered in previous years informs policy decisions, ensures fundamental rights compliance and the effective implementation of EU legislation and policies, such as the Brussels IIa Regulation, the Procedural Safeguards Directive. A strong focus will be laid on providing evidence-based advice and supporting the implementation of EU strategies, first and foremost the Strategy on the Rights of the Child and the Child Guarantee, but also on Victims' Rights and on fighting Child Sexual Abuse online. FRA will continue to assess the possibility of collecting data on violence against children, and pursue efforts to involve children in all matters that concern them and raise awareness on how that can be done, including in research, meetings and events. The work will benefit and raise awareness among a broad range of stakeholders, including the EC and other EU institutions, bodies and agencies; Member States; NHRIs/equality bodies/ombuds institutions; specialized agencies; other international organizations, such as Council of Europe or UNICEF; civil society including professional organizations and children themselves.

PROJECT OBJECTIVES

- Provide advice and expertise to selected stakeholders on different aspects relating to the rights of the child and in particular on how to promote and safeguard the best interests of the child by making FRA research findings available to stakeholders, sharing also promising practices;
- Carry out technical assistance and capacity building at the EU, national and local levels by promoting the use of FRA handbooks, tools and other materials among relevant stakeholders;
- Carry out communication and awareness raising activities on child protection and participation;

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➢ Provide evidence-based advice to EU institutions, agencies and Member States as well as international organisations based on FRA data and information. This includes, for instance, tailor-made input to Council Working Parties and the European Parliament Committees. It also includes expert meetings by the European Commission, EU agencies, Council of Europe and UNICEF; ➢ Provide targeted assistance to the EC for the development of a common monitoring framework for the Child Guarantee ➢ Promote child participation methodologies, for instance in the context of the planned EU Children's Participation Platform ➢ Promote child protection tools; including the manual on guardianship for unaccompanied children ➢ Engaging with civil society organisations, such as NGOs and professional associations; ➢ Develop targeted analysis and briefs, when required; 	<ul style="list-style-type: none"> ➢ Tailor-made input into EU legislative, policy or other documents, contributions to expert meetings; for instance, to the Interservice Group on the Rights of the Child, in the context of the Child Guarantee, and to the planned EU Children's Participation Platform on child participation and ➢ Targeted input to trainings and events ➢ Capacity-building tool informing children of their procedural safeguards
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➢ The European Commission, the European Parliament and other EU institutions, bodies and agencies ➢ Member States ➢ NHRIs/equality bodies/ombuds institutions ➢ Specialized agencies ➢ Council of Europe ➢ Civil society including professional organizations and children themselves

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>	-	<i>Technical Assistance & Capacity building</i>	30,000	-	-
<i>Contract Agents</i>	-	<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNES</i>	-	<i>Communications & Events</i>	-	-	-

A.4.2 - Support for the monitoring of the European Child Guarantee

Programme: FAIR AND EQUAL SOCIETIES Area of activity: <i>Rights of the Child</i>	PRIORITY	Start date: 01/01/2023 End date: 31/12/2024	STATUS: NEW	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The [European Child Guarantee](#), which was adopted through a Council Recommendation in June 2021, is to prevent and combat social exclusion by guaranteeing the access of children to early childhood education and care, education (including school-based activities), healthcare, nutrition & housing. The Fundamental Rights Charter enshrines in Article 24 that children shall have the right to such protection and care as is necessary for their well-being and the [European Pillar of Social Rights](#) in its principle 11 set outs that children have the right to affordable early childhood education and care of good quality. As FRA highlights in its report from 2018 “Combating child poverty” children have the right to protection from poverty and it is “an issue of fundamental rights.” The [European Pillar of Social Rights Action Plan](#) has set ambitious targets to be reached by 2030: The number of people at risk of poverty or social exclusion should be reduced by at least 15 million by 2030, out of those, at least 5 million should be children. This focus on children shall not only provide them with access to new opportunities but shall also contribute to break the intergenerational cycle of poverty, preventing that they become adults at risk of poverty or social exclusion and thus reiterating long-term systemic effects. The European Child Guarantee itself will be effective only within a broader set of integrated measures, as outlined in the [European Pillar of Social Rights Action Plan](#), and within a broader policy framework of the [EU strategy on the Rights of the Child](#). In 2019 nearly 18 million children have been at risk of poverty or social exclusion in the Union. Member States are recommended to identify children in need and to design national integrated measures with a specific focus on (a) homeless children or children experiencing severe housing deprivation; (b) children with disabilities; (c) children with mental health issues; (d) children with a migrant background or minority ethnic origin, particularly Roma; (e) children in alternative, especially institutional, care; (f) children in precarious family situations. Member States will prepare their national action plans to implement the Child Guarantee until March 2024 and are asked to report every two years to the Commission on progress in implementing the Council Recommendation. The Commission aims to work jointly with the Social Protection Committee to establish a common monitoring framework using existing data sources and indicators and, if necessary, develop further agreed common quantitative and qualitative outcome indicators to assess the implementation of this Recommendation. These new indicators will be part of a revised [Social Scoreboard](#) in the context of the European semester. FRA will support the monitoring of the new child guarantee, by analysing FRA’s data on vulnerable children and supporting the development of indicators and tools to monitor the outcome and progress of national action plans and overall progress and related targets. FRA will build upon its expertise and work in the field of rights of the child and child poverty. Furthermore, this project will draw on its work on data collection of hard to reach groups, indicators and monitoring of vulnerable groups. In a first step in 2023 FRA will analyse relevant existing data drawing on FRA surveys, particularly the Roma survey 2020, the Roma and Travellers survey 2019, the Immigrant and Descendant survey 2021 as well as on secondary data from other sources. Further, FRA will offer its expertise and technical assistance to the Commission and the Member States, by providing relevant data on the most vulnerable groups and by supporting the development of right based indicators concerning access to basic services. In a second step in 2024 FRA will look and map existing data gaps in particular in relation to homeless children and children in alternative care and map the feasibility to collect such data in the Member States. FRA will continue to closely cooperate with the European Commission and other relevant international, European and national stakeholders with respect to their work on the Child Guarantee. The project has to be closely aligned with DG Employment to ensure the added value and complementarity of any activity in regard to the monitoring of the child guarantee.

PROJECT OBJECTIVES

The overall objective of the project is to provide the EU and its Member States with evidence-based advice and assistance to monitor the implementation of the Child Guarantee and the respective national action plans. More specifically, it will provide targeted assistance to key stakeholders during the implementation of national action plans by March 2024 and to the Commission in preparation of its mid-term report due in 2026.

LINK TO FRA STRATEGIC PILLARS

The project will contribute to Strategic priority 1 and 3

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Analysis of existing primary and secondary data on trends and vulnerable groups with respect to missing data in the monitoring of the child guarantee (Phase 1). ➤ Provide targeted assistance to the European Commission in implementing a common monitoring framework for the Child Guarantee ➤ Develop targeted analysis and briefs, when required 	<ul style="list-style-type: none"> ➤ Preliminary findings from phase 1 ➤ Tailor-made input into EU policy or other documents, contributions to expert meetings ➤ Dedicated stakeholder meeting
TARGET GROUPS AND BENEFICIARIES	
EU institutions; National Child Guarantee Coordinators; National Human Rights Structures; professional organisations (e.g. social services); CSOs at European/national and regional levels.	

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	70,000	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	30,000	-	-
<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
Total	Total	100,000		

Programme

JUST, DIGITAL AND SECURE SOCIETIES

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

The context of FRA work in relation to this area is shaped by the general goals set by the Commission's 2019-2024 priority "A Europe fit for the digital age", existing EU secondary legislation (e.g. General Data Protection Regulation; the Data Protection Directive), as well as the policy debate at CoE and international level; for example as part of the Internet Governance Forum (IGF). The ongoing legislative process in this area, related to, for example, a draft law on Artificial intelligence, the Digital Services Act or e-privacy regulation, also have wide-ranging fundamental rights implications, which are able to benefit from FRA's published research and expertise in specific areas. In parallel, the work of the European Data Protection Supervisor is evolving to reflect new fundamental rights challenges, and related security issues remain high on the EU agenda, in line with the EU Security Union Strategy 2020-2025, and as highlighted by the work of the EU Innovation Hub for internal security.

Above-mentioned issues will be addressed in 2023 by including the following:

- Remote Biometric Identification for law enforcement purpose
- FRA will continue disseminating the findings from the research project on artificial intelligence, big data and fundamental rights, based on the main results report published in 2020, including results from the project's third phase on simulation case studies and bias.
- Report planned from the project on online content moderation with respect to online harassment and hate speech.
- The Agency's fundamental rights expertise will, together with the action of other stakeholders, support the EU and its Member States in applying existing fundamental rights standards in the area of information society, including in the context of the ongoing legislative efforts, as well as responding to the new challenges in this area relating to, for example, AI and big data – including security-related fundamental rights concerns.

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

Programme: **Just, digital and secure societies**

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

PRIORITY 1

Start date:
01/01/2021

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

In sum, the project's results can support the Commission with evidence to assess the extent and nature of online harassment, hate and (incitement to) violence with a view to informing the on-going development of regulatory and non-regulatory responses to online content moderation.

This project will ensure collaboration with the United Nations, in particular the relevant special rapporteurs, the Council of Europe, and relevant EU Agencies.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ In-house background research on policies and laws regulating online content; ➤ Preparation of research report; ➤ Stakeholder/expert consultation. 	<ul style="list-style-type: none"> ➤ Final report
TARGET GROUPS AND BENEFICIARIES	
European Commission (DG JUST and DG CNECT), EIGE, Council of Europe, United Nations, OSCE, Civil society, major online companies	

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	25,000	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
Total	Total	25,000	-	-

B.1.2 – Handbook on European law relating to cybercrime and fundamental rights

Programme: Just, digital and secure societies Area of activity: <i>Information society and, in particular, respect for private life and protection of personal data</i>	PRIORITY 1	Start date: 01/01/2019	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The fight against cybercrime is one of the key pillars of the European Cybersecurity Strategy as well as the main element 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 - in 2020 and 2021 - State Parties to the Budapest Convention continuing their negotiations on a Second Additional Protocol to the Budapest Convention, which is expected to be opened for signature.

Technological advances, such as the use of encryption, can allow cybercriminals to hide unlawful content and make it difficult to obtain evidence for criminal investigations. This requires special investigative techniques (used in 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. In this regard, 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.

This Handbook will respond to the earlier European Parliament request. Namely, it will highlight the key fundamental rights challenges not only when investigating cybercrime, but also will map the positive obligations of States to safeguard the fundamental rights of victims of cybercrime; including victims in vulnerable situation. The Handbook will set out to identify possible promising practices to ensure fundamental rights compliance. The Handbook will be prepared by the FRA, the Council of Europe and the European Court of Human Rights.

With this Handbook, FRA and the CoE will provide a large audience with an accessible tool in a complex area. Besides the project partners (Council of Europe/Cybercrime Division and the ECtHR), key stakeholders include: the CoE Lanzarote Committee; 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).

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ In-house desk-research; ➤ Expert consultations; ➤ Completion of Handbook. 	<ul style="list-style-type: none"> ➤ Publication of Handbook in 2023
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU Institutions, Agencies and bodies ➤ Council of Europe and European Court of Human Rights ➤ EU Member States ➤ Supervisory authorities in the field of data protection ➤ National cybercrime authorities ➤ Academia, incl. law students

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	-	-	-
	<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
	<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
	<i>SNEs</i>	<i>Communications & Events</i>	120,000	-	125,000
	Total	Total	120,000	-	125,000

B.1.3–Remote Biometric Identification for law enforcement purposes

Programme: **Just, digital and secure societies**

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

PRIORITY
1

Start:01/01/2023
End:31/12/2024

STATU
S: **NEW**

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In November 2019, FRA published a [focus paper on the use of facial recognition technology \(FRT\) in the context of law enforcement](#); FRT being a form of 'remote biometric identifier' (RBI). The paper points to several fundamental rights risks in relation to the use of live FRT and highlights the lack of information available on the purpose of its use and the legal basis for using such technology in EU Member States. 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 as one of its flagship initiatives. Herein, the Council states in relation to the Innovation Hub - in [its note](#) to the EU's standing committee on operational cooperation and internal security (COSI) (7 May 2020, p. 2) - that 'The EU Agency for Fundamental Rights will be associated in the work of the Hub to ensure that fundamental rights compliance of future products is factored in throughout the innovation process.' In April 2021, the Commission published its legislative proposal to regulate the use of AI, including certain high-risk use cases of remote biometric identification systems, most notably the use of live FRT in public places. Beyond the EU, 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 meantime, several national law enforcement agencies in the EU are looking closely into the possible uses of FRT. AI developments would benefit from evidence about the use of remote biometric identifiers/FRT in practice, with respect to their fundamental rights impact, for which FRA - drawing on its published and on-going research on AI and related digital technologies - can provide its expertise. Building on desk research, the main phase of the project sets out to undertake empirical data collection to provide evidence on the context and conditions under which law enforcement agencies may use and are using remote biometric identification systems in practice, such as FRT, in compliance with fundamental rights. The project sets out to provide a balanced assessment of the potential positive and negative 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 current use of remote biometric identifiers/FRT by law enforcement agencies in all 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 be mindful of the on-going legislative process in the field of AI, and will contribute to the implementation of the AI Act once adopted.** The results will serve to inform those working with 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.

PROJECT OBJECTIVES

- Analyse detailed 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 facial recognition technology.
- Contribute to the work of the EU Innovation Hub for Internal Security by ensuring that fundamental rights compliance of future products is factored in throughout the innovation process (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).

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to FRA Strategic Priorities

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Mapping of laws relating to, and the practical uses of, remote biometric identifiers/FRT by law enforcement agencies in all EU MS; ➤ Following the mapping - identification of specific 'use cases' for follow-up; with the support of Europol; ➤ In-depth field research on selected 'use cases'; ➤ Two meetings (minimum) with key stakeholders - including Europol - concerning the project's development 	<p>TARGET GROUPS AND BENEFICIARIES</p> <ul style="list-style-type: none"> ➤ EU Innovation Hub for Internal Security - Europol; ➤ European Union institutions; including DG CNECT, DG Home, DG Just; ➤ Member States - law enforcement and oversight bodies; ➤ CoE; ➤ EDPS; ➤ Civil Society working in the AI field; ➤ CEPOL; EU-lisa; Frontex.

RESOURCES PLANNED FOR 2023

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

B.1.4 GDPR – the experience of data protection authorities

Programme: Just, digital and secure societies Area of activity: Information society and, in particular, respect for private life and protection of personal data	PRIORITY 1	Start date: 01/01/2022	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency has undertaken the following work in the field of data protection and privacy – in 2014 FRA and the CoE published a Handbook on European data protection law covering EU and Council of Europe legal frameworks, which was updated with a new edition in 2018. In 2019 FRA consulted with civil society organisations on how the GDPR affected their daily work, and published the findings in a focus paper. In 2020, FRA published findings from the Fundamental Rights Survey's data on opinions and experiences of people in the European Union (EU) linked to data protection and technology. FRA also conducted research on specific fields where interferences with the rights to data protection and privacy may occur; namely - in relation to surveillance by intelligence services (with the publication of two reports in 2015 and 2017), in relation to unlawful profiling in the law enforcement and border management contexts (with the publication of a guide in 2018), and more recently in relation to artificial intelligence systems (with the publication of three focus papers and a report in the period 2018 and 2020). This project builds on FRA's previous work and is undertaken at the request of the European Commission to support its evaluation of the GDPR. The Regulation foresees that the Commission reports on the evaluation and review of the GDPR, starting with a first report after two years of application and every four years thereafter. The Commission's work is underpinned by consultations of different stakeholders, including data protection authorities, within the framework of the EDPB. FRA's research findings will directly support the Commission's evaluation of the Regulation, which is due by mid-2024. The Agency will work closely with the Commission in the development of the project.

The project focuses on the experiences of data protection authorities (DPAs) with respect to specific aspects of the GDPR's implementation, which is not captured through consultation of data protection authorities by the Commission. Qualitative fieldwork research, based on a small number of interviews, will be conducted with DPAs in all Member States. The majority of interviews will be undertaken by FRANET, with FRA staff conducting interviews in a select number of Member States. The project will be developed in 2022 with procurement launched at the end of the year. Fieldwork will take place in 2023, with findings submitted to the Commission towards the end of the year. FRA plans to publish findings in 2024, which will also serve to support its own work in relation to the GDPR with respect to other areas of the Agency's work – for example, on equality data collection.

PROJECT OBJECTIVES

- To support the European Commission's evaluation report on the GDPR, with the provision of evidence that is not collected through the Commission's established channels.
- To collect evidence that is of benefit to the Agency concerning its own research in relation to data protection.

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to FRA Strategic Priorities 2018-2022.

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
➤ 2023 – FRANET fieldwork and reporting, accompanied by a small number of interviews by FRA staff in selected Member States	Findings submitted to the Commission at the end of 2023 FRA output planned in 2024
	TARGET GROUPS AND BENEFICIARIES
	➤ European Commission – DG Justice, Data Protection Unit

RESOURCES PLANNED FOR 2023

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

Programme

JUST, DIGITAL AND SECURE SOCIETIES

Area of activity: Judicial cooperation, except in criminal matters

The Agency has developed two strands of research on judicial cooperation, one relating to the rights of suspected and accused persons, the other to the rights of detainees. The first strand encompasses the Agency's publication on Presumption of Innocence (2021); Access to a lawyer and the European arrest warrant (2019); Rights of suspected and accused persons as concerns translation, interpretation and information (2016), and the Handbook on access to justice (2016) as far as it relates to the rights of suspected and accused persons. In 2023, following the request of the Commission for research in this area, FRA will continue to communicate results from its project on procedural rights of children suspected or accused of crime. FRA's current research builds on components of the Agency's previous publications on fundamental rights aspects in EU cross-border transfers (2016), and the Handbook on access to justice (2016). In addition, in relation to the second strand of the Agency's work on the rights of detainees – the Agency's research and accompanying database on 'criminal detention in the EU – conditions and monitoring (2019)' – will continue to be updated and extended in 2023.

All these projects serve to enhance fundamental rights standards in Member States relating to the right of defence (Article 48 of the Charter) and the rights of persons deprived of their liberty (Article 6 of the Charter), and thereby to reinforcement of mutual confidence that fundamental rights standards are met across the EU, a confidence that is a precondition for effective judicial cooperation in these fields. A number of these and other projects have been undertaken at the direct request of the European Commission, which continues to report on Member States' compliance with the EU instruments adopted under the Criminal Procedural Roadmap – to which FRA evidence contributes – or in the context of the evaluation of the fundamental rights impact of specific EU instruments, such as the Terrorism Directive. Through research with rights holders and duty bearers, the Agency's work in this area has focused on the rights of individuals as suspects and accused persons, and as detainees, but has not covered the underlying institutional aspects of the right (under Article 47 of the Charter) to an effective remedy and to a fair trial. Procedural rights under Article 47 of the Charter – as well as defence rights under Article 48 – are premised on the existence of an independent and impartial court or tribunal previously established by law. Independent and impartial courts are part of a wider ongoing debate on the rule of law in the EU. In the context of the European Commission's annual rule of law reporting, FRA – within its mandate - will continue to support the Commission's efforts, where requested, in gathering relevant data and information in this area through its targeted work in the field of fundamental rights and justice, as well as through its qualitative research and quantitative surveys.

Of note: with the Agency's amended Founding Regulation, there is an expectation that FRA will embark on new research and related activities, from 2022 onwards, in the area of police and judicial cooperation in criminal matters, which – contrary to the FRA's previous mandate – will not require a direct request from an EU institution to initiate work. Above-mentioned issues will be addressed in 2023 by including the following:

- The Agency will provide evidence-based advice to EU institutions and EU Member States on criminal procedural rights, in particular on the procedural rights of children in criminal proceedings.
- Procedural safeguards in European Arrest Warrant proceedings – dissemination of first results
- Detention conditions database
- The Agency's fundamental rights expertise will, together with the action of other stakeholders, support the EU and its Member States in applying existing fundamental rights standards in the area of judicial cooperation, as well as responding to ongoing challenges in this area in a fundamental rights compliant manner.

B.2.1- Criminal detention in the EU - conditions and monitoring - update

Programme: JUST, DIGITAL AND SECURE SOCIETIES Area of activity: <i>Judicial cooperation, except in criminal matters</i>	PRIORITY 1	Start date: 01/01/2021	STATUS:	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

In the context of transfer of prisoners from one EU Member State to another under the 2002 European Arrest Warrant Framework Decision, and also in reference to other intra-EU transfer instruments, such as the 2008 Framework Decision on transfers of prisoners, due consideration has to be given to fundamental rights, including in relation to detention conditions. This has been underscored by the Court of Justice of the European Union (in particular the 2016 Aranyosi and Căldăraru and other cases). The extent to which detention is used is also highly relevant to the issue of detention conditions; for example, relying solely on detention increases the risk of over-crowding in detention facilities.

At the request of the European Commission, and based on findings from FRA's 2019 database and reports on conditions of criminal detention, in this project FRA will update its current database and, after consulting relevant legal practitioners, extend its scope by adding new elements (where possible), such as healthcare in prison (including provisions related to COVID-19) and elements of detention related to possible discrimination. In the context of this project, FRA would closely cooperate with the relevant monitoring bodies. This will, in particular, concern the Committee on the Prevention of Torture (CPT) of the Council of Europe and the Committee against Torture (CAT) of the United Nations.

PROJECT OBJECTIVES

- Update and extend the EU specific database on detention conditions
- Contribute to the Commission's assessment of the functioning of the European Arrest Warrant Framework Decision;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns specific aspects of the transfer of detained individuals
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LINK TO FRA MULTI-ANNUAL OBJECTIVES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ FRANET data collection ➤ Testing and finalisation of the database. 	<ul style="list-style-type: none"> ➤ Updated and extended on-line database ➤ Publication of FRANET country studies on the Agency's website
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ The project has been requested by the European Commission, which is the main beneficiary ➤ Other EU Institutions ➤ International organisations ➤ EU Member States ➤ Legal professionals involved in criminal proceedings ➤ Civil Society Organisations

RESOURCES PLANNED FOR 2023

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

B.2.2 - Procedural safeguards in European Arrest Warrant Proceedings

Programme: **JUST, DIGITAL AND SECURE SOCIETIES**

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

PRIORITY 1

Start date: 2022

STATUS:

TYPE: Multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2019 FRA published a report on 'Access to a Lawyer and other procedural rights in criminal and European Arrest Warrant (EAW) Proceedings', which was the outcome of a direct request from the European Commission to support its work in this area. The report was based on research studies in eight EU Member States – Austria, Bulgaria, Denmark, France, Greece, the Netherlands, Poland and Romania. The report outlined the application of the Directive 2013/48/EU on the right of access to a lawyer in the Member States covered by the research.

In 2020, Council Conclusions on 'The European arrest warrant and extradition procedures – current challenges and the way forward' (2020/C 419/09) invited FRA to continue working on procedural rights in EAW proceedings; namely, to extend its research to other Member States and to emphasise the experiences of lawyers acting in surrender proceedings.

In view of the forthcoming 20th anniversary of the adoption of the EAW Framework Decision on 13 June 2022, the Council invited FRA, among others, to propose possible solutions for current challenges in the application of the Framework Decision. The Commission was called on to update the EAW handbook, to provide guidance for practitioners on how to deal with cases of alleged risk of breach of Article 47 (2) of the Charter and to seek FRA's input in finding ways to improve practitioners' access to information.

Responding to the above policy needs and FRA's mandate under its amended Regulation (which is open to researching police and judicial cooperation in criminal matters), the Agency will carry out fieldwork and desk research in a second phase of research for those remaining Member States that were not covered previously by FRA research. The fieldwork research will consist of interviews with defence lawyers and judicial authorities, and will focus on procedural safeguards for persons arrested under a EAW, in particular legal assistance in both issuing and executing Member States. In addition, FRA will organise an expert meeting with defence lawyers and judicial authorities from selected Member States to learn whether any common challenges and trends could be identified.

PROJECT OBJECTIVES

- Contribute to identifying and addressing current challenges in the application of the European Arrest Warrant (EAW);
- Provide valuable input for the update of the Commission EAW Handbook;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation in practice as concerns the rights of persons requested under a EAW in Member States;
- Contribute to the proper implementation and execution of the EAW Framework Decision.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Expert meeting covering legal professionals from selected Member States; ➤ Phase 2 fieldwork and desk research in selected Member States; ➤ Preparation of findings outlining the rights of persons requested under a EAW in those Member States covered by the research; ➤ Analysis of desk and fieldwork research; ➤ Drafting report for publication. 	<ul style="list-style-type: none"> ➤ Publication of a report summarising the research findings from phase 1 and phase 2 ➤ Presentation of results to the Council
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ Research requested by the Council of the European Union ➤ DG Justice - Commission; Eurojust; EPPO ➤ EU Member States covered by the research ➤ Legal professionals involved in judicial cooperation in criminal matters, including official networks of professionals (European Judicial Network, etc) ➤ International Organizations working in the field of criminal justice; including CoE - CEPEJ ➤ Professional training institutions (EJTN, National Schools of Judiciary, etc) ➤ Civil Society Organisations (Bar Associations, Judges' Unions, etc)

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources		1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>		220,000	-	100,000
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>		-	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>		-	-	-
<i>SNEs</i>		<i>Communications & Events</i>		40,000	-	-
Total		Total		260,000	-	100,000

Programme

JUST, DIGITAL AND SECURE SOCIETIES

Area of activity: Victims of crime and access to justice

The Victims' Rights Directive (part of the 'Budapest Roadmap') requires Member States to present data on how victims are accessing their rights. On 11 May 2020, the European Commission adopted a report on the implementation of this instrument, showing that it has not yet reached its full potential in several Member States. In addition the EU's Victims' Rights Strategy 2020-2025 outlined further actions to be undertaken to ensure that victims can fully enjoy their rights, including via the Victims' Rights Platform - which FRA is a member of. With its past and ongoing research and related activities in this area, FRA will continue to support the Commission as well as EU Member States in their work on victims of crime, including by identifying practical measures and promising practices to guide Member States in addressing the specific needs of victims, including child victims and victims of terrorism, severe forms of labour exploitation, hate crime and gender-based or domestic violence (herein, working closely with EIGE as part of the joint FRA-EIGE survey project on violence against women). Continued development and dissemination of the Agency's relevant survey data on crime victimisation remains a key element of its work in this regard.

Building on its previous work in the area of business and human rights and access to justice for victims of business related abuses of human rights, FRA will continue supporting the relevant legislative and policy developments in this area, in particular relating to implementation of the EU's Green Deal and Consumer Strategy. Above-mentioned issues will be addressed in 2023 by including the following:

- The Agency will disseminate and communicate findings from its project 'Justice for all: Equal access to criminal justice for all victims of crimes against the person'.
- FRA will continue to disseminate and communicate the findings from its different surveys that collect data on crime victimisation and reporting.
- Joint FRA-EIGE survey on Violence against Women

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

B.3.1 - Violence against women II: filling the data gap

Programme: Just, Digital and Secure Societies
 Area of activity: *Victims of crime and access to justice*

PRIORITY 1

Start date
01/01/2022

STATUS:
On-going

TYPE:
Multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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; 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, XX Member States have opted in to undertake the survey; with some Member States also selecting to survey men in addition to women. The deadline for Member States to transmit survey results to Eurostat is early 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. In the light of this, FRA and EIGE have launched a joint project, drawing on their respective expertise, which – in close cooperation with Eurostat – will undertake survey data collection in those Member States that are not taking part in the Eurostat initiative. Survey data collection will be initiated in 2022. 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 and Eurostat to co-join the different datasets. 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 current Commission places on combating violence against women, the Commission's 2021 Work Programme indicates a legislative proposal to prevent and combat specific forms of gender-based violence – which is scheduled for the last quarter of 2021. The results of the joint FRA-EIGE project will support the Commission's work in this regard with the provision of new data.

PROJECT 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. The data will serve to support EU and Member State law and policy to combat violence against women in the framework of gender equality and fundamental rights. The project will also enhance close cooperation between FRA and EIGE, benefitting from both Agencies' respective expertise.

LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars 2018-2022. It is developed in tandem with EIGE's main priorities for the period 2022-2024.

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Fieldwork data collection in up to nine Member States. ➤ Close cooperation with Eurostat through all stages of the survey's development and implementation. 	<ul style="list-style-type: none"> ➤ Outputs planned for 2024.
	<h4>TARGET GROUPS AND BENEFICIARIES</h4> <ul style="list-style-type: none"> ➤ European Commission; European Parliament; Council; Member States; ➤ Other EU agencies – principally EIGE as a joint project partner; ➤ Council of Europe; ➤ OSCE; ➤ UN/CEDAW; ➤ Victim support organisations; ➤ Civil Society.

RESOURCES PLANNED FOR 2023

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

² The EIGE's expected budget contribution to the Violence against women II project is € 165,000 in 2023. This amount is on top of the budget indicated in the project fiche.

B.3.2 Business and Human Rights: Consumer Protection and the Environment

Programme: <i>Just, Digital and Secure Societies</i>	PRIORITY 1	Start date: 01/01/2021	STATUS: ongoing	TYPE: multiannual
Area of activity: <i>Victims of crime and access to justice</i>				

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

In 2022 FRA will start a new project - focusing in particular on the linkages between consumer protection (Article 38 of the Charter) and the right to environmental protection (Article 37 of the Charter). FRA's previous work in this area showed difficulties in effective enforcement of existing consumer protection, as well as gaps regarding broader understanding and use of the consumer protection framework in order to address environmental issues; including the expectations of some consumers who would like to 'consume' in a more sustainable way.

The project will compare and analyse existing legal frameworks and practices regarding the enforcement of consumer rights and links with environmental protection. Here, due diligence is also taken into consideration as a key component of the UN Guiding Principles' second pillar on corporate responsibility to respect human rights. While putting emphasis on the prevention of violations as such, effective due diligence practices can also help to strengthen access to remedy (see also FRA's Opinion on improving access to remedy in the area of business and human rights at the EU level (1/2017, opinion 20)).

The research will support the Commission's efforts in promoting further the EU's sustainability agenda in the coming years, taking into account the UN's Sustainable Development Goals, which have direct implications for consumers. The project is also of direct relevance for the 'European Green Deal', which includes enforcement and implementation of legislation relevant to the environment. In this regard, the project responds to one of the six focus areas of the 2019-2024 Commission.

The project will feed into the European Commission's ongoing and future work in the area - including, for example, with respect to Directive (EU) 2020/1828 of the European Parliament and the Council of 25 November 2020 on representative actions for the protection of the collective interests of consumers (repealing Directive 2009/22/EC)..

In 2022, the project will undertake desk research in Member States, which will be followed-up, in 2022-2023, with interviews with experts involved in consumer and environmental protection, as well as representatives of business communities in selected EU Member States. During the preparatory phase, FRA will seek cooperation with relevant stakeholders, such as the European Environmental Agency and consumer and environment-focused civil society organisations, and will liaise with the relevant branches of the Commission.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Report drafting ➤ Engagement with relevant stakeholders re research findings ➤ Limited number of qualitative research interviews by FRA staff to contextualise desk research findings 	<ul style="list-style-type: none"> ➤ Report in 2023
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ European Commission, Council of the EU, European Parliament ➤ National parliaments and governments ➤ Council of Europe ➤ OECD and National Contacts Points ➤ Lawyers ➤ Civil society National consumer protection authorities

RESOURCES PLANNED FOR 2023

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

B.3.3 - Additional activities under the programme 'Just, Digital and Secure Societies'

Programme: <i>Just, Digital and Secure Societies</i>	PRIORITY 1	Start date:	STATUS: NEW	TYPE: Multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which otherwise are not covered by other projects, and which are primarily based on FRA's work in the areas of:

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

In the area of data protection, the Agency is in a unique position to provide socio-legal data and analysis at a multi-country level across the EU. In this regard, the Agency's legal analysis is not only limited to Articles 7 and 8 of the Charter, but provides a wider fundamental rights assessment in the field of information society that can address areas such as non-discrimination or the rights of the child alongside the right to privacy and data protection. Main activities under this area of work include communicating research findings and providing fundamental rights expertise to EU institutions and other bodies, including the EDPB and EDPS, as well as key policy makers at the national level, in the areas of information society, privacy and data protection. FRA will also draft, translate or update reports, handbooks and/or fundamental rights guidance in this area.

Judicial cooperation

With the Agency's amended Regulation coming into effect, the Agency's work in the field of judicial cooperation in criminal matters – which was previously undertaken at the specific request of EU institutions – is likely to increase. The Agency will draw on and communicate findings from its previous research to provide fundamental rights expertise to EU institutions and bodies, including to ad-hoc requests. Evidence-based advice will also be provided, as relevant, to key policy makers at national level and to other relevant stakeholders. FRA will also update existing publications, such as reports and handbooks.

Victims of crime and access to justice

This includes follow-up activities related to past projects and will cover ad-hoc requests for support from EU institutions and Member States in the areas of access to justice and victims of crime; in particular in the context of implementation of the EU Strategy on Victims' Rights (2020-2025) and the work of the Commission's Victims' Rights Platform. The main activities in relation to crime victims will be communicating research findings from the 'Justice for All' project and providing fundamental rights expertise to EU institutions and bodies as well as Member State authorities, including to ad-hoc requests, in the area of access to justice and victims of crime; encompassing – where FRA has relevant expertise and data – specific groups of victims as referred to in the Victims' Rights Directive. The Agency will also provide its expertise and data to support, where relevant, the work of human rights bodies and civil society actors working in this area.

Justice for and security of citizens

Ensuring that fundamental rights are fully upheld in the context of policies in the area of justice for and security of citizens is a recognised goal of the EU Security Union Strategy 2020-2025 and relevant documents of the European Parliament and the Council. Issues such as radicalisation, terrorism, and serious crime will continue to remain a policy priority at the EU and Member State level, including topics that require additional data and evidence that can be collected as part of FRA's research on the impact on fundamental rights of developments in these fields. In 2022, the Agency may produce both informal and formal inputs and deliverables in these areas, typically at the request of the relevant EU institutions, including in the context of the work of the EU Innovation Hub for Internal Security and specific projects that stem from it.

PROJECT OBJECTIVES

- Provide data and fundamental rights expertise to EU institutions and Agencies.
- Issue ad hoc reports and opinions (on request) based on existing material and in-house expertise, update and translate selected publications;
- Share promising practices and other findings resulting from FRA research in a timely manner to the EU institutions requesting input and other stakeholders.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Provide fundamental rights expertise in the context of the above-mentioned areas. ➤ Attend and provide tailor-made input to meetings of the European Commission, Council Working Parties, European Parliament committees, expert meetings; Collect and analyse data; ➤ Organise expert meetings, where appropriate; Develop project proposals; ➤ Communicate the research findings to key policy makers at EU and national level, alongside other relevant stakeholders. 	<ul style="list-style-type: none"> ➤ Preparation and presentation of relevant opinions, reports, papers, presentations and other expert input – as requested; ➤ Updating selected publications and online tools (or parts thereof), including reprints – as appropriate.
TARGET GROUPS AND BENEFICIARIES	
	<ul style="list-style-type: none"> ➤ EU Institutions ➤ EU Agencies and Bodies; including Europol & Eurojust ➤ International organisations; such as UNODC ➤ EU Member States ➤ Civil society organisations ➤ Organisations for legal professionals ➤ NHRIs and Equality bodies

RESOURCES PLANNED FOR 2023

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

Programme

MIGRATION AND ASYLUM

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

In September 2020, the European Commission presented the Pact on Migration and Asylum (Pact), proposing a fresh start to manage migration and asylum. Measures at borders to increase efficiency, particularly in the processing of asylum claims and returns, raise significant fundamental rights risks. The implementation of EU border control, asylum and return policies by the Union and its Member States will increasingly rely on large-scale information technology (IT) systems. The efforts to enhance cooperation with third countries in the field of border management and the determination to make return policies more effective will continue. EU agencies, and in particular the European Border and Coast Guard Agency (Frontex) as well as the future EU Agency for Asylum (EASO) will have a stronger mandate and presence on the ground. The immediate challenges related to access to the territory will remain in focus, so will the long-term implications relating to integration of refugees and migrants.

The Agency will continue to provide its fundamental rights expertise to EU institutions and agencies in the fields of asylum, border management, irregular migration and return, EU IT systems, facilitation of irregular entry and stay, trafficking in human beings and exploitation of irregular migrant workers. FRA will base its input on past research findings, complementing it with targeted new research and analysis, where necessary. FRA will feed the new EU mechanism for preparedness and crisis management set up by the Pact with information and data on fundamental rights. To help implement the Pact in a fundamental-rights compliant manner, FRA will maintain its temporary presence to address fundamental rights challenges in most affected Member States. Identifying and addressing the specific needs of people at heightened risk of fundamental rights violations will remain at the core of FRA's work. Above-mentioned issues will be addressed in 2023 by including the following:

- 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. 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, as well as to children in migration (for example, on guardianship) as well as labour exploitation of irregular migrants, as requested in the 2021 EC Communication on the Employers Sanctions Directive. FRA's work on biometric data in large-scale IT systems will guide FRA in supporting a fundamental rights compliant expansion of IT tools at EU level. FRA will contribute to the new EU mechanism for preparedness and crisis management. FRA will continue to support Schengen evaluations with its fundamental rights expertise.
- FRA will in 2023 publish the results of the project on the fundamental rights situation of long-term residents in the EU
- FRA expects that EU institutions will use FRA's research findings and expertise to inform their policy work, particularly in the implementation of the measures under the Pact. FRA outputs will assist EU agencies to promote high standards of fundamental rights. The findings of the project on the situation of long-term residents will contribute to the discussion on better integration of third country nationals in the EU. The translation and dissemination of the updated handbook with the European Court of Human Rights will reduce situations in which European law is not respected due to lack of knowledge. FRA's work on large-scale IT systems intends to instil fundamental rights friendly approaches, as the EU and its Member States will increasingly make use of already existing as well as new systems

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

Programme: MIGRATION AND ASYLUM Area of activity: <i>Migration, borders, asylum and integration of refugees and migrants</i>	PRIORITY 1	Start date: 01/01/2017	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows-up on past projects and covers requests for support by EU institutions, including those part of the Pact, as well as initiatives taken in the implementation of the cooperation agreements with relevant JHA agencies. The main activities under the project will be to provide fundamental rights expertise to EU institutions and bodies in areas such as asylum, border management, EU IT systems, migrant smuggling and trafficking in human beings, severely exploited migrant workers, return and readmission, children in migration, Schengen evaluations and rights of migrants and refugees. FRA will also engage with other key actors, at international, Council of Europe and national level, for example National Human Rights Institutions. FRA will carry out targeted research and analysis, draft or update reports, handbooks and/or other capacity-building tools. The project also allows FRA to actively participate in the Frontex and EASO Consultative Fora, implement the 2018 EU Agencies Joint Statement of commitment on working together to address trafficking in human beings and offer expert advice and support to CEPOL, ECDC, EASO, eu-LISA, EUROPOL, Frontex and ELA in close cooperation with the Commission. FRA will be a member of the fundamental rights guidance boards set up in the context of VIS and ETIAS information systems.

PROJECT OBJECTIVES

- Share robust evidence where there is a knowledge gap, particularly on fundamental rights issues relating to large-scale IT systems and their interoperability, children in migration, refugee integration, border management, return, asylum and other policy relevant issues;
- Respond effectively to requests for fundamental rights expertise by EU institutions including as part of the Pact;
- Advise the European Commission, on how to incorporate fundamental rights in Schengen evaluations;
- Provide timely and legally sound advice to FRONTEX, EASO, eu-LISA as well as EUROJUST, EUROPOL, CEPOL, ECDC and ELA with respect to the application of fundamental rights in their respective spheres of work;
- Develop and disseminate tools, training materials and practical guidance.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➢ Collect data through desk research and field work on matters relating to the EU home affairs acquis; ➢ Undertake missions, particularly to border areas; ➢ 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; ➢ Develop tools and practical guidance on matters relating to the EU home affairs acquis; ➢ Attend and provide tailor-made input to Council Working Parties, the European Parliament LIBE Committee hearings, expert meetings by the European Commission or EU agencies as well as to other carefully selected events; ➢ Upon request, submit information, provide training and accompany on-site Schengen evaluation missions as observers; ➢ Review draft documents shared by stakeholders to FRA for comments; ➢ Organise expert meetings and other events (in person or online), where appropriate; ➢ Participate in the Frontex and EASO Consultative Fora; ➢ Participate in the ETIAS and VIS Fundamental Rights Guidance Boards ; ➢ Provide fundamental rights training for staff of EU Agencies and Member States; ➢ Participate in the THB Contact Points JHA Agencies; ➢ Implement cooperation agreements with EASO, Frontex and eu-LISA and provide expert support to other EU agencies, as appropriate. 	<ul style="list-style-type: none"> ➢ FRA-ECtHR handbook, FRA guidance and other tools translated and disseminated; ➢ Capacity-building tool on the provision of information to irregular migrants by labour inspectorates produced ; ➢ Other research findings on policy relevant issues produced/published in paper and/or electronic form (e.g. on returns; search and rescue; children in migration; fundamental rights at borders and access to asylum; immigration detention; EU large-scale IT systems and their interoperability); ➢ Other practical tools and training materials developed on policy relevant issues (eg. the protection of children in migration; border monitoring and access to asylum) (If requested by EU institutions) up to three legal opinions; ➢ Tailor-made input to legislative, policy or other documents provided to EU institutions in 20 instances; ➢ Fundamental rights expertise provided to EASO, eu-LISA, Frontex, ELA and other EU agencies; ➢ Frontex and EASO Consultative Forum meetings attended and expertise shared; ➢ Training and other support delivered in the context of Schengen evaluations and the ETIAS and VIS Fundamental Rights Guidance Boards ; ➢ Fundamental rights expertise provided to Member States, in at least 10 instances.
TARGET GROUPS AND BENEFICIARIES	
<ul style="list-style-type: none"> ➢ EU institutions, bodies and agencies ➢ Member States authorities ➢ Practitioners, international organisations, and CSOs 	

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	320,000	-	-
		<i>Technical Assistance & Capacity building</i>	140,000	-	-
		<i>Institutional Cooperation & Networks</i>	-	-	-
		<i>Communications & Events</i>	10,000	-	-
	Total	Total	470,000	-	-

C.1.2 – Collecting data for EU preparedness and crisis management

Programme: **MIGRATION AND ASYLUM**

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

PRIORITY 1

Start date:
28/09/2015

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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 will draft regular situational and early warning reports. The network has held regular meetings since autumn 2020.

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. FRA collects the data through its regular migration bulletins and field missions to the external borders receiving most arrivals. Since September 2015, FRA has been collecting data from EU Member States significantly affected by migration-related developments and, also from North Macedonia and Serbia. Based on such data collection, FRA has issued periodic migration bulletins. The periodic online publications provide up to date overviews of legal and practical fundamental rights challenges at national level in the fields of asylum, border management and return. This data collection support the Commission when assessing the migratory situation. FRA will also make non-sensitive information regularly available to the public through its migration bulletins.

PROJECT OBJECTIVES

- Provide the new 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, return, hate speech and violent crime.
- Publish non-sensitive data on fundamental rights concerns relating to border management, asylum, reception, child protection, immigration detention, return, hate speech and violent crime in FRA's regular migration bulletins.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Collect and analyse data; ➤ Share the findings with the network; ➤ Extract non-sensitive data for publication in the regular migration bulletins. 	<ul style="list-style-type: none"> ➤ Fundamental rights expertise shared during meetings of the network ➤ Regular data and information sharing with the network ➤ Periodic online publications of non-sensitive information
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU institutions, Member States and JHA agencies ➤ International organisations

RESOURCES PLANNED FOR 2023

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

C.1.3 – Providing fundamental rights expertise to address operational

challenges in the field of asylum, borders and migration

Programme: **MIGRATION AND ASYLUM**

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

PRIORITY 1

Start date:
01/01/2017

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Pact on Migration and Asylum proposes a screening procedure for every person who enters the EU in an irregular manner, is rescued at sea or asks for asylum at the border as well as enhanced border procedures for asylum and return. These policies build on the “hotspot approach”, which the European Commission presented in 2015 in the European Agenda for Migration and which was subsequently applied in Greece and Italy. There, Member States manage “hotspot” facilities with high level of EU support, to identify, register and fingerprint incoming migrants and channel them into asylum or return procedures. The Pact is likely to further strengthen the EU support to front-line Member States, increasing funding as well as its operational presence in Member States through staff deployed as part of migration management support teams or through other support schemes. Such enhanced action on the ground in Member States brings also significant fundamental rights risks for the EU.

Since 2016 FRA has been undertaking missions to Greece, Italy, Spain and Lithuania. A temporary FRA field presence was set up in Greece Capacity permitting, in 2023 FRA will continue to offer its fundamental rights expertise to migration management teams and similar EU deployments on the ground in front-line Member States. This may also include support in piloting fundamental rights protection measures presented in the Pact. The provision of fundamental rights expertise at a field level complements FRA’s upstream support at policy and planning level to the European Commission, Frontex and EASO.

In carrying out its activities, FRA will closely cooperate with the European Commission, relevant EU agencies, NHRIs, the Council of Europe and national authorities. FRA is also a member of the Lesvos Task Force. FRA experts will share promising practices and provide advice to EU actors and national authorities to support them to carry out their tasks in full compliance with the EU law. Building on the Agency’s work from 2016 onwards, and while remaining open to other fundamental rights challenges, FRA will focus in particular on child protection, preventing and responding to sexual and gender-based violence and the protection of vulnerable people and people at risk. In December 2020, the European Commission, Greek authorities and EU agencies agreed on a detailed plan to establish a new, up-to-standard reception centre on Lesvos. The Memorandum of Understanding signed with the Greek authorities provides for FRA’s input in areas such as the design and planning services for the new centre, design of a dedicated facility (Safe Zone) for unaccompanied children and fast and efficient pro-processing of asylum claims in line with EU and national law. In this context, FRA will provide its input to the European Commission’s Task Force Migration Management regarding fundamental rights safeguards for the construction and management of the new centres and relevant procedures.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES

- Undertake longer-term missions to or temporary presence in selected EU Member States particularly affected by arrivals;
- Carry out capacity building activities, such as targeted trainings;
- Develop tools and guidance;
- Carry out small-scale research and analyse research results
- Inform regularly the EU and the concerned Member States about FRA’s work, emerging fundamental rights challenges and how to address these.

OUTPUTS

- Regular up-dates on fundamental rights risks and gaps as well as promising practices provided to EU actors and relevant Member States i;
- Tailor-made capacity building activities, such as targeted trainings, provided to address identified gaps and risks

TARGET GROUPS AND BENEFICIARIES

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

RESOURCES PLANNED FOR 2023

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

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

Strategic programme: Migration and Asylum / FES Area of activity: Migration and integration of refugees and migrants / Equality and non-discrimination	PRIORITY 1	Start date: 01/01/2021	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The project feeds into EU policy files on legal immigration and migrant integration under Article 79 of the TFEU. In 2003, the EU adopted Directive 2003/109/EC on long-term residents. The directive sets out different rights for long-term residents, including their equal treatment with nationals in a number of areas, security of residence status, enhanced protection against expulsion as well as intra-EU mobility. Currently, 10.5 million third-country nationals in the EU-27 are long-term residents. However, only one out of four, enjoys a residence status based on the EU Long-Term Residents Directive. The rest lives in EU Member States with permits issued under national law outside the scope of application of Long-Term Residents Directive. Findings of the FRA's second EU Minorities and Discrimination survey (EU MIDIS II) have shown that having an insecure residence status decreases the level of trust in public authorities and the attachment to the country of residence. The results of this project intend to fill the information gap on the experiences of long-term residents across the EU. They will shed light on how EU Member States implement the relevant EU legislation and why the take-up of EU long-term residence status is low, illustrating the impact on the rights of long-term residents, as enshrined in EU law, including intra-EU mobility. The research will pay particular attention to fundamental rights challenges for women, children and persons with disabilities. The FRA research will help EU Member States and EU institutions to take informed measures to further their integration and social cohesion policies from a fundamental rights perspective. The project follows up on FRA's work on the integration of young refugees and on migrant integration more generally. It will help EU Member States and EU institutions to take informed measures to further their migration, integration and social cohesion policies from a fundamental rights perspective. More specifically, this research takes into account the March 2019 fitness check of the European Commission on EU legislation on legal migration and the implementation report of the Long-Term Residents Directive which reveals that several Member States have not transposed properly the equal treatment principle in their immigration legislation. It also reveals that long-term residents in the EU do not make use of the possibility to move and work in other EU Member States (intra-EU mobility). The fitness check highlights the need to improve data collection on the implementation of the EU *acquis*. Moreover, the new pact on migration and asylum published by the European Commission on September 23 2020 seeks to facilitate the access to the EU long-term resident status for beneficiaries of international protection. It also suggests a revision of the Directive on long-term residents to promote the use of the EU status on long-term residents by third country nationals living in the EU Member States and to strengthen the right to intra-EU mobility. The European Commission 2016 Action Plan on the integration of third-country nationals requested FRA to "monitor social inclusion and the participation of third-country nationals in society from a fundamental rights perspective". This project, which will consist in desk research, analysis of existing quantitative data as well as qualitative field research, is a concrete response to this call. The 2020 Action Plan on Integration and Inclusion 2021-2027 will also inform the project.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2022

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Analysis of existing primary and secondary quantitative data, including data from FRA's surveys; ➤ Stakeholder consultation; ➤ Desk research on national practices and laws on long-term residents; ➤ Drafting of final reports ➤ Undertaking mission, participation in events and sharing findings among relevant stakeholders 	<ul style="list-style-type: none"> ➤ Comparative report on the findings of the research ➤ FRANET country reports ➤ Dissemination activities of the findings
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU institutions, bodies and agencies ➤ Member States authorities NHRIs/Equality Bodies ➤ International Organisations Civil society, community and professional organisations

RESOURCES PLANNED FOR 2022

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	-	-	-
		<i>Technical Assistance & Capacity building</i>	-	-	-
		<i>Institutional Cooperation & Networks</i>	-	-	-
		<i>Communications & Events</i>	20,000	-	50,000
	Total	Total	20,000	-	50,000

C.1.5 – Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)

<i>Programme:</i> MIGRATION AND ASYLUM	PRIORITY 1	<i>Start date:</i> 01/01/2023	<i>STATUS:</i> NEW	<i>TYPE:</i> Multinational
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2022, a new generation of EU large-scale information systems in the area of migration and security will become operational. 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). 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](#)).

The EES and ETIAS systems provide for new features in comparison to existing IT-systems in the areas of asylum, migration and borders. EES will use facial recognition technology for verification purposes, for all third-country nationals, including children. It will record people whose access to the Schengen area has been refused at the external border. It will also support immigration authorities to see if third country nationals have overstayed, once in the Schengen area. ETIAS will support responsible authorities to predict whether an applicant may pose a risk to public health, security, irregular migration by using 'screening rules', i.e. an algorithmic functionality, which will assist their decision-making. An ETIAS Fundamental Rights Guidance Board will review the impact on fundamental rights of processing such applications, which the FRA will be part of. The project will carry out a data collection on the experiences made with the new EU IT systems, EES and ETIAS, to support Member States in addressing possible fundamental rights challenges as well as opportunities.

Past FRA findings on EU IT-systems in the area of asylum, borders and visa 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, etc. They can for instance help tracing missing children and prevent child abductions. However, risks to people's fundamental rights emerge for instance if inaccurate personal data are stored in the systems and if the person concerned cannot access and rectify those data, impacting on their right to private and family life and to an effective remedy. Given the increased number of authorities using the systems for various purposes, risks of unauthorised access might emerge. There may also be risks for certain vulnerable groups, particularly children and applicants of international protection. Moreover, the results of ETIAS' pre-travel clearance may produce discriminatory outcomes against certain groups, or might prevent persons seeking protection to access asylum in the Schengen area. FRA's recent report on artificial intelligence showed that algorithms can result in unequal treatment, if they do not reflect the diversity of the population they are supposed to identify. The new systems may require digital skills, that might affect older people or people with certain disabilities.

To understand the practical fundamental rights challenges and opportunities linked to EES and ETIAS, FRA will carry out field research to collect the views and experiences of experts as well as third-country nationals. Border and immigration officials, experts on IT systems, representatives of carriers, civil society organisations, legal professionals and data protection supervisory authorities will share their experience on the initial use of EES and ETIAS systems. The research will focus on the potential fundamental rights implications of the systems and the safeguards put in place by relevant EU Agencies and Member States' authorities.

With respect to EES, the project will explore how authorities inform third-country nationals, including children, about their data protection rights and the right to appeal in case something goes wrong; which guidance they have received regarding the respect of human dignity when collecting biometric data, particularly in regards to people with disabilities, the elderly and children; how risks of data inaccuracies in the systems are minimised. The impact of the systems on persons seeking protection will also be examined. The social fieldwork research will also include interviews with third-country nationals. If possible, the project will include interviews with children about their experiences with the EES. The research will help identify fundamental rights opportunities and challenges that national authorities can take into account when training concerned staff on the systems, and when using the system. The selection will cover air, sea and land borders in selected EU Member States, identified on the basis of the frequency of travellers crossing (border crossing points with large and small numbers of travellers will be identified). This will allow to explore fundamental rights challenges when the EES is implemented in various contexts.

With respect to ETIAS, the project intends to carry out interviews with the ETIAS Central Unit and with the ETIAS national units to identify fundamental rights challenges in the risk assessments carried out with the support of the 'screening rules'. The research will also explore possible fundamental rights challenges faced by border authorities and carriers' checks of ETIAS authorisations. Third-country nationals experiences with ETIAS will be also collected. FRA will closely engage with EU institutions and EU agencies such as eu-LISA, Frontex, EASO and Europol. It will also engage with the European Data Protection Supervisor (EDPS) and national data protection authorities. In addition, it will also look at how civil society, legal professionals and academia are taking up fundamental rights questions relating to EES and ETIAS.

PROJECT OBJECTIVES

- To identify the main fundamental rights challenges and opportunities in the practical use of the new EES and ETIAS systems
- 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 advise EU institutions and agencies as well as national authorities on fundamental rights issues related to the EES and ETIAS systems to be considered in trainings, instructions and guidelines.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Desk research ➤ Stakeholders consultations ➤ Contracting and implementing the fieldwork 	<ul style="list-style-type: none"> ➤ Data and information on experiences with the application of the new EU IT-systems ETIAS and EES from a fundamental rights perspective collected. ➤ Publication in 2024
TARGET GROUPS AND BENEFICIARIES	
<ul style="list-style-type: none"> ➤ Member State authorities responsible for using the EES and ETIAS systems ➤ National data protection authorities ➤ EU institutions, agencies and bodies, including eu-LISA, Frontex and the EDPS. ➤ Members of the ETIAS Fundamental Rights Guidance Board. 	

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	-	-	350,000
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
Total	Total	-	-	350,000

Programme **SUPPORTING HUMAN RIGHTS SYSTEMS**

Projects and activities covering all areas of activity

In this area of activity, FRA conducts research, cooperates with international and national human rights bodies, and provides assistance to mechanisms and structures that reinforce rights compliance in the EU. This includes supporting the application of the EU Charter of Fundamental Rights as the main reference framework for the Agency's work and facilitating interaction with the international human rights system. At the end of 2020, the European Commission adopted a new strategy on the Charter. The reinforced Strategy boosted attention to fundamental rights as a horizontal obligation for the Union and Member States. In response, FRA intensified its targeted capacity building on the Charter, developing and promoting new online Charter training and learning materials, updating its Charterpedia tool, and further developing partnerships with providers of legal professional training, including the European Judicial Training Network, the Academy of European Law, and the Human Rights Education for Legal Professionals (HELP) Programme of the Council of Europe.

With its networking activities, the Agency helps connect human rights actors at various levels to facilitate sharing of good practices, for example among civil society organisations, 'human rights cities', national human institutions, equality bodies, international human rights organisations, and FRA's contact points in the governments of countries falling within FRA's mandate, the National Liaison Officers. The Fundamental Rights Platform, a key forum for engagement with a wide range of civil society actors, supports civil society activities on fundamental rights. Main outputs include continued developments of the EFRIS and Charterpedia tools, promotion of human rights cities, periodic data on the development of civic space in EU Member States, and outputs related to the application of the EU Charter of Fundamental Rights and the respect of the Convention on the Rights of Persons with Disabilities by the EU

On-going projects in 2023

- FRA will further develop its European Union Fundamental Rights Information System (EFRIS).
- Cooperation with Member States and human rights and equality bodies at national level will continue through regular meetings with the Agency's National Liaison Officers and ENNHRI and Equinet.
- FRA will support civil society work to protect and promote fundamental rights through the Fundamental Rights Platform and by releasing an annual update on civic space in the EU.
- FRA will continue providing fundamental rights advice and expertise to EU institutions, agencies and other bodies on the basis of the evidence it collects and foresight analysis on fundamental rights.
- FRA will provide assistance and expertise on the EU Charter of Fundamental Rights.
- FRA will contribute to promoting and monitoring the rights of persons with disabilities as a member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities.
- Based on research and good practice collection in 2022, FRA will provide assistance to national bodies involved in assessing EU Charter and CRPD compliance of EU funds.
- It will continue to provide services to the Bodies of the Agency.

New projects in 2023

- In 2023, the Agency will initiate a new project in this area by mapping and tracking developments regarding the fundamental rights structure in Member States, building on past FRA work regarding the situation of statutory bodies with a human rights and equality remit.

D.1.1 – EU Fundamental Rights Information System – EFRIS

Programme: **SUPPORTING HUMAN RIGHTS SYSTEMS**

Projects and activities covering all area of activity

PRIORITY 1

Start date:
01/01/2017

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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. 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 overview of EU Member States' commitments to human rights treaties, including detailed aspects, such as States' acceptance of individual complaints. EFRIS provides direct access to the assessments made by the monitoring mechanisms, and where feasible, offers comparison across the EU (and accession states having observer status with FRA). EFRIS is a human rights information gateway that uses technology to bring data from existing data sources together for easy access and overview.

The European Commission, in its July 2019 Communication on Strengthening the rule of law within the Union (COM(2019) 343 final), 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.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Continuous iterations of the tool in terms of improved functionalities, usability and user-friendliness, as well as increasing the number of data sources included; ➤ Evaluation of features to guide where future developments are most needed; ➤ Presentations and dissemination to raise awareness; ➤ Extracts of data and manual analysis in form of thematic compilations on request; ➤ Continue to build the user-base to increase the usage; ➤ Technical maintenance. 	<ul style="list-style-type: none"> ➤ Enhanced online tool with greater policy relevance and inclusion of new data sources; ➤ Improved functionalities including enhanced data management and better search functionality; ➤ Feasibility study on enhancement of tool with AI-powered search of related documents; ➤ Thematic compilations based on extracts from EFRIS on request, including for the FRA submission to the European Commission report on rule of law.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU Institutions ➤ EU Member States ➤ United Nations and Council of Europe ➤ Statutory bodies with a human rights and/or equality remit ➤ Academia, civil society and media

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
			<i>Research and Data</i>	-	-
	<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
	<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	10,000	-	20,000
	<i>SNEs</i>	<i>Communications & Events</i>	40,000	-	30,000
	Total	Total	50,000	-	50,000

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

Programme: SUPPORTING HUMAN RIGHTS SYSTEMS Projects and activities covering all area of activity	PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA’s role advising the EU institutions and Member States requires close cooperation at national level. The FRA regulation explicitly states that “the Agency shall cooperate with [...] governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions”. The external evaluations of FRA have stressed the importance of enhanced engagement at national level, with FRA having stepped up such activities. This project consists of four main strands of work:

1. Cooperation and consultations with government nominated officials, so called “National Liaison Officers”, to provide the Agency with input by national authorities on its work. The regular exchange with the National Liaison Officers helps FRA feed its findings into the work of relevant ministries and government offices.
2. Cooperation with human rights and equality bodies at national level and 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) as well as the European Network of Ombudspersons for Children (ENOC) – in consultation with the Council of Europe, the UN and ODIHR as partners.
3. Cooperation with national parliamentary focal points, to sustain the exchange and interaction with parliaments, as essential guardians of fundamental rights at national level.
4. Cooperation with human rights cities and other forms of local governments – they have explicitly committed to promote and protect human rights and apply a rights-based approach to their work. Cooperation is also maintained with the European Committee of the Regions, Council of Europe, UN Human Rights Office, UNESCO, other organisations and existing city networks.

Under this project, the Agency – drawing on its well-established cooperation with national human rights actors - will also support the European Commission in fostering national debates on topical fundamental rights issues. In all four areas, gender equality, rights of persons with disabilities and the rights of the child are important aspects reinforced within this project – not the least in relation to equality bodies having multiple mandates in this area.

PROJECT OBJECTIVES

- Close consultations and exchange with governments, parliaments, statutory bodies with a human rights and equality remit, and human rights cities to encourage full use of FRA’s findings and advice nationally;
- Promote National Human Rights Institutions (NHRIs), in line with Goal 16 of the global 2030 Agenda.

LINK TO FRA STRATEGIC

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Regular cooperation and communication with NLOs; ➤ Information exchange with and presentations to national parliaments; ➤ Regular cooperation with NHRIs, equality bodies, and ombuds institutions, as well as their networks; ➤ Collecting information on components of the national human rights infrastructure, including by updating information on NHRIs; ➤ Cooperation and exchanges on the situation of bodies with a human rights / equality remit and human rights cities with intergovernmental organisations, EU institutions, and bodies; ➤ Promoting the use of the framework for human rights cities published in 2021 and peer-to-peer learning through experience exchange; ➤ Targeted presentations at national level, including Director’s country visits and participation at events organised by Commission representations in Member States, NHRIs, equality bodies, ombuds institutions and their networks. 	<ul style="list-style-type: none"> ➤ Two meetings with NLOs (in Vienna or virtual), one of which with a thematic expert working party, reports from two NLO meetings and working party; ➤ Coordination meetings with ENNHRI, Equinet, IOI and ENOC; ➤ Meetings (online or in-person) with national equality bodies, NHRIs and ombuds institutions on relevant FRA findings; ➤ Two online updates on status of NHRIs, building on the 2020 FRA report on NHRIs; ➤ Further translations of the 2022 short guidance on the framework for human rights cities and compilation of further promising practices from human rights cities.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU Member States (governments, parliaments) ➤ Statutory bodies with a human rights / equality remit ➤ Local and regional authorities

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	200,000	-	40,000
<i>SNEs</i>	<i>Communications & Events</i>	25,000	-	-
Total	Total	225,000	-	40,000

D.1.3 – Fundamental Rights Platform and cooperation with civil society

<i>Programme:</i> SUPPORTING HUMAN RIGHTS SYSTEMS <i>Projects and activities covering all area of activity</i>	PRIORITY 1	<i>Start date:</i> 01/01/2018	<i>STATUS:</i> ongoing	<i>TYPE:</i> multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA interacts with civil society organisations through its 'Fundamental Rights Platform'. The FRA 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 750 organisations, from grassroots to the international level, and from non-governmental organisations, trade unions, employer's organisations, social and professional organisations to confessional and non-confessional organisations and academia. This is thus a key forum for engagement and exchange with and among a wide range of civil society actors.

The interface between the Platform and the Agency is multifaceted and includes prominently advice to the Management Board on work programmes and on the annual Fundamental Rights Report. Platform organisations also contribute to FRA projects, respond to thematic consultations, including FRA's annual consultation on civic space, and cooperate on awareness raising and dissemination of FRA findings. The Agency also facilitates exchanges between the Platform and EU institutions. Through the Platform and other activities, FRA seeks to support civil society organisations as human rights defenders, for which purpose the Agency reports annually on challenges faced by those organisations. FRA cooperates with international organisations dealing with human rights defenders in the EU through a 'contact group' to share knowledge and reinforce each other's action. In its work with the Platform, FRA pays particular attention to the topics of gender equality, rights of persons with disabilities and the rights of the child. Civil society organisations also play a crucial role in the implementation of EU actions, strategies and measures to achieve a Union of Equality, as well as for fundamental rights related strategies, such as the EU Charter Strategy 2020-2030.

With an explicit task to cooperate with the Fundamental Rights Platform, the Agency's work is informed by civil society input and its work is supportive of civil society. This project therefore has links with all aspects of the Agency's work.

PROJECT OBJECTIVES

- Maintain the Fundamental Rights Platform as the key channel for engagement and exchange with and among a wide range of civil society actors working on fundamental rights;
- Ensure a continuous information exchange with civil society actors to draw on their knowledge and expertise across all areas of the Agency's work;
- Enable and empower civil society working on fundamental rights, including by collecting data and raising awareness of the Agency's findings related to civic space.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➢ Running the Fundamental Rights Platform – enabling information exchanges and pooling of knowledge from and among civil society organisations; ➢ Facilitating civil society input into FRA projects; ➢ Disseminating results of FRA work, including through online communication and webinars; ➢ Consultations with the Platform on issues related to the Agency's work, including its work programme and Fundamental Rights Report; ➢ Data collection (through FRANET) and Platform consultation on challenges facing civil society; ➢ Cooperation and exchanges on the situation of civil society and human rights defenders with EU institutions and bodies and intergovernmental organisations; ➢ Facilitation of support and capacity-building for civil society, including through webinars. 	<ul style="list-style-type: none"> ➢ Paper on challenges facing civil society, with a particular thematic focus; ➢ Annual online meeting with the Platform & meeting report; ➢ Meetings (in-person or online) with national organisations in the Platform in EU Presidency countries; ➢ Thematic meetings/webinars (in-person or online) with relevant civil society organisations, including on civic space issues, and with Roma organisations in relation to FRA's Roma work; ➢ Summaries analysing results of consultations with the Platform.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➢ Civil society organisations ➢ EU institutions and bodies ➢ EU Member States ➢ International organisations ➢ Media ➢ Academia

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	80,000	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	30,000	-	30,000
<i>SNEs</i>	<i>Communications & Events</i>	50,000	-	-
Total	Total	160,000	-	30,000

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

Programme: SUPPORTING HUMAN RIGHTS SYSTEMS Projects and activities covering all area of activity	PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The FRA regulation stipulates that the Agency shall cooperate with and coordinate its activities with relevant EU institutions, bodies, offices and agencies; the Organisation for Security and Cooperation in Europe (OSCE), esp. the Office for Democratic Institutions and Human Rights (ODIHR), the United Nations and other international organisations; as well as with the Council of Europe. All of these are key beneficiaries of FRA's evidence, expertise and advice.

Under this project, the Agency provides advice and expertise that cut across all its areas of work to feed fundamental rights considerations into law and policy making in a timely manner. Activities take the form of written inputs to, and oral presentations in European Parliament hearings, meetings of the Council and its preparatory bodies, Commission expert groups, the European Committee of the Regions (CoR) and European Economic and Social Committee (EESC), or in meetings of international organisations. In addition, the Agency takes part in various networks of EU agencies, including the Justice and Home Affairs Agencies' network and the EU agencies' network on scientific advice (EU-ANSA), to create synergies with EU agencies operating in related fields.

Under this project, the Agency also conducts foresight analysis in the area of fundamental rights to ensure that it can anticipate and respond adequately to changes in the EU policy environment and its related policy cycles.

The structured and regular exchanges with institutions, agencies and other organisations at the EU and international levels within the framework of this project help the Agency define, develop and coordinate its strategic priorities and activities. Combined with foresight analysis, these exchanges help to ensure the policy relevance and timeliness of the Agency's activities and outputs, as well as their complementarity with those of institutions, agencies and other organisations at the EU and international levels the Agency works with.

PROJECT OBJECTIVES

- Ensure efficient coordination of activities and cooperation between the Agency and institutions, agencies and other organisations at the EU and international levels;
- Provide timely evidence, advice and expertise to institutions, agencies and other organisations at the EU and international levels to feed fundamental rights considerations into law and policy making;
- Conduct policy relevant foresight analysis in the area of fundamental rights.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Cooperation and coordination between the Agency and institutions, agencies, offices and other organisations at the EU and international levels; ➤ Provision of assistance and expertise at the EU and international levels, including through written inputs and oral presentations in European Parliament hearings, meetings of the Council and its preparatory bodies, Commission expert groups, the European Committee of the Regions (CoR) and European Economic and Social Committee (EESC), or meetings of international organisations; ➤ Participation in consultations, meetings and events of institutions, agencies, offices and other organisations at the EU and international levels; ➤ Foresight analysis in the area of fundamental rights. 	<ul style="list-style-type: none"> ➤ Contributions to EU institutions; ➤ Contributions to EU agencies, bodies and offices; ➤ Contributions to international organisations; ➤ Briefing paper(s) on the basis of foresight analysis in the area of fundamental rights.
TARGET GROUPS AND BENEFICIARIES	
	<ul style="list-style-type: none"> ➤ EU institutions ➤ EU agencies and bodies ➤ International organisations

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>	-	-	-
		<i>Technical Assistance & Capacity building</i>	-	-	-
	<i>Temporary Agents</i>	<i>Institutional Cooperation & Networks</i>	120,000	-	30,000
	<i>Contract Agents</i>	<i>Communications & Events</i>	10,000	-	30,000
	<i>SNEs</i>				
	Total	Total	130,000	-	60,000

D.1.5 - Providing assistance and expertise on the EU Charter of Fundamental Rights

<i>Programme: SUPPORTING HUMAN RIGHTS SYSTEMS Projects and activities covering all area of activity</i>	PRIORITY 1	<i>Start date: 01/01/2019</i>	<i>STATUS : ongoing</i>	<i>TYPE: multiannual</i>
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

The EU Charter is the EU’s bill of rights. The FRA regulation lists the Charter as the main reference framework for FRA’s work (Recitals 2 and 9). The Agency’s work on the Charter takes place in close cooperation with the EU institutions, the European Commission in particular, and other relevant stakeholders. The recent 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.

To target its assistance on the use of the Charter on actual needs, FRA builds on its own unique and periodic FRANET data collection and analysis regarding gaps in the application of the Charter at national level. Since 2013, the Agency’s annual Fundamental Rights Reports 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 important evidence base for the European Commission annual report on the Charter and the Council conclusions on the Charter.

In terms of capacity building the Agency carries out targeted training activities, especially in cooperation with NHRIs and Equality Bodies and their networks ENNHRI and Equinet, with legal professionals’ networks, as well as for the European Parliament and the Presidencies of the Council of the EU.

The Agency’s existing tools relating to the Charter include: a handbook on the applicability of the Charter at national level, Charter ‘country-sheets’ for all EU Member States, a Charter e-guidance (an online Charter tool for judges and other legal practitioners), Charter cases studies and the online database Charterpedia bundling Charter relevant information and data.

PROJECT OBJECTIVES

- Contribute to the implementation of the European Commission’s Charter Strategy within the scope of FRA’s mandate;
- 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;
- Promote the EU Charter and its use at national and subnational levels through strengthening the capacity of National Human Rights Institutions and Equality Bodies and relevant (legal) target audiences to apply the Charter.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Collecting and analysing data on the use of the Charter; ➤ Continuous updating of Charterpedia; ➤ Expert contributions to EU and national events relating to the Charter; ➤ Providing relevant networks and institutions, including professional umbrella organisations and National Human Rights Institutions and Equality Bodies with expertise, training material, and e-learning on the Charter; ➤ Training on demand in cooperation with relevant training providers and networks of legal professionals; ➤ Continued promotion of FRA’s Charter products, including the Handbook, Charterpedia, country sheets, Charter e-guidance, Charter e-case studies and educational videos. 	<ul style="list-style-type: none"> ➤ Chapter on the Charter in FRA’s annual Fundamental Rights Report; ➤ Updated Charterpedia database; ➤ Expanded Charter training material (with up new Charter case studies in additional thematic areas); ➤ Further translations of the Charter e-guidance tool and Charter training material (depending on budget availability); ➤ On-demand training events on the Charter in cooperation with multipliers and stakeholders, including with the European Judicial Training Network, the Council of Bars and Law Societies of Europe (CCBE), the Academy of European Law (ERA), ENNHRI and Equinet; ➤ Educational Charter videos and tutorials on FRA Charter material.

TARGET GROUPS AND BENEFICIARIES

- EU institutions
- EU Member States
- Statutory bodies with a human rights and/or equality remit
- Civil society organisations and academia

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	80,000	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	40,000	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	20,000	-	-
<i>SNEs</i>	<i>Communications & Events</i>	50,000	-	50,000
Total	Total	190,000	-	50,000

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

<i>Programme: SUPPORTING HUMAN RIGHTS SYSTEMS</i> <i>Projects and activities covering all area of activity</i>	<i>PRIORITY 1</i>	<i>Start date:</i> <i>01/01/2017</i>	<i>STATUS:</i> <i>ongoing</i>	<i>TYPE:</i> <i>multiannual</i>
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

In addition to all the EU Member States, the EU itself is party to the United Nations Convention on the Rights of Persons with Disabilities (CRPD). For each party to the CRPD, there is a requirement to designate a framework, including “independent mechanisms [...] to promote, protect and monitor implementation” (Article 33 (2)). The EU’s framework is composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA (Council of the EU, Revised EU-level Framework Required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities, 6170/17, 9 February 2017). The framework cooperates and coordinates its activities with the work of the 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 in accordance with Regulation 168/2007 and the Multi-annual Framework (MAF). In particular it can address disability as part of the thematic area of anti-discrimination, but also through other thematic areas following a cross-cutting approach.” On monitoring, it notes that the Agency “independently collects and analyses data within the limits of its mandate. Providing such data in an independent manner will be its main task in the framework. In this context the [Agency] also develops indicators and benchmarks to support the monitoring process.”

In 2023, the Agency will continue to assist national frameworks in developing indicators based on national needs based on past research and a 2022 paper on indicators related to the CRPD. The Agency will conduct research on voting rights with a view to publishing a 2024 update of its paper on disability related voting rights restrictions ahead of the 2024 European Parliament elections. FRA will also contribute to the promotion of the CRPD by mainstreaming disability within other thematic areas of the Agency’s work and by promoting the rights of persons with disabilities through its awareness-raising activities. It will take steps to ensure that its internal processes are accessible to persons with disabilities.

FRA will, as relevant and requested, support the European Commission in delivering on the new Disability Strategy, including by providing evidence on experiencing of persons with disabilities in the EU based on its available research findings.

PROJECT OBJECTIVES

- Contribute to 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 such as research and data collection, capacity building, cooperation and communication activities.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➢ Organising capacity-building events with national CRPD monitoring frameworks on indicator frameworks for monitoring the implementation of the CRPD; ➢ Researching voting rights restrictions for persons with disabilities; ➢ Participation in Framework meetings and other relevant meetings representing the Framework; ➢ Providing input to other projects in the Agency to ensure that persons with disabilities and their concerns are considered in data collection and other FRA activities. 	<ul style="list-style-type: none"> ➢ Up to three national events to assist national monitoring mechanisms in enhancing indicator frameworks for monitoring of the implementation of the CRPD; ➢ Up to three translations of the paper on indicators to measure CRPD implementation, produced in 2022.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➢ EU institutions ➢ EU Member States ➢ United Nations (CRPD Committee, UN Special Rapporteur) ➢ National CRPD monitoring mechanisms ➢ Civil society organisations ➢ Persons with disabilities (including organisations for persons with disabilities)

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	15,000	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	15,000	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	10,000	-	-
<i>SNEs</i>	<i>Communications & Events</i>	20,000	-	-
Total	Total	60,000	-	-

D.1.7 - Providing technical assistance to national bodies involved in assessing fundamental rights compliance of EU funds

Programme: SUPPORTING HUMAN RIGHTS SYSTEMS Projects and activities covering all area of activity	PRIORITY 1	Start date: 01/01/2021	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

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).

In the past, the European Commission had invited the Agency to contribute to training provided to national management authorities of European Structural and Investment Funds (ESIF). For this purpose, FRA developed and piloted, with European Commission officials, training modules for monitoring the 'ex-ante conditionalities' of the previous ESIF period concerning fundamental rights and Roma inclusion, especially as regards non-discrimination. These trainings were conducted in 2016 and 2017. This project will continue to build on the experience gained through this exercise, working closely with the European Commission and independent bodies with a human rights and equality remit, such as National Human Rights Institutions and Equality Bodies, as well as with the managing authorities for the funds. The project will draw on the Agency's broad expertise and experience on the Charter, equality data, Roma inclusion, and the rights of persons with disabilities.

FRA's added value in this context is its fundamental rights expertise and experience with related technical assistance. The Agency maintains close cooperation with statutory human rights bodies, and their networks, which will facilitate transnational sharing of experiences. The project draws on the Agency's capacity-building activities on the Charter and in relevant thematic areas (Roma, disability, equality).

Started through research in 2021, this project seeks to develop the capacity of national actors to fulfil the requirements of the Common Provisions Regulation through a rights-based approach. In 2023, FRA will publish a document summarising its findings on the fundamental rights aspects of the funding cycle, focusing on the role of independent bodies with a human rights / equality remit. It will continue capacity building activities for such bodies. This project will also gather relevant information to provide inputs to the European Commission on the implementation of the 'enabling conditions'.

PROJECT OBJECTIVES

- Provide technical assistance to 'fundamental rights bodies', in particular national statutory bodies with a human rights / equality remit, to support their capacity to participate effectively in partnerships and monitoring committees when it comes to fundamental rights;
- Support a rights-compliant implementation of the EU funds.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➢ Drafting of document summarising findings in relation to the role of national bodies with a human rights and equality remit in the EU funding cycle; ➢ National capacity building events for bodies with a human rights and equality remit on how to protect fundamental rights in relation to EU funds. 	<ul style="list-style-type: none"> ➢ Report on role of national bodies with a human rights and equality remit in the EU funding cycle published and key findings translated (depending on budgetary availability) ➢ Reports from national capacity building events with bodies with a human rights and equality remit; ➢ Compendium with a compilation of principles and promising practices of monitoring fundamental rights in the use of EU funds, translated (depending on budgetary availability) ➢ Transnational launch conference for project findings.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➢ EU institutions ➢ EU Member States (managing authorities of EU funds) ➢ Statutory bodies with a human rights and/or equality remit

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources		1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>		-	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>		80,000	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>		40,000	-	-
<i>SNEs</i>		<i>Communications & Events</i>		60,000	-	50,000
Total		Total		180,000	-	50,000

D.1.8 - Bodies of the Agency

Programme: **SUPPORTING HUMAN RIGHTS SYSTEMS**
Projects and activities covering all area of activity

PRIORITY 1

Start date:
01/01/2007STATUS:
ongoingTYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This activity concerns relations with and between the Bodies of the Agency. It includes the organisation of Management Board (MB) meetings, Executive Board (EB) Meetings, Scientific Committee (SC) meetings and meetings of MB members in working groups. In 2023, in addition to the statutory meetings, it is expected that the Management Board Chairperson will convene a further extraordinary meeting of the Management Board to deal with urgent issues of programming, planning and governance.

The budget for this project includes the translation and interpretation costs associated with the MB and EB, and the translation of the call for expression for a new SC into all EU languages.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to all FRA Strategic Priorities.

PROJECT PLAN FOR 2023

ACTIVITIES

- Organisation of Management Board and Executive Board meetings;
- Organisation of Scientific Committee meetings;
- Continued communication with the Bodies;
- Follow-up to Management Board Decisions and Scientific Committee Opinions;
- Finalisation of selection and appointment of FRA Scientific Committee;
- Translations of Management Board documents.

OUTPUTS

- Management Board Meetings (3);
- Executive Board Meetings (4);
- Strategic Retreat for the Board (1);
- Scientific Committee Meetings (4);
- Management Board decisions;
- Director's report to the Board (3);
- Scientific Committee Opinions.

TARGET GROUPS AND BENEFICIARIES

- Management Board
- Scientific Committee

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
			<i>Research and Data</i>	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>	220,000	-	40,000
<i>SNEs</i>		<i>Communications & Events</i>	-	-	-
Total		Total	220,000	-	40,000

D.1.9 – Mapping and tracking developments regarding the fundamental rights structure in Member States

Programme: **SUPPORTING HUMAN RIGHTS SYSTEMS**
Projects and activities covering all MAF areas

PRIORITY 1

Start date: 01/01/2023

STATUS: **NEW**

TYPE: **Multiannual**

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The fundamental rights situation in the EU heavily depends on the existence, the mandate, the capacity and the efficiency of the institutional 'landscape' that exists in the Member States, including the statutory human rights and equality bodies and the relevant procedural mechanisms in place. A wide array of actors and institutions protecting and promoting fundamental rights exists at all levels of governance - be it local, regional, national, supranational, and international. Building on FRA's Focus paper Bringing rights to life: The fundamental rights landscape of the European Union (2012), this project aims at mapping structures protecting fundamental rights in EU Member States (and countries participating as observers with FRA). Whereas fundamental rights obligations originate to a significant extent from international and EU law, the institutions responsible for monitoring their implementation, providing redress, and promoting their application are to a very large extent located at national (and sometimes at regional and local) level. For human and fundamental rights obligation stemming from the international and European level to become a reality on the ground these national human rights bodies and mechanisms at the various levels are key.

The diversity that exists in the landscape of fundamental rights structures calls for mutual learning to keep improving the structures that are key to the protection and promotion of fundamental rights in many EU policy areas. To facilitate such mutual learning and exchange of experiences, this project will map existing structures in EU Member States (and States holding observer status with FRA). The focus will lie on fundamental rights specific State structures and institutions, including quasi-judicial human rights bodies and human rights commitments by the subnational level where existing (e.g. through human rights cities). Yet, it will not cover general State structures such as courts or parliaments. The project will also map related policies, such as human rights action plans, sectorial strategies, or specific initiatives related to EU fundamental rights law such as awareness-raising policies aimed at enhancing reporting of discrimination to an equality body for example. Finally, the project will examine the feasibility of developing methods or indicators that would allow for comparative assessment and identification of trends regarding such fundamental rights structures.

The project draws on FRA research on statutory human rights and equality bodies and will complement EFRIS. It will also offer the opportunity to better reflect developments in the fundamental rights infrastructure in the Fundamental Rights Report in the future.

PROJECT OBJECTIVES

- Develop a tool (or tools) that provide(s) easy access to regularly updated information regarding developments in the fundamental rights landscape in EU Member States

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to all FRA Strategic Priorities 2018-2022, especially priority number 5.

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Map existing fundamental rights relevant institutional structures, mechanisms and related policies at national and subnational level; ➤ Map international and EU law and policies aiming at the establishment and/or the strengthening of such structures, mechanisms and policies; ➤ Develop methods, indicators and standards to improve the identification and comparability of such structures and related policies. 	<ul style="list-style-type: none"> ➤ Mapping of fundamental rights relevant structures, mechanisms and related policies at national level; ➤ Internal feasibility assessment how to best design and maintain such a periodically updated 'fundamental rights landscape tracker'.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU institutions ➤ EU Member States ➤ International organisations ➤ Civil society ➤ Statutory human rights and equality bodies

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	80,000	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	15,000	-	30,000
<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
Total	Total	95,000	-	30,000

Programme

COMMUNICATING RIGHTS

Projects and activities covering all area of activity

In this area of activity, FRA will implement projects that cover all MAF areas. With the aim of an integrated and holistic approach to its communication activities, the Agency makes use of resources and synergies from different units. Effectively communicating fundamental rights to promote the values and freedoms of today's societies in the European Union will remain at the core of the Agency's work in 2023. In its communication activities, FRA will pay particular attention to an adequate representation of issues and topics related to gender, rights of the child and persons with disabilities. By systematically implementing its revised '10 keys to effectively communicating human rights', the Agency will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations. To do so, it will draw on key FRA deliverables that report on the fundamental rights situation in the EU and its Member States, including its annual Fundamental Rights Report. The report reviews the major fundamental rights developments in the EU and Member States, identifying both achievements and areas of concern, as they unfolded from January to December 2022. Every chapter concludes with policy-relevant opinions based on the evidence identified and analysed in the report. FRA will continue to intensify its convening power to create a safe and inclusive space for dialogue on pressing human rights issues, bringing together key human rights actors and a truly diverse range of voices from across politics, civil society, businesses, trade unions, the arts and sports. In 2023, the Agency will continue its Fundamental Rights Dialogues, including other population groups in addition to young people, leading to its fourth Fundamental Rights Forum planned for 2023. The Forum, periodically organised by FRA, provides a platform for the human rights conversations in Europe to shape future policies. It provides a unique space for sharing knowledge and promising practices, as well as creating new partnerships, among a variety of stakeholders including young people, professionals from fields other than human rights. Above-mentioned issues will be addressed in 2023 by including the following:

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

To maximise the impact of its work through smart communication, the Agency will build on the expertise gained through its Human Rights Communicators Network to relate the communication of its findings to people's experiences to build wider support for human rights, including among young people. The Agency also continues to be an active part of the EU Agencies and particularly the JHA Agencies network in the communication area. It will promote systematically its survey findings on immigrants and their descendants, Roma and Travellers, as well as on antisemitism through its multiple channels, using its online and offline means. Furthermore, FRA will intensify its communications on arising fundamental rights issues in the digital age in hindsight of the 2020 Coronavirus pandemic with its digital surge.

E.1.1 – Annual Reports

Programme: COMMUNICATING RIGHTS Projects and activities covering all areas of activity	PRIORITY 1	Start date: 01/01/2022	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Data collection, analysis and drafting; ➤ Production, translation and dissemination; ➤ Targeted communication activities at EU and national level 	<ul style="list-style-type: none"> ➤ Fundamental Rights Report; ➤ Summary report with opinions in all EU languages plus Albanian, Macedonian and Serbian; ➤ Online component of the publication; ➤ 2 to 3 national events; ➤ Annual Activity Report.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ EU Institutions, bodies and agencies ➤ National Ministries ➤ National Parliaments ➤ National Human Rights Institutions & Equality Bodies ➤ Civil society organisations ➤ International organisations

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources		1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>		315,000	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>		-	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>		-	-	-
<i>SNEs</i>		<i>Communications & Events</i>		165,000	-	50,000
Total		Total		480,000	-	50,000

E.1.2 – Raising awareness and effectively promoting rights

Programme: **COMMUNICATING RIGHTS**
Projects and activities covering all areas of activity

PRIORITY 1

Start date:
01/01/2018

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

EU institutions and Member States have stressed the need to communicate and raise awareness of fundamental rights. The Agency will continue to develop a range of activities to fulfil this need based on the revised '10 keys to effectively communicating rights', which guide the Agency in its own communication work. To this end, FRA has set up a 'Communicating rights Programme', also to ensure the mainstreaming of issues and topics related to gender, children and youth, and persons with disabilities in all of the Agency's Communication activities.

In 2023, the Agency will further promote and expand its online toolkits, particularly its e-learning platform Moodle, to build capacity among its stakeholders. The Agency will also continue to strategise its cooperation with communicators from national human rights institutions, equality bodies and civil society organisations. The Agency will further expand its e-learning platform to develop other online training modules, for example on preventing unlawful ethnic profiling or the protection of children in migration.

FRA will organise two major events, convening specific stakeholders, in particular senior officials at EU and national level, as well as civil society, on issues related to fundamental rights, which are of particular importance in the EU policy agenda.

The Agency will continue to communicate fundamental rights, based on set communication priorities for 2022 and informed by its survey and research findings. This will include social media campaigns to promote on the one hand the outcome of specific projects and on the other more generally fundamental rights. In this context, FRA has established a closed Facebook group of human rights communicators to exchange information and experiences on human rights communication. The Agency intends to organise and participate at face-to-face meetings of human rights communicators.

In parallel, the Agency intends to explore the potential for developing an online blog where staff will be able to publish blogs not directly related to the Agency's specific outputs. Senior agency staff will moderate this activity.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES

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

OUTPUTS

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

TARGET GROUPS AND BENEFICIARIES

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

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources		1 st priority	2 nd priority	3 rd priority
		<i>Research and Data</i>		-	-	-
		<i>Technical Assistance & Capacity building</i>		-	-	-
		<i>Institutional Cooperation & Networks</i>		-	-	-
		<i>Communications & Events</i>		250,000	-	100,000
	Total		Total	250,000	-	100,000

E.1.3 – Production and dissemination of FRA output

Programme: **COMMUNICATING RIGHTS**
Projects and activities covering all areas of activity

PRIORITY 1

Start date:
01/01/2020

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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 appropriate format through the appropriate channels including FRA's social media channels. Communication priorities set for 2023 will guide the Agency's communication and dissemination, ensuring a coherent approach across the wide range of activities. In its communication and dissemination activities, the Agency will pay particular attention to gender, children and youth, and the needs of persons with disabilities

Production and dissemination activities are carried out both online and offline (print). In this context, a great number of research-related deliverables are produced – as listed under the different project fiches outlined in the previous sections. The Agency uses strategic communication services to ensure timely, relevant and high impact driven dissemination of its findings.

In addition, the Agency will continue to produce a number of information products, including awareness-raising material, and disseminate it to the Agency's stakeholders.

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES

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

OUTPUTS

- FRA website;
- Data explorer (visualisation) for selected surveys;
- Social media communication;
- Translations of outputs into EU languages;
- Corporate visual identity and branding;
- Media monitoring;
- Communication products;
- Various types of print material;
- Dissemination and stock management;
- E-learning platform Moodle;
- Media

TARGET GROUPS AND BENEFICIARIES

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

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
			<i>Research and Data</i>	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>		<i>Communications & Events</i>	550,000	-	150,000
Total		Total	550,000	-	150,000

E.1.4 - Fundamental Rights Forum

Programme: **COMMUNICATING RIGHTS**
Projects and activities covering all areas of activity

PRIORITY 1

Start date:
01/01/2021

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency will organise in 2023 for the fourth time its Fundamental Rights Forum as a two-day hybrid event in Vienna, Austria. As the Fundamental Rights Forum 2021, the Forum in 2023 will again be hybrid and reach out online. It will bring together a great number of participants in-person and online, ranging from grass-root practitioners, including a significant role for young people, to leading European policy- and lawmakers.

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, the arts and sports to deliver answers to those challenges shaping critical human rights agenda.

Across all ages, sector and experiences, the Forum will host intense debates and workshops, capacity building, masterclasses, and skills' and knowledge exchange – in short, it will be the human rights marketplace of valuable new ideas, tools, connections and experiences in 2023.

Discussions at the Forum contribute to major debates, concerning EU policy priorities and initiatives that affect fundamental rights. They address heads-on major fundamental rights challenges that can provide tangible input to EU policy cycles and relevant reports on the state of fundamental rights in the EU.

Building on its previous fora, the Agency will continue in 2023 to provide opportunities for networking and enhancing partnerships between rights holders, in particular youth, their diverse communities and human rights bodies and EU institutions through virtual events and its Fundamental Rights Dialogues.

PROJECT OBJECTIVES

- Contributing to improve the state of human rights and empower the human rights architecture in the EU
- Inspiring innovative and solution-oriented debates among duty bearers, rights holders and others at EU, national, European and global level
- Providing a forum for networking and for sharing ideas and promising practices
- Facilitating interaction among FRA's stakeholders and explore new, innovative ways to engage with them

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Implementation of the calls for actions of the Fundamental Rights Forum 2021; ➤ Organising three Fundamental Rights Dialogues to continue to inform fundamental rights discussions; ➤ Strategic communication activities to maximise reach and engagement with stakeholders and target audiences 	<ul style="list-style-type: none"> ➤ 4th Fundamental Rights Forum ➤ 3 Fundamental Rights Dialogues; ➤ Forum website ➤ Audio-visual material
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ International and intergovernmental human rights organisations ➤ Policymakers (EU, national, regional/local level) ➤ Lawmakers (EU and national) ➤ Human rights bodies (NHRIs, equality bodies) ➤ Human rights experts and think tanks ➤ Civil society organisations, including religious and faith-based NGOs, as well as the arts ➤ Service sector and victim support organisations and networks ➤ Business sector and industries, including social partner organisations ➤ Youth organisations and influencers

RESOURCES PLANNED FOR 2021

Human Resources	Financial Resources	1 st priority	2 nd priority	3 rd priority
	<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	-
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>	<i>Communications & Events</i>	150,000	-	50,000
Total	Total	150,000	-	50,000

OTHER OPERATIONAL ACTIVITIES – Title III

O.1.1 Performance, Monitoring and Evaluation

<i>Projects and activities covering all areas of activity</i>	<i>PRIORITY 3</i>	<i>Start date: 01/01/2017</i>	<i>STATUS: ongoing</i>	<i>TYPE: multiannual</i>
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ 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. 	<ul style="list-style-type: none"> ➤ Evaluation Reports
TARGET GROUPS AND BENEFICIARIES	

RESOURCES PLANNED FOR 2023

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

OTHER OPERATIONAL ACTIVITIES – Title III

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

<i>Projects and activities covering all areas of activity</i>	PRIORITY 1	<i>Start date:</i> 01/01/2018	<i>STATUS:</i> ongoing	<i>TYPE:</i> multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

PROJECT OBJECTIVES

- All FRA objectives may be addressed through this activity.

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to all FRA Strategic Priorities.

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Data collection, communication and stakeholder communication activities.
TARGET GROUPS AND BENEFICIARIES	

RESOURCES PLANNED FOR 2023

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

OTHER OPERATIONAL ACTIVITIES – Title IV

F.1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021

TITLE IV - Other operational activities *PRIORITY 3* *Start date: 01/01/2018* *STATUS: ongoing* *TYPE: multiannual*

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows the exchange of letters on the implementation of the administrative cooperation arrangement between the Financial Mechanism Office (FMO) and the European Union Agency for Fundamental Rights (FRA), under the EEA and Norwegian Financial Mechanism 2014-2021, which was signed on 14 December 2017. Under the scope and objectives agreed in the exchange of letters implementing the cooperation arrangement, FRA shall act in the role of International Partner Organisation (IPO) and advise the national level Programme Operators of the programme "Roma inclusion and empowerment" in Greece, the programme "Human rights, Roma inclusion and domestic and gender-based violence" in the Czech Republic, and a programme in a third beneficiary state of the Grants. Since the Grants announced in July 2021 that no programmes will be implemented in Hungary in the current financial mechanism period, FRA and the Grants engaged in alternative cooperation activities during 2022.

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

PROJECT OBJECTIVES

- Provide advice and technical assistance to the FMO, Donors of the EEA and Norway Grants, and national level Programme Operators on programme development and programme implementation in at least two Beneficiary States
- Provide overall strategic advice to the FMO and Donors on the feasibility and scope of potential programmes
- Share promising practices and other findings resulting from FRA research with Programme Operators and the FMO

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES

- Programme development support through advice and input to Concept Note, Programme agreement development and participation in kick-off, programme and stakeholder meetings;
- Programme implementation support, through participation in Cooperation Committees, advice on and selection of projects;
- Other strategic cooperation, including in the field of communication and civil society development;
- Provision of strategic advice to EU Member State Programme Operators, the FMO and Donors in applying EU standards on fundamental rights;
- Annual Meeting between FRA and the Grants and other meetings to facilitate cooperation, including at the operational level, and regarding coordination with other International Partner Organisations as necessary.

OUTPUTS

- Advice and technical assistance provided to programmes in the Czech Republic and Greece;
- Strategic advice provided to the FMO and Donors through written and oral inputs;
- Contributions to programme development and implementation meetings and documents, including through membership in Programme Cooperation Committees and Selection Committees.

TARGET GROUPS AND BENEFICIARIES

- EU Member State authorities, institutions, other bodies, civil society organisations and Roma communities in at least two beneficiary states of the EEA and Norway Grants.

RESOURCES PLANNED FOR 2023

Human Resources		Financial Resources	1 st priority	2 nd priority	3 rd priority
			<i>Research and Data</i>	-	-
	<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	107,143
	<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
	<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
	Total	Total	-	-	214,286

OTHER OPERATIONAL ACTIVITIES – TITLE IV

F.1.2 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building

TITLE IV - Other operational activities	PRIORITY 3	Start date: 01/06/2020	STATUS: ongoing	TYPE: multiannual
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POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project focuses on strengthening the capacity-building abilities of the Greek Ombudsperson, so that it can better achieve its purposes relating to the protection of fundamental rights and the promotion of non-discrimination and equal treatment. European Commission Recommendation on standards for equality bodies C(2018)3850, builds on the Commission’s commitment to encourage and help Member States to improve their capacity to enforce EU legislation and provide remedies to ensure that individuals and groups discriminated against and protected by EU law can fully enjoy their rights. Furthermore, the Strategy to strengthen the application of the EU Charter COM(2020)711final highlights the role of national human rights institutions in ensuring that EU funded programmes are designed and implemented in compliance with the Charter, including through technical assistance for national and local staff to design and implement programmes in a Charter compliant manner.

The project is implemented together with the Greek Ombudsperson under the Programme ‘Good Governance, Accountable Institutions and Transparency’ of the EEA and Norway Grants Financial Mechanism 2014-2021 in Greece, with FRA acting as an international project partner. In this role, FRA will first provide advice and expertise to strengthen the capacity-building abilities of the Ombudsperson’s staff through the provision of reports on the situation, tools and training, mainly on the EU Charter for Fundamental Rights and its implementation, relevant data and EU law and case law as contained in FRA’s handbooks and reports. Secondly, FRA will contribute to strengthening the outreach of the Ombudsperson’s office to relevant public authorities, selectively joining fundamental rights workshops with public authorities organised by the Ombudsperson. FRA will also support the Ombudsperson’s cooperation with civil society organisations and regional and local authorities, which could benefit from the use of FRA’s Charterpedia and EFRIS, for instance.

This project complements project F 1.3 by strengthening the Ombudsperson’s capacity-building abilities beyond the fields of migration and asylum. Given the Ombudsperson’s mandate as the national equality body, the project will have a strong focus on the protection against discrimination and the promotion of equality of groups of persons particularly vulnerable to violations of EU anti-discrimination law, including to multiple discrimination, and likely victims of various forms of violence, such as women, children, and persons with disabilities.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Data collection and analysis relating to the application of the Charter in Greece; ➤ Conduct of workshops with Ombudsperson’s staff regarding the application of the EU Charter and law and case law as contained in FRA’s handbooks and reports, Charterpedia, and EFRIS; ➤ Translation of FRA publications and development of tools to facilitate the use of FRA’s findings and opinions in capacity-building activities; ➤ Selective participation in capacity-building meetings of Ombudsperson’s staff with public authorities and CSOs.. 	<ul style="list-style-type: none"> ➤ Three reports on the situation of fundamental rights and application of the Charter in Greece; ➤ Translation to Greek of FRA reports on hate crime reporting and criminal detention conditions and Charter tools into Greek; ➤ Training events for Greek Ombudsperson’s staff and contributions to workshops organised by Ombudsperson with public authorities in the regions.
	TARGET GROUPS AND BENEFICIARIES
	<ul style="list-style-type: none"> ➤ Greek Ombudsperson staff ➤ Greek public authorities ➤ Civil society organisations (CSOs) active in Greece

RESOURCES PLANNED FOR 2023

Human Resources	Financial Resources	1st priority	2nd priority	3rd priority
	<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>	<i>Technical Assistance & Capacity building</i>	-	-	147,014
<i>Contract Agents</i>	<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>	<i>Communications & Events</i>	-	-	-
Total	Total	-	-	147,014

OTHER OPERATIONAL ACTIVITIES – TITLE IV

F.1.3 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims

TITLE IV - Other operational activities | PRIORITY 3 | Start date: 01/09/2021 | STATUS: new | TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The pre-defined project financed by the EEA/Norway Financial Mechanism aims at ensuring an effective and accessible criminal justice system for victims of crime with a specific focus on victims of hate crime and child victims. FRA’s component will seek to improve the understanding of the contexts in which hate crimes and crimes against children take place, the factors that discourage the victims from reporting such cases – and improve reporting of hate crime. For that purpose, the capacity of respective institutions at national, county and local level will be improved so that victims of crime, especially children and Roma, can benefit from a more effective and efficient justice system without any revictimization. Hate crime against Roma and Roma children as victims of will be a horizontal priority addressed in all elements of the project. The project will contribute to strengthening the relation between relevant national authorities investigating and prosecuting hate crime. It will benefit from the outcomes of other relevant projects addressing the issues of hate crime and children as victims being implemented in Romania, such as the Project “Integrated action for combating hate crimes, particularly against Roma communities, and ensuring a high quality standard of police service” under the Norwegian Financial Mechanism with the Ministry of Interior.

The project will contribute to addressing barriers and gaps in the response of the national authorities to hate crime, its victims and child victims. In particular, it will:

- build capacities among national authorities, the equality body, ombudsperson and CSOs, to encourage reporting of hate crime, with a particular focus on such crimes targeting Roma communities;
- review the current practices of recording and collecting hate crime data and suggest relevant changes;
- build capacities of the Romanian Prosecutor’s Office and other relevant authorities regarding investigation of hate crime, victims’ needs assessment and treatment of victims and child victims in criminal proceedings, with focus on Roma.

FRA’s work will focus on two strands: hate crime and children as victims of crime. Vulnerability of Roma will be a horizontal dimension addressed in both strands. FRA will produce two assessment studies of the existing situation (legal, policy, and on the ground): one in regards to hate crime (with focus on Roma and LGBTI persons) and one on the treatment of child victims in criminal proceedings. Based on the studies’ findings, the foreseen activities will be adjusted as needed. The Prosecutor’s Office of Romania will convene relevant stakeholders – based on FRA’s institutional suggestions. These would include police officers, prosecutors, judges as well as CSOs. The project draws on FRA’s relevant research and expertise on children and justice, hate crime, as well as Roma and antigypsyism. In addition to the two studies, as part of the project, FRA will

- Contribute to the background research for the project and support the establishment of online ‘Community of Practice’ of professionals working in the area of hate crime and children as victims of crime
- Develop guidance for conducting hearings and awareness raising activities and contribute to trainings and the development of training modules

Develop innovative methods for qualitative data collection that would allow for capturing rights holders’ perspective and help better understand the context in which hate crime and crime against children takes place.

PROJECT OBJECTIVES

To provide technical assistance to and build capacity of Romanian authorities in the area of hate crime and child victims, with a focus on Roma.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2023

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> ➤ Desk research and analysis of available information on the situation in regard to hate crime and children as victims of crime ➤ Analytical review and critical assessment of the current procedures and practices in collecting disaggregated data on hate crime and children as victims of crime ➤ Qualitative data collection based on a collection of structured interviews and personal narratives to inform the baseline study and the gap analysis on criminal justice responses to hate crime and victims of hate crime ➤ Developing training packages and trainings on hate crime ➤ Co-draft common standards for interviewing children ➤ Co-develop training modules and education material for the training courses on interviewing children and awareness raising of children rights ➤ Support training of professionals to ensure child-friendly judicial proceedings 	<ul style="list-style-type: none"> ➤ Guidelines on identifying, investigation and prosecution of hate crime, including recommendations on improving reporting and recording data on hate crime ➤ Guide on investigation and prosecution of crimes against children ➤ Communication materials (presentations and other inputs) prepared and disseminated ➤ Training modules and education material developed, using different channels of communication (print, online, videos) ➤ Trainings to prosecutors and other relevant stakeholders channels of communication (print, online, videos)
TARGET GROUPS AND BENEFICIARIES	

RESOURCES PLANNED FOR 2023-2024

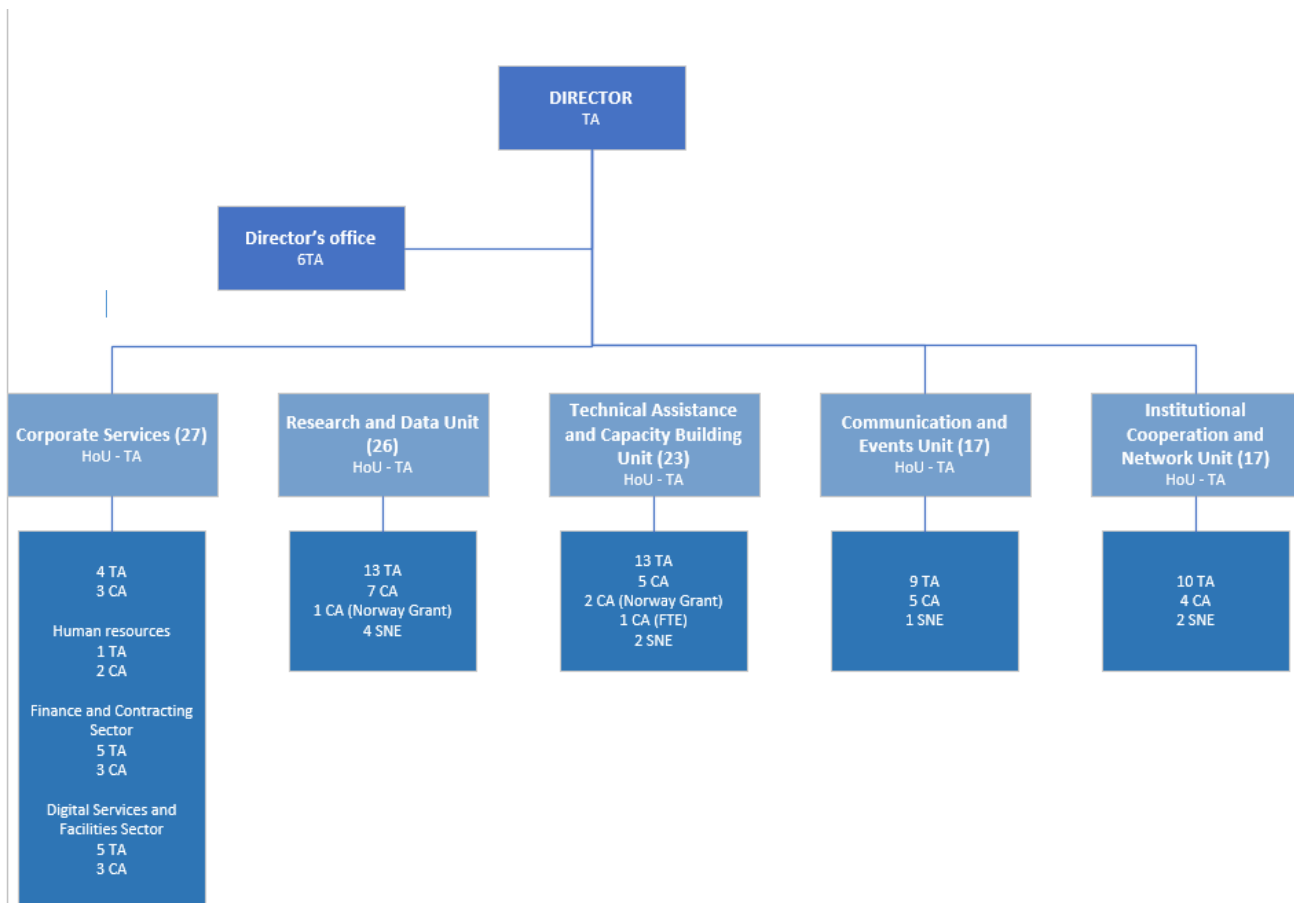
Human Resources		Financial Resources	1st priority	2nd priority	3rd priority
		<i>Research and Data</i>	-	-	-
<i>Temporary Agents</i>		<i>Technical Assistance & Capacity building</i>	-	-	50,000
<i>Contract Agents</i>		<i>Institutional Cooperation & Networks</i>	-	-	-
<i>SNEs</i>		<i>Communications & Events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

SECTION 4
 ANNEXES

ANNEX I: Organisational Chart

Organisational structure

The structure of the Agency - since last adopted on 16 November 2018 - is composed by the Director with his Director's Office (including (a.o.), the Scientific Adviser, Adviser on Communication and Accounting Officer) and five units as shown below:



ANNEX II: Resource allocation per Activity 2023

STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES							
	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Equality and non-discrimination							
A 1.1- Roma Survey	-	-	-	-	340,000	-	340,000
A 1.2 – EU Survey on immigrants and descendants of immigrants	-	-	-	-	655,000	-	480,000
A 1.3 - Ageing in digital societies: enablers and barriers to older persons exercising their social rights	-	-	-	-	200,000	-	100,000
A 1.4 - EU LGBTI Survey III	-	-	-	-	500,000	-	-
A 1.5 – Additional activities under the programme 'Fair and Equal Societies'	-	-	-	-	140,000	-	-
ACTIVITY GRAND TOTAL	-	-	-	-	1,835,000	-	920,000
Area of activity: Integration and social inclusion of Roma							
A 2.1 – Technical assistance and capacity building in the area of "Social inclusion of Roma"	-	-	-	-	80,000	-	-
ACTIVITY GRAND TOTAL	-	-	-	-	80,000	-	-
Area of activity: Racism, xenophobia and related intolerance							
A 3.1 – Third FRA survey on discrimination and hate crime against Jews	-	-	-	-	30,000	-	-
A 3.2 – Antisemitism: Annual updated data collection and technical assistance	-	-	-	-	11,000	-	-
A 3.3 – Capacity building and technical assistance in the area of hate crime	-	-	-	-	60,000	-	40,000
A 3.4 Preventing unlawful profiling and promoting anti-racism in policing	-	-	-	-	40,000	-	100,000
ACTIVITY GRAND TOTAL	-	-	-	-	141,000	-	140,000
Area of activity: Rights of the Child							
A 4.1 – Providing fundamental rights expertise on child protection and participation	-	-	-	-	30,000	-	-
A 4.2 Support for the monitoring of the European Child Guarantee	-	-	-	-	100,000	-	-
ACTIVITY GRAND TOTAL	-	-	-	-	130,000	-	-
STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES							
	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Information society and, in particular, respect for private life and protection of personal data							
B. 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups	-	-	-	-	25,000	-	-
B 1.2 – Handbook on European law relating to cybercrime and fundamental rights	-	-	-	-	120,000	-	125,000
B 1.3 – Remote Biometric Identification for law enforcement purposes	-	-	-	-	500,000	-	-
B 1.4 - GDPR – The Experience of Data Protection Authorities	-	-	-	-	10,000	-	10,000
ACTIVITY GRAND TOTAL	-	-	-	-	655,000	-	135,000
Area of activity: Judicial cooperation, except in criminal matters							
B 2.1 - Criminal detention in the EU – conditions and monitoring - update	-	-	-	-	90,000	-	-
B 2.2 - Procedural safeguards in European Arrest Warrant Proceedings	-	-	-	-	260,000	-	100,000
ACTIVITY GRAND TOTAL	-	-	-	-	350,000	-	100,000
Area of activity: Victims of crime and access to justice							
B 3.1 Violence against women II: filling the data gap	-	-	-	-	300,000	-	1,000,000

B 3.2 Business and Human Rights: Consumer Protection and the Environment	-	-	-	-	20,000	-	20,000
B 3.3 – Additional activities under the programme ‘Just, Digital and Secure Societies’	-	-	-	-	40,000	-	-
ACTIVITY GRAND TOTAL	-	-	-	-	360,000	-	1,020,000
STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM							
	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Migration, borders, asylum and integration of refugees and migrants							
C 1.1 – Providing fundamental rights expertise in the area of home affairs	-	-	-	-	470,000	-	-
C 1.2 – Collecting data for EU preparedness and crisis management	-	-	-	-	250,000	-	-
C 1.3 – Providing fundamental rights expertise to address operational challenges in the field of asylum, borders and migration	-	-	-	-	60,000	-	-
C 1.4 – The fundamental rights situation of long-term residents in the EU	-	-	-	-	20,000	-	50,000
C 1.5 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)	-	-	-	-	-	-	350,000
ACTIVITY GRAND TOTAL	-	-	-	-	800,000	-	400,000
STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS							
	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Supporting human rights systems across all MAF areas							
D 1.1 – EU Fundamental Rights Information System – EFRIS	-	-	-	-	50,000	-	50,000
D 1.2 – Cooperation with Member States and human rights and equality bodies at national level	-	-	-	-	225,000	-	40,000
D 1.3 – Fundamental Rights Platform and cooperation with civil society	-	-	-	-	160,000	-	30,000
D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	-	-	-	-	130,000	-	60,000
D 1.5 - Providing assistance and expertise on the EU Charter of Fundamental Rights	-	-	-	-	190,000	-	50,000
D 1.6 – Contributing to the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities	-	-	-	-	60,000	-	-
D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds	-	-	-	-	180,000	-	50,000
D 1.8- Bodies of the Agency	-	-	-	-	220,000	-	40,000
D 1.9 - Mapping and tracking developments regarding the fundamental rights structure in Member States	-	-	-	-	95,000	-	-
ACTIVITY GRAND TOTAL	-	-	-	-	1,310,000	-	320,000
STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS							
	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Communicating rights across all MAF areas							
E 1.1 – Annual Reports	-	-	-	-	480,000	-	50,000
E 1.2 – Raising awareness and effectively promoting rights	-	-	-	-	250,000	-	100,000
E 1.3 – Production and dissemination of FRA output	-	-	-	-	550,000	-	150,000
E 1.4 Fundamental Rights Forum 2021	-	-	-	-	150,000	-	50,000
ACTIVITY GRAND TOTAL	-	-	-	-	1,430,000	-	350,000
STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES							
Other activities covering all MAF areas							
O 1.1 Performance, Monitoring and Evaluation	-	-	-	-	-	-	-

O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders	-	-	-	-	-	-	
ACTIVITY GRAND TOTAL					-	-	
Title IV Other Operational Activities							
F 1.1. - Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	-	-	-	-	-	-	214,286
F 1.3 - Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 - Strengthening the Greek Ombudsman's capacity-building	-	-	-	-	-	-	147,014
F.1.4 - Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor's Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims	-	-	-	-	-	-	50,000
ACTIVITY GRAND TOTAL	-	-	-	-	-	-	796,954

TITLE 3 OPERATIONAL EXPENDITURE

	HUMAN RESOURCES				FINANCIAL RESOURCES		
	TA	CA	SNE	Total HR	Budget 1 st Priority	Overheads	Total cost
STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES							
Area of activity: Equality and non-discrimination	-	-	-	-	1,835,000	-	-
Area of activity: Integration and social inclusion of Roma	-	-	-	-	80,000	-	-
Area of activity: Racism, xenophobia and related intolerance	-	-	-	-	141,000	-	-
Area of activity: Rights of the Child	-	-	-	-	130,000	-	-
STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES							
Area of activity: Information society and, in particular, respect for private life and protection of personal data	-	-	-	-	655,000	-	-
Area of activity: Judicial cooperation, except in criminal matters	-	-	-	-	350,000	-	-
Area of activity: Victims of crime and access to justice	-	-	-	-	360,000	-	-
STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM							
Area of activity: Migration, borders, asylum and integration of refugees and migrants	-	-	-	-	800,000	-	-
STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS							
Area of activity: Supporting human rights systems across all MAF areas	-	-	-	-	1,310,000	-	-
STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS							
Area of activity 1: Projects and activities covering all MAF areas	-	-	-	-	1,430,000	-	-
STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES							
Other activities covering all MAF areas	-	-	-	-	-	-	-
ACTIVITIES GRAND TOTAL							
Operational reserves	-	-	-	-	0	-	-
TOTAL OPERATION							
Support activities	-	-	-	-	-	-	-
GRAND TOTAL							
					7,091,000		

ANNEX III: Financial resources outlook 2023-2025**TABLE 1 – REVENUE**

Revenues	2022	2023
	Revenues estimated by the Agency	Budget Forecast
EU contribution	23,748,170	24,223,000
Other revenue	547,000	558,000
Total revenues	24,295,170	24,781,000

REVENUES	General Revenues						
	Executed 2021	Revenues estimated by the Agency 2022	2023		VAR 2023 / 2022 (%)	Envisaged 2024	Envisaged 2025
			As requested by the Agency	Budget Forecast			
1. REVENUE FROM FEES AND CHARGES		0	0		0%	0	0
2. EU CONTRIBUTION		23,748,170	24,223,000		102%	24,707,620	25,202,152
<i>of which Administrative (Title 1 and Title 2)</i>		17,186,000	17,690,000		103%	18,043,800	18,404,676
<i>of which Operational (Title 3)</i>		6,562,170	6,533,000		100%	6,663,820	6,797,476
<i>of which assigned revenues deriving from previous years' surpluses</i>		113,780	0			0	0
3. THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)		547,000	558,000		102%	569,000	580,000
<i>of which EFTA</i>		0	0		0%	0	0
<i>of which Candidate Countries</i>		547,000	558,000		102%	569,000	580,000
4. OTHER CONTRIBUTIONS		0	0		0%		
<i>of which delegation agreement, ad hoc grants</i>		0	0		0%	0	0
5. ADMINISTRATIVE OPERATIONS		0	0		0%	0	0
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)</i>		0	0		0%	0	0

6. REVENUES FROM SERVICES RENDERED AGAINST PAYMENT		0	0		0%	0	0
7. CORRECTION OF BUDGETARY IMBALANCES		0	0		0%	0	0
TOTAL		24,295,170	24,781,000		102%	25,276,620	25,782,152

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

REVENUES	2022		2023
	Revenues estimated by the Agency		Budget forecast
TOTAL REVENUES			

REVENUES		Additional EU funding: grant, contribution and service-level agreement					
	Executed 2020	Estimated by the Agency 2021	2022		VAR (2022/2021) (%)	Envisaged 2023	Envisaged 2024
			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	2022		2023	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1	14,735,000	14,735,000	15,074,000	15,074,000
Title 2	2,451,000	2,451,000	2,616,000	2,616,000
Title 3	7,109,170	7,109,170	7,091,000	7,091,000
Title 4	-	-	-	-
Total expenditure	24,295,170	24,295,170	24,781,000	24,781,000

EXPENDITURE	Commitment Appropriations						
	Executed Budget 2021	Budget 2022	Draft Budget 2023		VAR 2023 / 2022	Envisaged in 2024	Envisaged 2025
			Agency request	Budget Forecast			
Title 1						102%	102%
Staff Expenditure		14,735,000	15,074,000		102%	15,375,480	15,682,990
11 Salaries & allowances		12,628,000	12,843,000		102%	13,099,860	13,361,857
- of which establishment plan posts		9,367,000	9,537,000		102%	9,727,740	9,922,295
- of which external personnel		3,261,000	3,306,000		101%	3,372,120	3,439,562
12 Expenditure relating to Staff recruitment		215,000	255,000		119%	260,100	265,302
13 Mission expenses		97,000	100,000		103%	102,000	104,040
14 Socio-medical infrastructure		75,000	75,000		100%	76,500	78,030
15 Training		225,000	235,000		104%	239,700	244,494
16 External Services		133,000	145,000		109%	147,900	150,858
17 Receptions and events		3,000	3,000		100%	3,060	3,121
18 Social welfare		1,289,000	1,348,000		105%	1,374,960	1,402,459
19 Other Staff related expenditure		70,000	70,000		100%	71,400	72,828
Title 2 Infrastructure and operating expenditure		2,451,000	2,616,000		107%	2,668,320	2,721,686
20 Rental of buildings and associated costs ¹		1,391,000	1,571,000		113%	1,602,420	1,634,468
21 Information and communication technology		718,000	739,000		103%	753,780	768,856
22 Movable property and associated costs		67,000	32,000		48%	32,640	33,293
23 Current administrative expenditure		85,000	75,000		88%	76,500	78,030
24 Postage / Telecommunications		140,000	149,000		106%	151,980	155,020
25 Meeting expenses		13,000	14,000		108%	14,280	14,566

26 Running costs in connection with operational activities		0	0		0%	0	0
27 Information and publishing		2,000	2,000		100%	2,040	2,081
28 Studies		35,000	34,000		97%	34,680	35,374
Title 3 Operational expenditure		7,109,170	7,091,000		100%	102%	102%
						7,232,820	7,377,476
31 Fair and equal societies		1,558,670	2,186,000		140%	2,229,720	2,274,314
32 Just, digital and secure societies		1,818,500	1,365,000		75%	1,392,300	1,420,146
33 Migration and asylum		885,000	800,000		90%	816,000	832,320
34 Supporting Human Rights Systems		1,437,000	1,310,000		91%	1,336,200	1,362,924
35 Communicating rights		1,410,000	1,430,000		101%	1,458,600	1,487,772
36 Justice		0	0		0%	0	0
37 Horizontal operational activities		0	0		0%	0	0
38 Bodies of the Agency and consultation mechanisms		0	0		0%	0	0
39 Reserve for Title 3		0	0		0%	0	0
Title 4 Other operational expenditure		0	0		0%	102%	102%
						0	0
40 Cooperation Agreements		0	0		0%	0	0
TOTAL EXPENDITURE		24,295,170	24,781,000		102%	25,276,620	25,782,152

EXPENDITURE	Payment Appropriations						
	Executed Budget 2021	Budget 2022	Draft Budget 2023		VAR 2023 / 2022	Envisaged in 2024	Envisaged 2025
			Agency request	Budget Forecast			
Title 1						102%	102%
Staff Expenditure		14,735,000	15,074,000			102%	102%
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- of which establishment plan posts		9,367,000	9,537,000		102%	9,727,740	9,922,295
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Title 2 Infrastructure and operating expenditure		2,451,000	2,616,000		107%	102%	102%
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25 Meeting expenses		13,000	14,000		108%	14,280	14,566
26 Running costs in connection with operational activities		0	0		0%	0	0
27 Information and publishing		2,000	2,000		100%	2,040	2,081
28 Studies	-	35,000	34,000		97%	34,680	35,374

Title 3 Operational expenditure						102%	102%
		7,109,170	7,091,000		100%	7,232,820	7,377,476
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36 Justice		0	0		0%	0	0
37 Horizontal operational activities		0	0		0%	0	0
38 Bodies of the Agency and consultation mechanisms		0	0		0%	0	0
39 Reserve for Title 3		0	0		0%	0	0
Title 4 Other operational expenditure		0	0		0%	102%	102
						0	0
40 Cooperation Agreements		0	0		0%	0	0
TOTAL EXPENDITURE		24,295,170	24,781,000		102%	25,276,620	25,782,152

Budget outturn	2019	2020	2021
➤ Revenue actually received (+)	23,123,719	24,081,330	
➤ Payments made (-)	-18,036,014	- 17,146,784	
➤ Carry-over of appropriations (-)	-5,598,117	- 7,752,486	
➤ Cancellation of appropriations carried over (+)	126,766	114,674	
➤ Adjustment for carryover of assigned revenue appropriations from previous year (+)	555,412	817,941	
➤ Exchange rate differences (+/-)	-763	-893	
➤ Adjustment for negative balance from previous year (-)	-	-	
Total	171,003	113,780	

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 2021			Year 2022	Year 2023	Year 2024	Year 2025
	Authorised Budget	Actually filled as of 31/12/2021	Occupancy Rate %	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
Administrators (AD)	48	43	90%	48	57	57	57
Assistants (AST)	24	24	100%	24	27	27	27
Assistants/Secretaries (AST/SC)	-	-	-	-	-	-	-
Total establishment plan posts	72	67	93%	72	84	84	84
External staff	FTE corresponding to the authorised budget	Executed FTE as of 31/12/2021	Execution Rate %	Headcount as of 31/12/2021	FTE corresponding to the authorised budget	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	32	30*	94%	30*	37	37	37
Seconded National Experts (SNE)	9	6**	67%	6**	9**	9**	9**
Total external staff	41	36*	88%	36*	46	46	46
GRAND TOTAL	113	103*	91%	108*	130*	130*	130*

*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 2022	Year 2023	Year 2024	Year 2025
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	3***	3***	3***	2***
Seconded National Experts (SNE)	0	0	0	0
TOTAL	3	3	3	2

*** Three [3] CA FG IV posts recruited under the Financial Mechanism Office (FMO) until 31/12/2024.

C. Other Human resources

Structural service providers

	Actually in place as of 31/12/2021
Security	2
IT	0
Cleaners	3
Other (specify)	0

Other (specify)	0
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Interim workers

	Total FTEs in year 2021
Number	- 0

TABLE 2 – MULTI -ANNUAL STAFF POLICY PLAN YEAR 2023, 2024, 2025

Function group and grade	Year 2021				Year 2022		Year 2023		Year 2024		Year 2025	
	Authorised Budget		Actually filled as of 31/12/2021		Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Perm. posts	Temp posts	Perm. posts	Temp posts	Perm. Posts	Temp posts	Perm. posts	Temp. posts
AD 16	-	-	-		-		-	-	-	-	-	-
AD 15	-	1	-	1	-		-	1	-	-	-	-
AD 14	-	4	-	1	-		-	3	-	3	-	3
AD 13	-	3	-	2	-		-	3	-	3	-	3
AD 12	-	4	-	3	-		-	1	-	3	-	5
AD 11	-	7	-	2	-		-	6	-	7	-	8
AD 10	-	12	-	6	-		-	12	-	12	-	12
AD 9	-	9	-	6	-		-	10	-	10	-	9
AD 8	-	5	-	15	-		-	9	-	7	-	5
AD 7	-	3	-	4	-		-	1	-	1	-	4
AD 6	-	-	-	3	-		-	9	-	9	-	8
AD 5	-	-	-	-	-		-	2	-	2	-	-
Total AD	-	48	-	43	-		-	57	-	57	-	57
AST 11	-	-	-	-	-		-	-	-	-	-	-
AST 10	-	4	-	-	-		-	4	-	4	-	4
AST 9	-	3	-	3	-		-	2	-	3	-	3
AST 8	-	4	-	3	-		-	3	-	3	-	5
AST 7	-	5	-	5	-		-	6	-	7	-	7
AST 6	-	6	-	6	-		-	7	-	6	-	4
AST 5	-	2	-	4	-		-	2	-	1	-	1
AST 4	-	-	-	3	-		-	-	-	-	-	-
AST 3	-	-	-	-	-		-	1	-	1	-	1
AST 2	-	-	-	-	-		-	2	-	2	-	2
AST 1	-	-	-	-	-		-	-	-	-	-	-
Total AST	-	24	-	24	-		-	27	-	27	-	27
AST/SC6	-	-	-		-		-	-	-	-	-	
AST/SC5	-	-	-		-		-	-	-	-	-	
AST/SC4	-	-	-		-		-	-	-	-	-	
AST/SC3	-	-	-		-		-	-	-	-	-	

AST/SC2	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC1	-	-	-	-	-	-	-	-	-	-	-	-
Total AST/SC	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	72	-	67	-	-	84	-	84	-	84	84
GRAND TOTAL		72		67			84		84		84	84

- External personnel**

Contract Agents

Contract agents	FTE corresponding to the authorised budget 2021	Executed FTE as of 31/12/2021	Headcount as of 31/12/2021	FTE corresponding to the authorised budget 2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025
Function Group IV	20	16	16	20	23	23	23
Function Group III	10	10*	10*	10	12	12	12
Function Group II	2	4	4	2	2	2	2
Function Group I	-	-	-	-	-	-	-
TOTAL	32	30*	30*	32	37	37	37

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

Seconded National Experts

Seconded National Experts	FTE corresponding to the authorised budget 2021	Executed FTE as of 31/12/2021	Headcount as of 31/12/2021	FTE corresponding to the authorised budget 2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025
TOTAL	9	6**	6**	9	9	9	9

**including 1 Cost-free SNE

TABLE 3 - RECRUITMENT FORECASTS FOR YEAR 2023 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)
			Function group/grade of recruitment Internal (Brackets) and external (single grade) foreseen for publication		
	Due to foreseen retirement/mobility	New post requested due to additional tasks	Internal (brackets)	External (brackets)	
Head of Unit	1 TA (AD14)		AD9-AD12	AD9	
Administrator	1 TA (AD13)		AD5-AD8	AD5-AD6	
Assistant	1 TA (AST9)	1 TA (AST3) 2 TA (AST2)	AST1 – AST4	AST4	
Project manager/	1 TA (AD9)	7 TA (AD6)	AD5-AD8	AD5-AD6	

Administrator		2 TA (AD5)			
Project officers					

Number of inter-agency mobility Year 2022 from and to the Agency: 0

A. New Tasks

With the advanced proceedings on the adoption of a new amendment of the Regulation expected at the beginning of 2022, FRA will expand its mandate by including activities under the former third pillar, namely in the areas of police cooperation and judicial cooperation in criminal matters. The adoption of the new Regulation will also impact the way the work of the Agency will be structured on different thematic areas, with the Multi-Annual Framework being replaced by an annual and multiannual work programme.

FRA has – under the terms of its old Regulation – been periodically asked to work in the area of police and judicial cooperation in criminal matters at the *specific* request of the EU Institutions. Requests to work in these areas are expected to increase as of 2022 under the amended Regulation. For example, requests for FRA to provide its expertise in the AI field, including its input to Europol’s Innovation Hub, are expected to continue, with the Agency being asked to contribute to, or to initiate, a number of projects in the area of police and judicial cooperation.

These important changes will bring new opportunities for FRA, but also new challenges in consideration of increased demand for FRA’s work and expertise over the years, which builds on areas where it has an established record of providing robust research and data. Recent legislative proposals (e.g. eu-LISA, Frontex and EASO Regulations, Migration and Asylum Pact, AI framework) and EU strategies (e.g. Charter Strategy, LGBTI strategy, Anti-racism action plan etc.) variously request FRA’s input or draw on FRA’s expertise to support areas of work at the EU institutional level in 2022.

FRA assessed the impact of the amended regulation vis-à-vis its in-house capacity to meet the new demands in areas of work in which it has had thus far only limited involvement. It is therefore imperative that the Agency is offered the possibility in the years following the adoption of the amended Regulation to increase its operational capacity by hiring profiles covering areas such as law enforcement, information security, and criminal justice.

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 there is the need to re-adjust the establishment plan in 2023 and 2024, by increasing it with 9 AD (7 AD6 and 2 AD5) position and 3 AST (2 AST 3 and 1 AST 2). These positions would be supported by 5 Contractual Agents (3 CA FGIV and 2 CA FGII).

B. Growth of Existing Tasks

MIGRATION

The Agency is heavily involved in the areas of migration, integration and refugee protection – the level of requests for the Agency’s support and expertise from Member States and EU institutions has increased steeply, which creates a significant additional workload in the Agency. FRA is also expected to support a fundamental rights compliant implementation of the Pact on Migration and Asylum (Pact), proposing a fresh start to managing migration by increasing the efficiency of asylum and return. Requests addressed to the Agency include up-stream advice, legal opinions on pending EU legislation and policy files, support when developing the impact assessment and other input for future legislative proposals, the implementation of EU strategies and action plans, the mainstreaming of fundamental rights in the Schengen evaluation system, and support on the ground to address fundamental rights challenges. Most notably, the Agency has in the recent years responded to requests for legal opinions in the area of asylum, EU information systems for migration and security, business and human rights, etc. The cooperation with other JHA agencies, such as Frontex, EASO and eu-LISA is becoming formalised as changes to the eu-LISA regulation

or Frontex (proposed) suggest. The Agency employed staff on extended missions to Greece, but also to Spain and Italy looking, especially, at child protection issues, identification of vulnerable people, and respect of procedural safeguards in asylum, detention, and return proceedings. The success of the Agency's input has led to increased demands for its presence in Greece – with the Agency having signed a 'Memorandum of Understanding' with the Greek authorities which has been renewed in 2021. Thus, it is necessary to reinforce the Agency's operational support by expanding the pool of its in-house experts, notably to provide on-the-spot deployment capabilities.

SECURITY AND DATA PROTECTION – INCLUDING DIGITALISATION AND AI

In the coming period the agency will need to enhance its capacity in fields related to information society, privacy and data protection with respect to new areas of increased focus – including 'big data' and the use of algorithms with respect to developments in the field of Artificial Intelligence (AI). The need for the Agency to build its capacity in this area is particularly pressing given the introduction of a new EU Regulatory framework on AI, and related EU law amendments to encompass the digital age – including the Digital Services Act – which directly address the full range of fundamental rights. Recognising the important role that FRA plays in this field, in the period 2018 - 2020 the Agency was assigned as a member of the Commission's High Level Expert Group on AI, where our project work on big data and artificial intelligence was able to provide valuable input into the work of this group; with FRA directly contributing to the High Level Group's 'Ethics Guidelines for Trustworthy AI'. 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 for input. To this end – FRA's publications in the field of discrimination in data supported decision-making, on facial recognition technology with respect to fundamental rights considerations in the context of law enforcement, and on AI and fundamental rights implications have served to increase demand for the Agency's expertise and input; including in areas addressing equality and social rights – for example – a request by the German Presidency of the Council of the EU for FRA to undertake work in the area of digitalisation and ageing, which is being launched in 2022. The Agency's previous work as part of the Commission's High Level Group on information systems and interoperability, and its increased work with agencies such as eu-LISA, indicates that projects will need to take into account new developments in data collection and exchange – for example with respect to VIS, SIS, and ETIAS – if the Agency is to effectively address migration, asylum and security. In addition, given that work related to the fields of security and migration is expected to remain of high importance to the Commission, other EU Institutions and Member States in the coming months and years, requests for the Agency to provide inputs in these areas have grown; including direct requests from the Parliament and the Commission for expertise.

EU's GREEN DEAL – BUSINESS AND HUMAN RIGHTS

The European Commission invited the Agency to join two advisory bodies related to the EU's green deal. Sustainability, understood to include human rights, is an essential goal of the green deal. Starting in 2020, FRA, together with a few selected other EU agencies and institutions and a number of representatives from various organisations related to business, are contributing to two distinct but thematically linked advisory bodies. As part of the revision of the EU's Non-Financial Reporting Directive (2014/95), concerned with large companies' mandatory disclosure of non-financial and diversity information, an advisory body has been set-up, which is technically a Project Task Force in the European Financial Reporting Advisory Group – a private association established on a European Commission initiative. The Project Task Force will deliver in 2021 its recommendations on how to improve reporting requirements in order to improve business impact on the environment and human rights. The revised Directive and European Commission-adopted delegated acts will raise EU law requirements on companies. The second advisory body ('platform on sustainable finance') stems from the EU Taxonomy Regulation (2020/852), adopted in June 2020, with the Agency being explicitly foreseen as a member on the platform. The regulation seeks to define and refine the requirements for investments in the EU to be green and sustainable. The Taxonomy Regulation refers to the UN

Guiding Principles (UNGP) on business and human rights, relevant ILO conventions and other human rights instruments in order to set the scope for sustainability. While the composition is similar to that in relation to the directive on non-financial reporting, the platform is in its nature close to a European Commission expert group. The project task force on non-financial reporting is envisaged to complete its work in 2021, but the platform is foreseen for at least two years. The platform will advise on minimum standards, indicators to measure the 'greenness' of investments, and how to make the taxonomy operational. Looking at 2023, both these processes will require FRA's substantive input at regular intervals, and will draw on the Agency's overall human rights expertise as well as its engagement with the topic of business and human rights over the years. The Agency will need to follow closely policy developments in this area to provide targeted expert advice.

INCLUSION AND NON-DISCRIMINATION

The Agency is requested by EU institutions to provide data and analysis of key developments with regard to racism, xenophobia, antisemitism and related intolerance, as regards discrimination and hate crime. This requires extensive survey data collection and analysis on discrimination; in particular on grounds of ethnic or racial origin, religion or belief, sexual orientation or gender identity, disability and age, encompassing core areas of social life, such as employment, education, health, housing and societal participation. The Agency has increased the scope of its work on racism both in terms of data collection, mainly through its large scale surveys (that fill a gap in data collection at EU and Member State level), and also by providing technical assistance to EU Institutions and Member States – for example, as requested by the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance, which encompasses the Agency's work on improving reporting, recording and data collection on hate crime incidents. Hate crime, which negatively impacts on established ethnic minority and immigrant groups in the EU, and also affects migrant and refugee integration efforts, remains high on the EU political agenda, and it can be expected that the Agency will be asked in the future to be more active in these fields. The Agency contributes to by developing targeted analysis based on statistical data from its surveys, and by facilitating a dedicated Working Group of Member States, part of the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance.

In the area of inclusion and non-discrimination, in 2022 alone the Agency is currently launching its next intensive round of survey research covering the EU's Jewish population, and will initiate work for the next round of its LGBTI survey (while in the same year FRA – jointly with EIGE – will undertake survey data collection on violence against women – to cover those Member States that are not taking part in Eurostat's data collection exercise). In parallel, results from the Agency's Roma Survey 2020 will be analysed and made public in 2022, and the Immigrants and Descendants of Immigrants Survey will complete fieldwork and begin data analysis in 2022. This extensive survey data collection and analysis is linked to several Commission Strategies addressing inclusion and non-discrimination, as well as to non-discrimination aspects of the implementation of the European Pillar of Social Rights, and directly provides evidence to EU Institutions and Member States in the absence of alternative sources.

The Agency is also requested to collect and analyse data systematically on Roma inclusion efforts through its surveys. Based on the portfolio of indicators developed by FRA in the context of the Roma Working Party, Member States monitor and evaluate the implementation of the 2020 EU Roma Strategic Framework for equality, inclusion and participation. FRA is requested to support the Member States in their efforts to collect data and the Commission in monitoring and analysis in the context of the Working Party. Statistical data collected through large scale surveys on Roma across several Member States are used by the Commission and the Council to formulate appropriate Country Specific Recommendations in the context of the European Semester. In this context, the Agency's technical expertise is essential to support Member States to report on structural reforms and investment for Roma inclusion.

The EU Council tasked the Agency to participate with the European Parliament, European Ombudsman and European Disability Forum in the EU Framework to promote, protect and monitor the UN Convention on the Rights of Persons with Disabilities (CRPD). The tasks assigned to the Agency include data collection and analysis, as well as awareness raising. The Agency carried out two major projects, acted as Chair and continues to serve as Secretariat of the Framework. With the CRPD being so far the only UN Convention, which the EU has acceded to, the Agency's contribution to its implementation and monitoring is essential.

HIGH RESEARCH DEMAND FOR THE AGENCY'S SURVEY DATA COLLECTION AND ANALYSIS – PROVIDING UNIQUE DATA FOR THE EU

The success of the Agency's data analysis and large-scale quantitative surveys (with surveys encompassing up to 100,000 respondents for an individual EU-wide survey) has resulted in requests to undertake enhanced data collection and to repeat surveys – as this typically provides unique data in key fundamental rights areas that is otherwise not covered at the Member State and EU level. The Agency is specifically requested by the Commission to undertake regular survey data collection on (1) Roma, (2) on immigrants and their descendants, (3) on the EU's Jewish community, and on (4) the LGBTI community. These EU-wide surveys are particularly resource intensive with respect to both budget consumption and staff. As a result, FRA is often managing several surveys – at various stages – at the same time. In order to effectively develop and manage these surveys and other areas of data collection and analysis that the Agency is engaged in in parallel – which requires staff with knowledge in the field of statistics and data analysis – the Agency requires additional financial and human resources. This is essential in order to produce statistical data in a timely manner and according to high quality standards, so that the results can be used by the Commission, EP and Council in key policy areas, such as social inclusion, antisemitism, Roma, hate crime, and asylum and integration.

C. Negative priorities/decrease of existing tasks

The amount of additional tasks assigned to FRA has grown significantly since mid-2015, when the European Union was confronted with the increased arrival of refugees and migrants on the one hand, and with new internal security challenges on the other hand. These have added to increasing calls on the Agency to step-up the rate at which it produces its survey results and engages with new technological developments – as in the field of artificial intelligence. FRA has already optimised the use of its resources to execute the many tasks with which it has been entrusted and complies with its obligations under the Inter-institutional agreement of 2 December 2013 concerning the staff reduction.

FRA may not be able to continue addressing at short notice the growing number of requests from its stakeholders if it is not given the adequate staff and financial resources. It may also not be in a position to fulfil its core tasks with respect to comparative data collection and analysis due to the growth in demand for repeating its surveys to provide comparable EU level data not available from any other sources. For example - on antisemitism, Roma, immigrants and their descendants, and LGBTI persons.

Thus, the following tasks may be affected unless the demand for additional human resources is provided:

<p>1) Providing relevant support in the area of Police Cooperation and Judicial Cooperation in Criminal Matters</p>	<p><i>Human resources needs for 2023 -2025</i></p>
<p>Through the adoption of the new amendment of the FRA's regulation, the Agency would be extensively requested to run new tasks under the new regulation. This will be translated in new projects that FRA would have to run in the area of police cooperation and judicial cooperation in criminal matters. Although not formalised, in the recent years there have been increasing explicit requests of EU institutions for FRA to take work in police cooperation and judicial cooperation in criminal matters. Two concrete examples are related to the FRA work in developing a database and reports on the criminal conditions in the EU and the work on procedural rights in European Arrest Warrant proceedings. With the adoption of the new regulation, FRA's role in this area is concretised in providing expertise and evidence to support the Member states and EU institutions in ensuring fundamental rights compliance in the police cooperation and judicial cooperation in criminal matters. The work in the area complements the work that the Agency runs on Artificial Intelligence and Fundamental rights. The use of the new technologies by law enforcement agencies, and especially of biometric technology like face recognition technology, could bring significant risks to privacy and data protection, as well as non-discrimination and other rights. The FRA involvement provides a balanced assessment of the potential positive and negative 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 work of the Agency serves to inform those working with remote biometric identification, and in particular with face recognition technology, about its fundamental rights compliance, in alignment with the EU law, and provides practical guidance for the law enforcement community and beyond. This example shows the need of ensuring that the transformation of law enforcement and justice through the application of digital tools, and in particular their development and application in practice, is fundamental rights compliant. This would imply to look at ways of preventing and detecting cyber-crime, as well as at questions on procedural safeguards when investigating and prosecuting such offences. The above requires FRA to have relevant experts in the field of digital tools for the investigation of crime. FRA assessed the impact of the amended regulation vis-à-vis its in-house capacity to meet the new demands in areas of work in which it has had thus far only limited involvement. It is therefore imperative that the Agency is offered the possibility to increase its operational capacity by hiring profiles covering areas such as law enforcement, information security, and criminal justice.</p>	<p>3 AD project manager – law – high skills on law enforcement, information security, and criminal justice.</p> <p>1 AST project assistant – law enforcement, information security and criminal justice.</p> <p>2 CA Project Officer - skills in the area of criminal justice</p>
<p>2) New work on Artificial Intelligence and Fundamental Rights – encompassing all areas of the Agency's work</p>	<p><i>Human resources needs for 2023 -2025</i></p>
<p>In the coming period the agency will need to enhance its human resource capacity in fields related to information society, privacy and data protection with respect to new areas of increased focus – including 'big data' and the use of algorithms with respect to developments in the field of Artificial Intelligence (AI). FRA initiated work in 2019 on the topic of artificial intelligence (AI), big data and fundamental rights. Given the increased focus on AI related research and industry applications in the EU, alongside a new regulatory framework on AI and a new Digital Services Act – all of which have fundamental rights implications that go beyond data protection and privacy – the Agency is increasingly called on to provide its fundamental rights expertise and assessment; drawing on its published research work, for example on facial recognition and on discrimination in data supported decision-making, as well as its long-standing work with eu-LISA on biometric data collection and its applications. Demonstrating the expertise that FRA can bring to this field, FRA was appointed a member of the Commission's High-Level Expert Group on AI, and the Agency initiated an EU project on AI and fundamental rights implications – which looked at 'use cases' in key public sector services and private industry areas where AI is playing an important role. The Agency plans to mainstream its work in relation to AI to the different fundamental rights fields covered under the Agency's multi-annual thematic framework, beginning in 2022 with research on 'online content moderation' and a project on 'ageing in digital societies'.</p> <p>The presence of the Agency as a member of the High Level Expert Group on information systems and interoperability, and its active contribution with fundamental rights input to projects under Europol's Innovation Hub – both of which encompass AI and the use of new technology - is testament to the increasing demands on and requests for FRA's input across several fields..</p> <p>In order for the Agency to be relevant and fit for purpose for the digital age – it is essential that staff with the appropriate skillset are engaged to be able to develop and assess information and data relating to the Agency's planned work in this field. In the absence of staff with the required skills, the Agency will not be in a position to extend its research to encompass AI and related digital innovations as they affect all areas of its work – from asylum and migration, through to the rights of the child and hate crime.</p>	<p>2 AD Project managers – data science skills</p>

<p>3) Providing quantitative survey data to support EU institutions and Member States</p>	<p><i>Human resources needs for 2023 -2025</i></p>
<p>The bulk of the Agency’s Title III budget is devoted to regular large-scale survey data collection on the fundamental rights situation of different groups across the EU, for which empirical data is not systematically collected by other institutions at EU and Member State level. The Agency’s surveys provide unique, comparable data for the EU on experiences of discrimination in different areas of life, crime victimisation (including online and offline hate crime), reporting of incidents, and experiences of police stops and other services – data which is not collected by Eurostat. At present the Agency conducts four large-scale surveys (with up to 100,000 respondents for particular surveys), and is asked to conduct them at increasingly frequent intervals to provide the EU institutions, and Member States, with data that serves to populate indicators for policy development. For example - based on the portfolio of indicators developed by FRA in the context of the EU’s Roma Working Party, Member States monitor and evaluate the implementation of the 2020 EU Roma Strategic Framework for equality, inclusion and participation. The statistical data collected through FRA’s large scale surveys on Roma, across several Member States, is used by the Commission and the Council as the primary source to formulate appropriate Country Specific Recommendations in the context of the European Semester.</p> <p>Alongside the Agency’s surveys on Roma, other FRA surveys that are repeated at regular intervals include: the survey on discrimination and hate crime against Jews; the survey on immigrants and descendants of immigrants; and the LGBTI survey. During any given year the Agency is running – in parallel – four surveys at different stages.</p> <p>However, FRA’s current human resources and the skillset of staff within the Agency does not reflect the needs of the Agency with regard to highly complex and resource intense quantitative survey research of an EU-wide nature, which is repeated at increasingly regular intervals at the request of EU institutions. A core team of six staff is responsible for all four surveys.</p> <p>In the absence of an increase in positions to undertake survey research of a statistical nature, the Agency is envisaging having to discontinue one of its surveys in the coming period. This will mean – for one of the four surveys that FRA currently undertakes at regular intervals – that the EU does not have data on a specific population group with respect to their experience of fundamental rights in practice,</p>	<p>2 AD project managers – quantitative research data analysis encompassing all fundamental rights areas (to support increasing demands for FRA to produce survey data at more regular intervals)</p> <p>1 AST project assistant – quantitative research data analysis encompassing all fundamental rights areas</p>

<p>4) Fundamental rights compliance within the new framework for interoperability between EU information systems</p>	<p><i>Human resources needs for 2023 -2025</i></p>
<p>The establishment of the new framework for interoperability between EU information systems in the field of borders and visa (regulation (EU) 2019/817), and in the field of police and judicial cooperation, asylum and migration (regulation (EU)2019/818), gives FRA an important role in monitoring the compliance with fundamental rights in the process of data collection and processing.. The Agency’s previous work as part of the Commission’s High Level Group on information systems and interoperability, and its increased work with agencies such as eu-LISA, indicates that projects will need to take into account new developments in data collection and exchange – for example with respect to VIS, SIS, and ETIAS if the Agency is to effectively address migration, asylum and security.</p> <p>The presence of the Agency as a member of the High Level Expert Group on information systems and interoperability, together with EDPS, is a clear indicator that the Agency is increasingly playing an important role in this area. Moreover, the Agency is also a Member of the ETIAS Fundamental Rights Guidance Board. The Agency is able to provide a complementary role to other actors such as EDPS, as the Agency can refer to a broad range of fundamental rights considerations, alongside privacy and data protection, which fall within its mandate – such as equality and non-discrimination, the rights of the child, and access to justice. FRA’s work on preventing unlawful profiling, alongside projects on biometrics, surveillance and artificial intelligence, provides a good basis for the Agency to ensure fundamental rights compliance within the framework. FRA support aims at strengthening fundamental rights compliance in law enforcement, including immigration law enforcement, in particular, by advising EU Institutions and Member State authorities on how to avoid practices that risk resulting in unlawful profiling, by assisting to unveil discriminatory profiling on all grounds, including nationality, age and gender, in addition to ethnic origin. The Agency will need to employ the necessary resources for assessing the fundamental rights implications when the new architecture gradually goes live. The post should bring in new skillsets in the area of technology, biometrics and law, particularly data protection, and will provide essential support for the Agency’s research on the use of data and algorithms in the context of EU IT systems, with the aim to identify potential fundamental rights benefits as well as risk, such as discriminatory profiling. In order for FRA to provide the adequate opinions on the compliance of the interoperability framework against the fundamental rights, it is necessary that additional staff with appropriate skills in biometrics are engaged to be able to assess the information contained.</p>	<p>1 CA Project Officer – Biometrics, data protection</p>

5) Enhanced engagement in the EU Innovation Hub for Internal Security	<i>Human resources needs for 2023 -2025</i>
<p>The EU Innovation Hub for Internal Security has been established under the guidance of the Council's Standing Committee on operational cooperation on internal security (COSI) to facilitate the delivery of technological solutions to national authorities by pooling the EU agencies' innovation capacities. The Hub functions as a collaborative network of innovation labs, operated by relevant EU agencies, Member States, the Joint Research Centre of the Commission and other entities. The Council and the Commission expect from FRA "to be associated in the work of the Hub to ensure that fundamental rights compliance of future products is factored in throughout the innovation process" (ST 7829/20). Following the invitation to contribute to the success of this flagship initiative, the Agency has started to get involved in selected projects under the leadership of the innovation labs of other JHA Agencies, making use of the already available research findings on artificial intelligence and the interoperability of systems for border management. In addition, the Agency has been regularly involved in the virtual meetings of the Hub team for planning and exchange of information purposes.</p> <p>Once the establishment of the Steering Group for the EU Innovation Hub for Internal Security, to which the Agency should be associated, will be concluded, the Agency will be expected to provide substantive input to the work of the Steering Group and to further specific projects undertaken by different Agencies who are part of the Innovation Hub. Here, the Agency will be called on to provide expert input – supported by evidence – for large-scale research and operational projects, involving complex technical and legal issues. Adequate resources are needed for the FRA to meet expectations of the EU Institutions and other partners to look horizontally at 'fundamental rights compliance' with respect to the work of the Hub, and to provide fundamental rights assessments/input, especially with respect to large-scale and technically complex projects for which the Agency does not already have available research findings and expertise. For the Agency to engage at the level of detail needed with respect to specific projects, it is necessary to deploy additional staff resources with the necessary technical skills.</p>	<p>1 AD Project manager – skills in innovation and technology for law enforcement and border management purposes</p>
6) FRA's ad hoc presence in Greece	<i>Human resources needs for 2023 -2025</i>
<p>FRA currently provides targeted fundamental rights support on the ground in Greece and valuable input to the Commission and other EU Agencies - namely FRONTEX and EASO - as well as to the Greek authorities, and is in the process of developing practical guidance and initiating training for key actors to ensure fundamental rights compliance. FRA staff who are deployed on mission to Greece currently provide expert advice with respect to: child protection (focusing on unaccompanied minors); the identification of vulnerable people; and the respect of procedural safeguards in asylum, detention, and return proceedings. These activities could be conducted also in other Member States, where needs are emerging, like Spain, Cyprus, Malta and Italy, to ensure the respect of fundamental rights, but the agency does not have currently enough human resources to cover this.</p> <p>In 2021, FRA plans to continue its field-level involvement in Member States hosting migration management support teams or otherwise request FRA's support to deal with fundamental rights challenges linked to migration</p>	<p>1 CA FG Project officer – to be deployed in the hotspots (Greece and Italy).</p>
7) Providing fundamental rights assistance and capacity-building support to FRONTEX	<i>Human resources needs for 2023 -2025</i>
<p>In 2022 and beyond, the intensive work of FRA in the area of migration and asylum will continue. As also in the past, the working arrangements with FRONTEX, EASO and eu-LISA will enable these partners to benefit from FRA's fundamental rights expertise.</p> <p>In particular, the significantly increased size of FRONTEX and its expanded mandate in areas, where it is likely to encounter new fundamental rights-related challenges, as well as specific role for FRA in FRONTEX founding regulation, has already triggered more requests to FRA for support and need for even closer and more intensive cooperation. Through the founding regulation, EU 2016/1624 EBCGA shall cooperate with FRA in better addressing migratory challenges, preventing and detecting cross-border crime, and in the development of specific training tools. Notably FRA supports EBCGA in the establishment and requirement of Fundamental Rights Monitors, by developing monitoring methodologies, tools and trainings. In addition EBCGA shall continue to invite FRA to participate in the consultative forum having as its aim to assist the executive director and the management board with independent advice in fundamental rights matter. Moreover, FRA already supports the training of a pool of forced return monitors to support EBCGA in ensuring the participation of well-trained monitors in EBCGA's joint forced return operations, as required by Article 8.6 of the Return Directive (2008/115/EC).</p>	<p>1 AD project manager – asylum and migration (to support systematic training for a pool of forced return monitors)</p> <p>1 AST project assistant – asylum and migration</p>

D. Strategy for achieving efficiency gains

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

- introduce changes to current business processes through mapping and re-engineering of processes;

- introduce changes to systems – efficiencies through automation of repetitive tasks;
- introduce changes to the organisational set-up leading to a potentially better use of existing capacity;
- introduce a more systematic and continuous set-up of cooperation platforms as well as establishing shared services with other Agencies
- simplify the rules and procedures to be applied for financial and human resources management, this facilitating the achievement of efficiency gains;
- carry out a qualitative assessment of the efforts to increase efficiency;

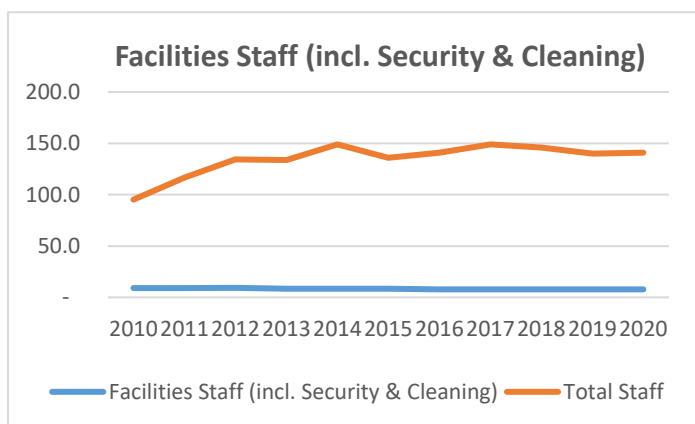
In relation to that, it appears that service transformation and re-design of processes are crucial to achieve both technical and allocative efficiency and to unlock transformational improvements in efficiency. To this end, the Agency has implemented a number of actions that resulted in an increase of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

Cluster I: Digital Services and Facilities

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

The Agency 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. Cloud services adoption will continue in 2021 as the Agency plans to migrate the remaining on premises applications to the cloud. The Agency started using I cloud-based analytics for administrative reporting needs. The potential adoption for operational tasks is expected to contribute further towards optimisation of resources.

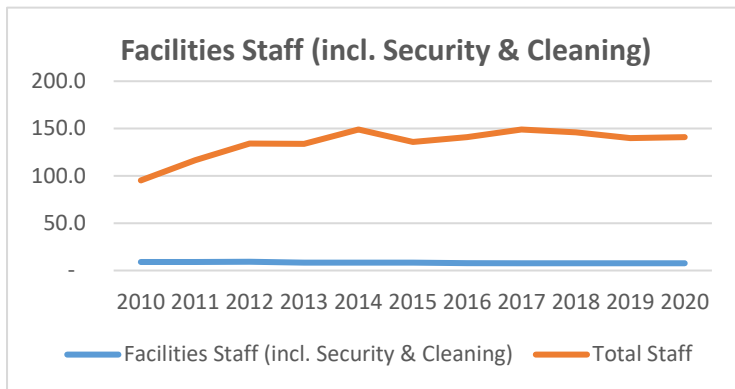
Due to the synergies and efficiency gained, it remained possible for a small IT helpdesk to provide best service to ever-growing staff. Similarly, the Agency was able to retain a relatively low number of facilities staff.



Year	Facilities Staff (incl. Security & Cleaning external contractor)	Total Staff
2010	1.2	95.2
2011	1.1	116.7
2012	1.5	134.3
2013	1.8	133.9
2014	1.8	149.0
2015	1.7	136.0
2016	1.6	141.0
2017	1.6	149.0
2018	1.6	146.0
2019	1.6	140.0
2020	1.6	141.0
2021	1.6	141.0

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

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



2019	7.8	140.0
2020	7.8	141.0
2021	7.8	141.0

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

The Agency continues to optimise its resources to achieve further efficiencies. The following list

exemplifies the actions already taken or being in the process of implementation:

1. The Agency 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 was initiated in Q1 2020 and will continue throughout 2021. 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).
3. Mission requests are reduced while use e of video conference technologiesincreased.. An indicator is the increased number of video and web conferencing requests over the last two years.
4. Use of Interinstitutional framework contracts, e.g. ICT, Facilities and other administrative services.
5. Over the last years, the Agency took measures to reduce its facilities related costs by optimising internal facilities management, changed its electricity provider, and enhanced its data center cooling system. These changes reduced facilities management costs by an overall 10% and maintained this reduced consumption throughout the last years.

More specifically in the area of environmental management, the Agency undertook the following actions to reduce its environmental impact:

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).
5. .

Cluster II: Quality Management System

1. The continuous development of the implemented Quality Management System, built on the principle of Plan Do Check Act, offers avenues for refining the effectiveness and efficiency of the Agency's internal processes. Supplementary, following the restructuring process (Nov. 2018), a planned action for revising the internal processes is going to provide the opportunity for simplifying the workflows, and optimising the tasks performance and the use of the internal resources.
2. The financial circuits for Title I have been simplified with a reduction in the chain of control as well some control functions have been merged FVA/AO. This has increased the level of efficiency while maintaining the necessary level of compliance as proven by the positive results of the external audits (COA, IAS).

3. In the process for project implementation, the planning phase has been simplified with a new integrated approach. This will allow a standardised implementation of the projects and an increase of productivity via the reduction of coordination meetings replaced with the use of existing project management system.
4. A process for ex post controls has been designed following a risk based approach with the introduction of quality techniques using a robust analysis of statistical data retrieved during the budget execution. This will allow the execution of controls on a sample of selected transactions combining different dimensions of risk. A significant increase of productivity is expected by reduction of the working hours for controls otherwise performed on samples of all the budget lines.
5. During the last years, a process for execution of compliance checks has been consolidated to integrate in selected areas similar tests performed by external auditing bodies. The process analyses the correct execution of the workflows while assessing the achievement of the objectives in relation to the use of existing resources.

Cluster III: Planning, Monitoring, Evaluation and Reporting

1. The integrated planning approach provides with a description of the overall planning, monitoring, reporting and evaluation activities that are described in a single process within the same cycle. The approach creates synergies and coherence (including with external stakeholders) during all the stages of programming encompassing the optimised planning processes and tools. Such harmonised cycle includes the drafting of programming documents, the definition of new projects, the mainstreaming of several internal and external stakeholder consultations, the steps to implement FRA's projects, their simplified monitoring reports and subsequent evaluation.

Importantly, the approach has been recently strengthened to reflect the organisational restructuring based on enhanced cross-unit cooperation. The process has been simplified to improve clarity on the decision making process and about the roles (internally/externally), as well as to raise awareness on tasks, timeframe and deadlines. The ultimate goal of such integrated approach is to contribute to the optimisation of the use of resources, potential workload decreases and increase of productivity.

2. Since 2011, a Performance Measurement Framework was put in place, including Key Performance Indicators (KPIs) that measure output, short-term and long-term impact: these are linked to FRA mandate and objectives and that are used to plan, monitor, evaluate and report FRA's multi-annual objectives and, especially, operational projects and their outputs. The framework has been revised and fine-tuned in the last few years and is integrated into FRA Programming Documents (from 2017-2019). KPIs help to cut the complexity associated with performance tracking by reducing a large amount of measures into a practical number of 'key' indicators. They can provide a management tool for gaining efficiency and decision making.
3. The Consolidated Annual Activity Report includes achievements made in terms of strategic priorities, multi-annual objectives, thematic areas, operational activities and outputs, an overview of the results and KPIs is provided into the Annex I 'Core Business Statistics' (which is in any case based on the monitoring done at the project level, as explained above in the Performance monitoring).
4. FRA has implemented evaluations of projects and cross-cutting activities since 2011. As an important source of information for the FRA to deliver against targeted results, to address problems as well as to improve learning through review of projects and strengthen accountability. The results of the evaluations are presented and discussed internally, involving several actors, and are summarised and published into the Annual Activity Report.

Since 2017, to increase efficiency, FRA is joining the Inter-agency Framework contract on Evaluations, which will provide single framework contract for the provision of evaluation services for several EU Agencies (EUROFOUND, SRB, CDT, EIOPA, EU-OSHA, ETF, and EASA).

Cluster IV: Human Resources Management

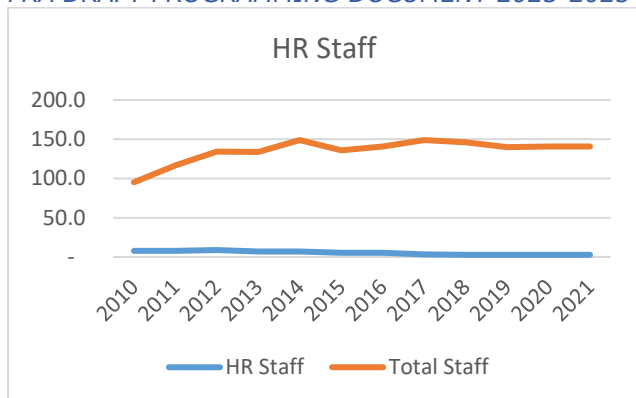
A number of initiatives have been undertaken in recent years that resulted in the achievement of an overall organisational fitness, efficiencies and productivity. The Agency plans to implement further measures that will increase the efficiency gains by e.g.:

1. The optimisation of the Agency's organisational structure. The Agency organised its support functions (i.e. finance, procurement, IT, facilities, human resources, planning and quality) under a single unit called "Corporate Services". In November 2018, a new organisational structure was established to cluster expertise and further strengthen outputs. One additional operational Unit was established to strengthen inter-departmental project co-operation and enhance capacity for real-time responses without endangering multiannual research.
2. The use of inter-institutional framework contracts in the areas of Learning and Development, and other administrative services for instance insurances for staff and externals within the Agency's premises.
3. The Agency introduced modern IT tools to allow direct access to and full automation of key HR processes for instance for the management of leave, part-time and parental leave requests, staff performance and appraisal, learning and development. Currently, the Agency is in the process of deploying SYSPER in Production, encompassing services offered by PMO, JSIS, DG HR and DIGIT. 2022 should bring the Agency in the position to roll out a new recruitment tool.
4. The preparatory work for the implementation of SYSPER in order to streamline and automate certain human resources management processes.
5. The enhanced PMO service level agreement to gain efficient use of the existing capacity.
6. The Agency contracted under the Inter-institutional framework contracts to conduct the development of a competency framework for the identification of the necessary competencies for the various job profiles at FRA. The objective is that such a Competency Framework will support modern talent management processes, professional development, as the framework will be applied to key HR process such as recruitment and selection, career advancement, learning, development, and human resource planning. The next steps following the adoption of the Competency Framework are to conduct a staff skills audit benchmarked against the Agency's aspirational competencies and where gaps exist then staff will be assisted through learning and development.
7. The Agency in order to ensure that it remains responsive to its staff initiated a workload analysis to determine any incidences of workload and where it exists to initiate steps to tackle it for efficiency and staff wellbeing.

Modernisation of HR tools, optimisation of its processes, and its Service Level Agreement (SLA) with PMO enabled the Agency to decrease the staff working within the HR domain. However it is evident from the Table below, while the number of the service receivers at FRA steeply increased, the Agency managed not only to retain the number of the HR staff but even decreased it further bringing the overall ratio to the level of 0,91:40 in 2017 and i.e.: 0, 83:40 in 2022. By comparison, the European Commission's the estimated target for efficiencies and synergies gains in the whole HR community is to reach a HR ratio of 1:40³, by 2019.

Year	HR Staff	Total Staff
2012	8.9	134.3
2013	7.1	133.9
2014	7.1	149.0
2015	5.3	136.0

³ Communication to the Commission: Synergies and Efficiencies in the Commission - New Ways of Working; SEC(2016) 170 final. 4.4.2016.



2016	5.5	141.0
2017	3.4	149.0
2018	2.8	146.0
2019	2.8	140.0
2020	2.8	141.0
2021	2.8	141.0
2022	3	144.0
2023	3	161.0

Table XY: The staff evolution within the domain human resources vis-à-vis an increase of the general staffing number

Importantly, it should be noted that, while the Agency worked towards the achievement of technical and allocative efficiency gains, it also managed to improve its overall performance in the implementation of its mandate. In particular, while boosting both productivity and efficiency, the Agency has prioritised its core activities and ensured the timely delivery of services and the production of the relevant outputs.

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 2023-2025 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 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 provided guidance of high added value. Typically these posts would be filled by Temporary Agents in the bracket AD13-AD14.
- Middle Managers: provide strategic and financial management and supervise the operational management within their respective fields covering different areas of FRA activities in respect of sound financial management. Typically these posts would be filled by Temporary Agents in the bracket AD9-AD12.
- Programme Managers: are typically engaged in ensuring the daily programme management throughout the programme life cycle, monitoring the implementation of programme in line with the conditions set out in the AWP, collaborating in the preparation of project's proposal and ensuring their alignment with the programme's purposes.. Programme managers may play a key role in contributing to the identification and analysis of the legislative and/or policy files beyond the projects an upcoming key political events and political decisions that FRA would aim to influence through the projects' objectives. Programme Managers may represent FRA in external activities. Typically these posts would be filled by Temporary Agents in the bracket AD8-AD10.
- Project Managers/Programme Officers: play a key role in general processes, draft reports, implement policies, analyse and advise the hierarchy in specific areas such as research, coordinate specific areas of work or a team's work content or, represent FRA in external activities. Typically these posts would be filled by Temporary Agents in the bracket AD5-AD8 Contract Agents FGIV. Seconded National Experts are all programme officers. Temporary agents at grades AD 5 and Contract Agents at function group IV under direct supervision will contribute to the completion of the above-mentioned tasks and may play a supporting and active role in the development of overall tasks and work.
- Assistants/: provide support in the drafting of documents and assistance in the implementation of policies and procedures in areas such as administration, procurement, finance, human resources, research, communication, following advice from the hierarchy. Some assistants play more a supporting role in areas such as administration, procurement, finance, human resources, research and communication, under the supervision of a higher level function. Typically these posts would be filled by Temporary Agents in the bracket AST1-AST9 and by Contract Agents Function Group III.
- Administrative agents: provide secretarial and/or clerical support in operational and administrative areas. Typically these posts would be filled by Contract Agents Function Group II.

In addition to the abovementioned generic profiles, the Agency in order to increase its efficiency and effectiveness in 2012 adopted a decision (Decision HRP/030/2012) on the assignment of Heads of Sectors. Their role is to 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)⁴
- AST 1 to AST 4 for the assistants function group (AST)
- AD 5 to AD 8 for the administrators function group (AD).

The determining factor in deciding on the appropriate entry point is the level of experience that the candidate needs in order to assume the responsibilities of the role. For instance, in the area of research, Project/Programme Managers recruited at AD 7 are candidates with a significant level of experience and expertise and are expected to assume a project managerial role immediately. Programme Officers, who are recruited at AD 5, will generally be less experienced and are assigned to carry out work of a more technical/scientific nature initially, for example conducting research rather than managing it. In this role, the Research Officer develops the skills of a Project Manager over time and by the time of promotion to AD 7 in due course will be expected to assume all aspects of the role of Project Manager.

Long-term temporary agents will also be recruited at the level of AD 9 to AD11 and in exceptional cases at grade AD 12 for middle management, and grades AD 13 and AD 14 for advisers positions. In all cases and before publishing any post, the Agency will carefully evaluate all options in order not to recruit at excessive level. Recruitment of middle managers at grades AD9-AD11, and in exceptional cases at grade AD12 shall remain within the limits of 20% of recruitments per year over a rolling period of five years for long-term employment within the Agency.

Temporary agent posts are filled through the following processes:

- internal selection
- inter-agency mobility
- open selection

Internal selection procedure notices are advertised within the Agency, outlining the job description and the candidate requirements. If there are not sufficient qualified candidates through the internal selection process, the process moves to the inter-institutional and open stages of the selection procedure. The inter-agency procedure, which may run in parallel with the open selection, is advertised in the institutions and Agencies. Candidates are required to submit their applications through the Agency's online recruitment system.

The open selection procedure is advertised through a short notice on the EPSO website. The full detailed vacancy notice is published on FRA's website and intranet with all necessary instructions. Candidates apply through the online recruitment system. Normally, there is a four-week deadline for submission of applications.

Long-term temporary agents are offered a contract of an indefinite period. The Agency requires technically qualified staff with specialist knowledge and experience for most of its activities, especially in the areas of specific competence linked to its regulation and strategy. This is, however, also valid for staff working in administration, finance, human resources, accounting, procurement and information communication technology since, in many cases, there is an extremely limited number of members of staff to cover each specific activity. In many cases it is of utmost importance to have staff with broad knowledge and expertise in the respective fields of work. In the past the Agency faced difficulties in recruiting staff. However since the implementation of this measure as well as other social benefits, both the quantity and quality of candidates has been increased considerably.

Temporary agents on short/medium term employment

⁴ The Agency will consider requesting such posts progressively in the future (i.e. with departures, retirements, new recruitments)

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. They are engaged as officers, assistants or agents in the areas of HR, project management, organisation of events, contract and finance, data protection and Internal Control, facilities and operations. In deciding on the posts to be filled by contract agents on long term employment the Agency takes into consideration if there are posts available in the 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.

Some contract agents may be offered contracts of shorter duration, depending, for example, on the envisaged duration of the project in the case of core activities, the estimated time for which an additional resource is required, or the time that it will take to fill a temporary agent vacancy.

The selection procedures for the recruitment of Contract Agents follow the EB Decision 2019/03. In addition, the Agency signed in 2010 a Service Level Agreement with the European Personnel Selection Office by which it may 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.

There are two options available when recruiting contract agents on short, medium or long term employment. The first is to source candidates from the EPSO CAST database. The CAST has not proved to be effective, and it is now rarely used by FRA. The second option of recruiting through a selection procedure organised by the Agency is invariably the more effective solution.

They are offered an initial fixed-term contract whose duration is based on the duration of the tasks to be performed. The contract may be renewed for a second fixed-term should the duration of the specific project is extended. All renewals of contract will depend on the business needs for the function occupied and available budgetary provisions

c. Seconded national experts

Seconded National Experts are staff employed by a national, regional or local public administration or an IGO, who are seconded to FRA so that it can use their expertise in a particular field. They are selected according to an open procedure published on the FRA's website. Before their secondment the number of SNE is authorised by the Agency and they are included in the draft estimate of the financial year concerned.

The initial period of secondment, which is specified in the exchange of letters between the Agency and the seconding organisation, may not be less than six months and more than two years. It may be renewed, however, the total secondment will not exceed four years.

Exceptionally, the Director may authorise one or more extensions of the secondment for a maximum of two more years at the end of the four-year period.

An SNE may be seconded to FRA for another time provided that a period of at least six years elapsed between the end of the previous secondment and the start of the new. In cases where the initial period lasted for less than four years, the second secondment can take place before the six years elapse. However, in such cases, the total period of the two secondments cannot exceed the four-year period.

d. External service providers

External service providers are contracted via procurement procedures. Usually this is done through an open tendering procedure. The types of services typically include ICT helpdesk, other ICT assistance, security and cleaning services, and medical doctor services, some of which are on a part-time basis.

B. APPRAISAL OF PERFORMANCE AND RECLASSIFICATION**Implementing rules in place**

		Yes	No	If no, which other implementing rules are in place
Reclassification of TA	Model Decision C(2015) 9560	x		
Reclassification of CA	Model Decision C(2015)9561	X		

Table 1 - Reclassification of temporary staff/promotion of officials

At the time of writing, the 2021 reclassification exercise is ongoing, with the results being foreseen to be published in the end of 2021, and the 2022 reclassification exercise is planned to be launch in 2022

Grades	Average seniority in the grade among reclassified staff						Average over 5 years (Annex IB SR) (According to decision C(2015)9560)
	Year 2018	Year 2019	Year 2020	Year 2021	Year 2022	Actual average over 5 years	
AD05	-	-	-	-	-		
AD06	-	-	6.00				2.8
AD07	-	4.15	5.43				2.8
AD08	5.58	-	6.00				3
AD09	-	-	5.00				4
AD10	-	5.5	-				4
AD11	-	-	-				4
AD12	-	-	-				
AD13	-	-	-				6.7
AD14	-	-	-				
AST1	-	-	-				
AST2	-	-	-				
AST3	-	-	-				
AST4	-	-	4.50				3
AST5	-	4.22	5.94				4
AST6	-	5.50	4.00				4
AST7	-	-	-				4
AST8	6.50	-	-				4
AST9	-	-	-				
AST10 (Senior assistant)	-	-	-				
AST/SC1	-	-	-	-			
AST/SC2	-	-	-	-			
AST/SC3	-	-	-	-			
AST/SC4	-	-	-	-			
AST/SC5	-	-	-	-			

Table 2 - Reclassification of contract staff

At the time of writing, the 2021 reclassification exercise is ongoing, with the results being foreseen to be published in the end of 2021, and the 2022 reclassification exercise is planned to be launch in 2022

Function Group	Grade	Staff in activity at 01.01.2021	How many staff members were reclassified in 2022	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	1	-	-	Between 5 and 7 years
	15	6			Between 4 and 6 years
	14	6			Between 3 and 5 years
	13	2			Between 3 and 5 years
CA III	12	1			
	11	1	-		Between 6 and 10 years
	10	6	-	-	Between 5 and 7 years
	9	3	-	-	Between 4 and 6 years
	8	1	-	-	Between 3 and 5 years
	7	1	-	-	
CA II	6	2	-	-	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		-	-	-	

At the time of writing, the reclassification exercise 2021 is ongoing and the exercise 2022 planned to be launched in 2022.

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
Commission Decision on administrative enquires and disciplinary procedures - possibly a model decision to be drafted and adopted
Commission Decision on teleworking – 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.

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.

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 2019 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 2019, FRA published zero posts through the inter-agency job market.

Mobility between the agencies and the institutions

FRA does not pro-actively pursue such mobility since it does not have any permanent posts in its Establishment Plan and therefore such mobility may not be possible. In the future by creating permanent posts the possibility for mobility in this sense will be feasible.

Traineeship

Following the revision of the Rules governing the Traineeship at FRA entered into force on November 16th 2017, FRA offers traineeships once a year starting on 1 October. The traineeship may last a minimum of 3 and a maximum of 12 months. Trainees are awarded a monthly grant corresponding to 25% of an AD5/step 1 temporary agent salary, reflecting the policy for trainees at the European Commission. The traineeship programme is addressed mainly to recent university graduates. It aims to provide trainees with an understanding of the objectives and activities of the Agency, a practical experience and knowledge of the day-to-day work of the FRA and the possibility to put their learning into practice and contribute to the Agency's mission. In October 2021 FRA offered traineeship to 28 trainees.

The selection procedure is open and transparent through the publication of a call for applications on the FRA's website. The detailed rules governing the internship programme at FRA may be consulted under the following link: www.fra.europa.eu/en/about-fra/recruitment/traineeship.

GENDER REPRESENTATION

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

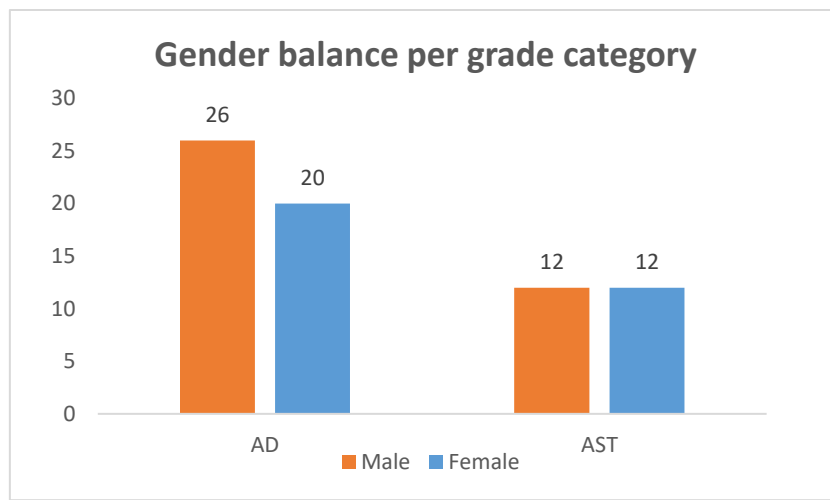
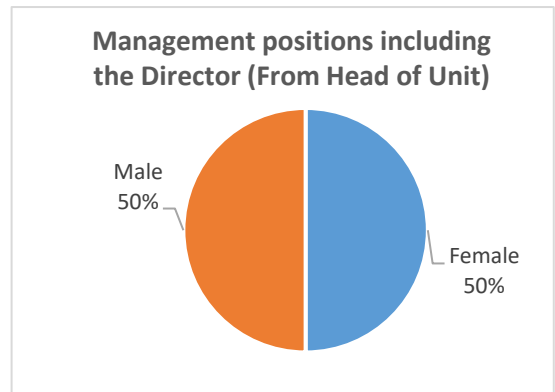
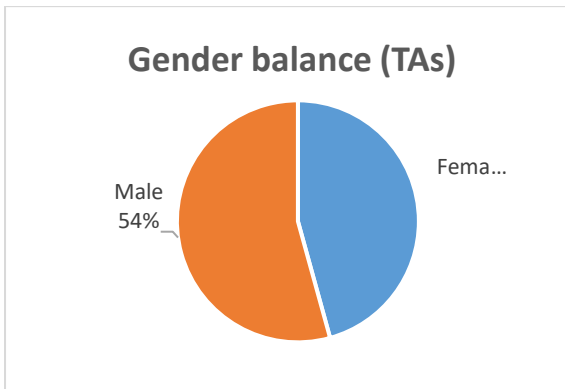
		Official		Temporary		Contract Agents		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
Female	Administrator level	0	0%	20	29%	9	31%	29	29%
	Assistant level (AST & AST/SC)	0	0%	12	17%	10	34%	22	22%
	Total	0	0%	32	46%	19	66%	51	52%
Male	Administrator level	0	0%	26	37%	6	21%	32	32%
	Assistant level (AST & AST/SC)	0	0%	12	17%	4	14%	16	16%
	Total	0	0%	38	54%	10	34%	48	48%
Grand Total		0	0%	70	100%	29	100%	99	100%

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

	2016		2022	
	Number	%	Number	%
Female Managers	1	20%	3	50%
Male Managers	4	80%	3	50%

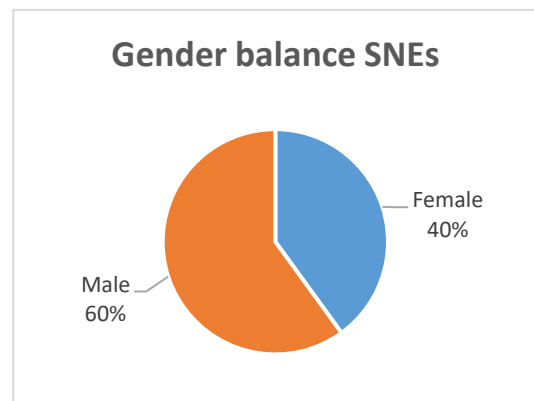
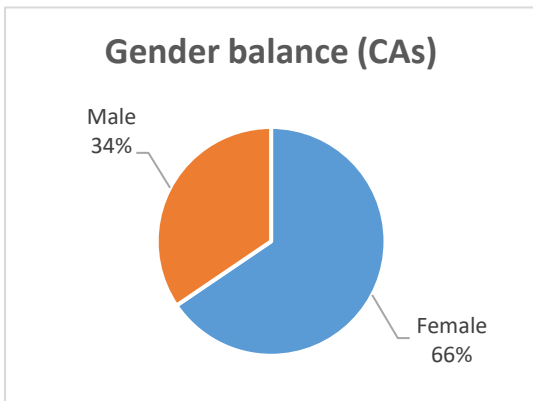
The charts below illustrate the staff breakdown by contract type and function group and the gender balance in 2019:

1. Temporary Agents



2. Contract Agents

3. Seconded National Experts (SNEs)



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/year 2021- statutory staff only (officials, AT and AC)

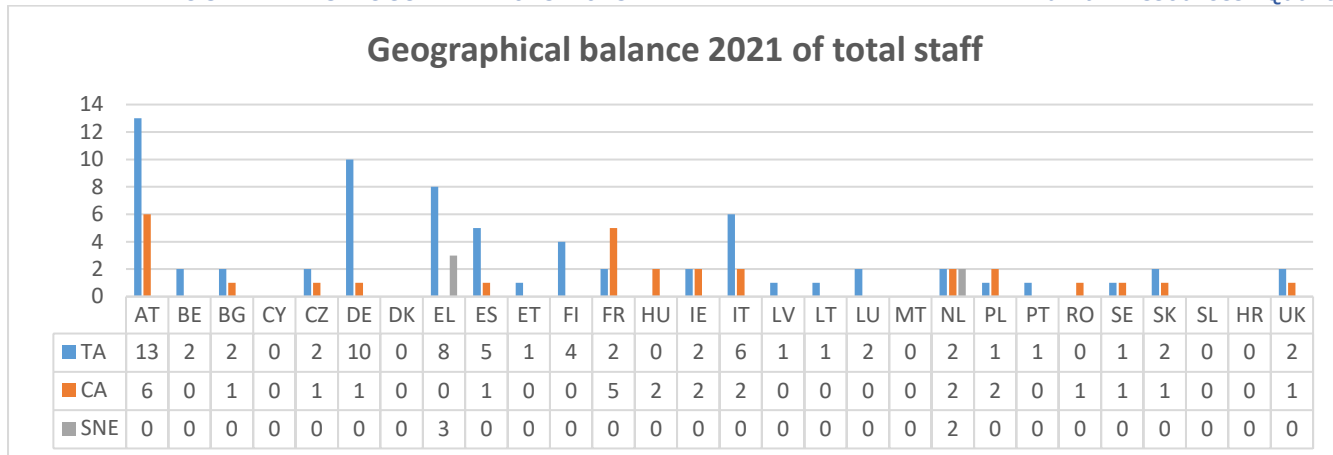
Nationality	AD + AC FG IV		AST/SC- AST + CA FGI/CA FGII/CA FGIII		TOTAL	
	Number	% of Total Staff members in AD and FG IV categories	Number	% of Total Staff members in AST SC/AST and FG I, II and III categories	Number	% of total staff

AT	10	16%	10	26%	20	20.2%
BE	0	0%	2	5%	2	2.0%
BG	2	3%	1	3%	3	3.0%
CY	0	0%	0	0%	0	0.0%
CZ	3	5%	0	0%	3	3.0%
DE	9	15%	1	3%	10	10.1%
DK	0	0%	0	0%	0	0.0%
EL	5	8%	3	8%	8	8.1%
ES	3	5%	3	8%	6	6.1%
ET	1	2%	0	0%	1	1.0%
FI	2	3%	2	5%	4	4.0%
FR	2	3%	5	13%	7	7.1%
HU	1	2%	1	3%	2	2.0%
IE	1	2%	3	8%	4	4.0%
IT	6	10%	2	5%	8	8.1%
LV	0	0%	1	3%	1	1.0%
LT	1	2%	0	0%	1	1.0%
LU	1	2%	1	3%	2	2.0%
MT	0	0%	0	0%	0	0.0%
NL	3	5%	1	3%	4	4.0%
PL	3	5%	0	0%	3	3.0%
PT	0	0%	1	3%	1	1.0%
RO	1	2%	0	0%	1	1.0%
SE	1	2%	1	3%	2	2.0%
SK	3	5%	0	0%	3	3.0%
SL	0	0%	0	0%	0	0.0%
HR	0	0%	0	0%	0	0.0%
UK	3	5%	0	0%	3	3.0%
TOTAL	62	98%	39	97%	99	100%

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

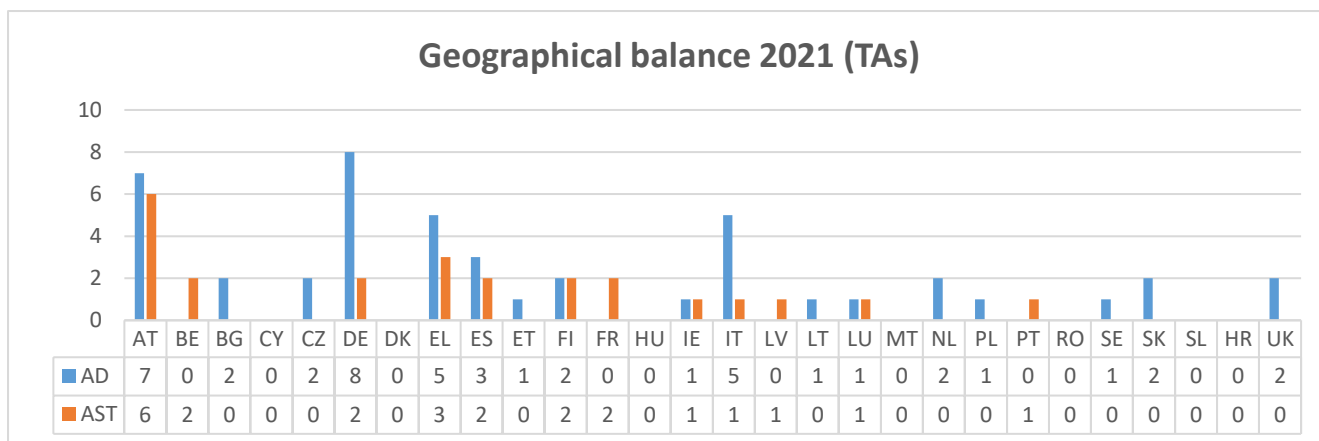
Most represented nationality	2017		2021	
	Number	%	Number	%
AT	16	18%	20	20,2%
Total	99	100%	99	100%

In 2019, the workforce of FRA covers 23 nationalities representing out of a total of 28 Member States. FRA will continue its effort to develop and to increase the number of nationalities.

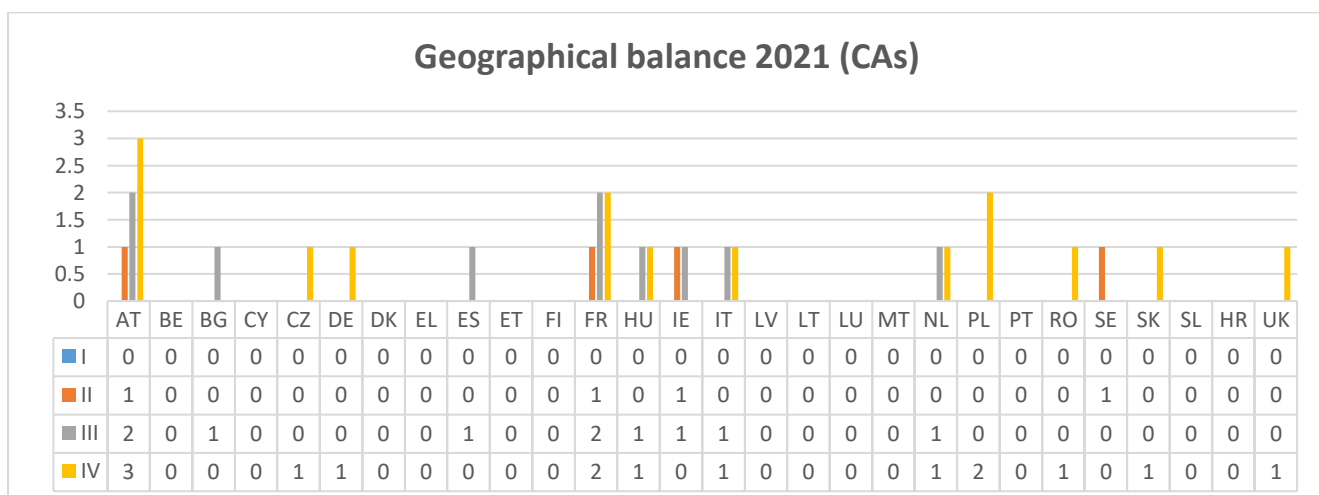


A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

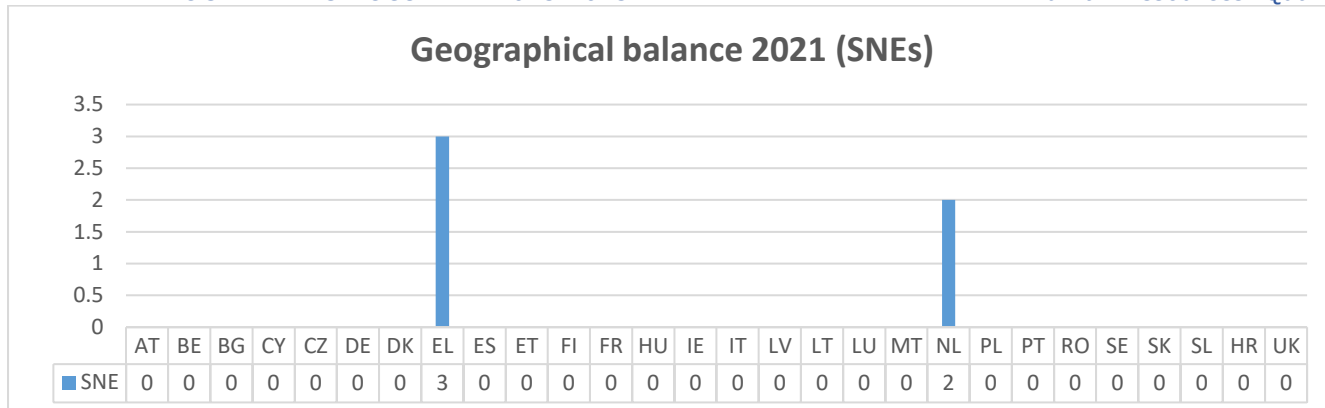
i) Temporary Agents: a total of 21 nationalities as shown below



ii) Contract Agents: a total of 15 nationalities as shown below



iii) Seconded national experts: a total of 2 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			
<i>Description of any other solutions or actions in place:</i>				
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] <i>on childcare facilities costs for pre-school children of FRA staff</i> http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf . and No. 2013/07] <i>on Education costs for children of FRA staff</i> http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013_07_education_cost.pdf] by concluded Service Level Agreement(s) with service providers for the pre-schooling and schooling services.				

Schooling is a key factor in enabling FRA to attract and to retain qualified staff members. In the absence of a European School and a European Section in Austria, the Management Board of the FRA in 2013 revised the two decisions, one regarding childcare facilities costs for pre-school children of FRA staff (MB decision 2013/06) and another one on education costs for children of FRA staff in Vienna or at no greater distance therefrom as is compatible with the proper performance of the staff member's duties (MB Decision 2013/07). According to these decisions the Agency has signed several service level agreements. Staff members enjoying the benefits of these measures are not entitled to receive the education allowances provided for in Article 3 of Annex VII of the Staff Regulations since the schools are considered as a non-fee paying ones.

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 a budget of an average of 2,500 EUR per staff member. Besides that, FRA annually organises wide range of Learning and Development activities including mandatory training (such as on the prevention of psychological and sexual harassment; unconscious bias as well as on ethics and integrity). These are complimented by various workshops and language training for integration of staff and also staff partners/spouses into the host city and for the third language requirements. Additional profession training is made available in online language courses, as well as via the Commission EU Learn portal etc.

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 an action committee established to draw up actions based on the concerns in the report for the Director's consideration and action over the next 2yrs.

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 2016/02 from 19 May 2016 the Commission Decision C(2015)9151 on teleworking. In this context teleworking is defined as an arrangement for organising and carrying out work outside the FRA premises. It is part of a modernising trend in organisations, which focuses on result-based management and objective-driven performance to increase efficiency of operations.

Following the pandemic staff are requested to telework extensively. The Agency was in a position to support all its staff and trainees to perform their tasks while teleworking. This was possible because the Agency had previously invested on the underlying IT infrastructure enabling staff to work without any interruptions.

Furthermore, the Agency adapted its telework guidelines and aligned them to those of the Commission services.

ANNEX VI: 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 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 at indicated under section 3. The Agency is looking into ways that will allow it to met the emissions free target of the Commission.

3. Environmental aspects, indicators and targets

The list of practical measures and indicators, 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 and hence reducing the 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.

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 2021 the Agency is looking to donate electric and office equipment to charity organisations who in return are reusing equipment in their projects. Hence, contributing to the reduction of waste disposal.
2. Electricity consumption: The Agency is in discussions with the building owner to improve the quality of the office spaces, which also includes the further replacement of conventional bulbs with LED technology bulbs.
3. Eliminating 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.

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 the 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 in 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.

ANNEX VII: Building policy

	Name, location and type of building	Other Comment
Information to be provided per building:	Schwarzenbergplatz11, Vienna, AT-1040, Austria	None
Total Surface area (in square metres)	5,546	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.
- Of which office space	- 3,704	
- Of which non-office space	- 1,842	
Annual rent (in EUR)	856723,56 EUR	None
Type and duration of rental contract	Lease agreement for an initial period of 10 years with the provision for an indefinite period.	Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building.
Host country grant or support	Based on a letter of intent received from the Austrian authorities, the host country will subsidise the rent by 120,000 EUR in 2022.	None
Present value of the building	N/A	None

	Building Name and type	Location	SURFACE AREA(in m ²)			RENTAL CONTRACT					Host country grant or support
			Office space	non-office	Total	Rent (€/Year)	Duration of the contract	Type	Breakout clause Y/N	Conditions attached to the breakout clause (if applicable)	
1	Schwarzenbergplatz 11, stand alone building	Vienna, AT-1040	3704	1842	5546	856723,56	indefinite	Lease agreement	Y	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.	120000 contribution

Building projects in planning phase:

Following the expiration of the 10 years lease agreement in 2019, the Agency is 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. These discussions are currently on hold due to the uncertainty linked to the COVID-19 pandemic situation

Building projects submitted to the European Parliament and the Council

In accordance with Article 266 of the Financial Regulation (EU/Euratom) 2018/1046, the Agency in Q4 2019 notified to the European Parliament and Council budget committees its intention to renegotiate the lease agreement. Following the examination of the Agency's file submission the committees did not raise any concerns linked to the possible lease agreement amendment which is intended to include certain modernisation works of the office space and adjustments to certain lease agreement clauses. So far, the amendment of the lease agreement is not concluded due to the uncertainty linked to the COVID-19 pandemic situation especially when linked with the time schedule of building works.

ANNEX VIII: 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) can register a tax free vehicle every four years.	-
No other privileges are offered to the Agency.	The Agency has been granted access to the UN Commissary, where staff members can purchase certain tax free items up to a limit based on their annual salary in accordance with the UN conditions.	-

ANNEX IX: Evaluation of the FRA

Evaluation activities aim at assessing the performance and achievements of the programmes, projects, activities or organisation on the basis of a set criteria and indicators, in view of establishing findings and conclusions as well as recommendations for future programming or improvements to the current projects. Evaluation activities focus on measurement at the level of short-term impact, long term impact and aspirational impact as defined in the Performance Measurement Framework. Depending on at what stage of the project's life cycle the evaluation activities are conducted, there are different types of evaluation at FRA such as:

- Ex-ante evaluations and;
- Retrospective evaluations;

Based on the Financial Rules of the European Union Agency for Fundamental Rights an ex-ante evaluation supporting the preparation of programmes and activities shall be based on evidence, if available, on the performance of related programmes or activities and shall identify and analyse the issues to be addressed, the added value of Union involvement, objectives, expected effects of different options and monitoring and evaluation arrangements. The previous Implementing Rules to the Financial Rules of the FRA provided guidance on the approach to be taken for the ex-ante evaluation, in particular proposals for programmes, projects or activities occasioning budget expenditure or changes to the work programme for which the overall estimated expenditure exceeds 5% of the average operational expenditure of the preceding 3 years, shall be the subject of an ex-ante evaluation.

Retrospective evaluations shall assess the performance of the programme or activity, including aspects such as effectiveness, efficiency, coherence, relevance and EU added value. Retrospective evaluations shall be based on the information generated by the monitoring arrangements and indicators established for the action concerned. They shall be undertaken periodically and in sufficient time for the findings to be taken into account in ex-ante evaluations or impact assessments that support the preparation of related programmes and activities.

The previous Implementing Rules to the Financial Rules of the FRA provided guidance on the approach to be taken for the ex-ante evaluation, in particular programmes, projects or activities, including pilot projects and preparatory actions, where the resources mobilised of the estimated expenditure exceeds 10% of the average annual operational expenditure of the preceding 3 years, shall be the subject of an interim and/or ex post evaluation in terms of the human and financial resources allocated and the results obtained

EX-ANTE EVALUATION⁵

EX-POST EVALUATION

⁵ Ex-ante, interim and ex-post evaluations will be included into the consolidated, final draft PD 2023-2025

ANNEX X: Strategy for the organisational management and internal control systems including their anti-fraud strategy as last updated

Internal Control systems

In 2018 the Agency revised and adopted a new Internal Control Framework (ICF) moving away from a purely compliance-based to a principle-based system, whereby the services are offered the necessary flexibility to adapt to their specific characteristics and circumstances while ensuring a robust internal control with a consistent assessment. This approach aims at helping the organisation to achieve its objectives and sustain operational and financial performance.

The Agency considers Internal control a process applicable at all levels of management and designed to provide reasonable assurance of achieving five objectives: (1) effectiveness, efficiency and economy of operations; (2) reliability of reporting; (3) safeguarding of assets and information; (4) prevention, detection, correction and follow-up of fraud and irregularities (5) adequate management of the risks relating to the legality and regularity of the underlying transactions.

The previous framework was based on standards and mandatory requirements, while the revised version relies on principles and characteristics.

The characteristics outlined for each principle are intended to assist management in designing, implementing and assessing internal control. They are non-mandatory and flexible, as they may be adapted to specific characteristics and circumstances. Accordingly, specific baselines are established for each principle.

Moving to a principles-based system requires increased reliance on management's assessment in each Department.

Taking into account the Agency governance structure, the roles and responsibilities of the actors in the context of the implementation of the ICF are as follows:

Management Board

The Management Board provides continuous oversight for the internal control systems through the Consolidated Annual Activity Report and ongoing specific assessments.

Director

The Director is responsible for the functioning of the internal control system in the Agency. He must ensure that the internal control systems is in line with the Communication on the revision of the ICF and conduct an overall assessment of the presence and functioning of all internal control principles and components.

He signs a declaration of assurance annexed to the Annual Activity Report.

The Director must ensure the awareness and understanding of the ICF by all staff, in particular through training, information and support activities. In comparison to the previous ICF, the Director has more flexibility and autonomy in establishing the indicators and corresponding baselines and in performing the assessments. This allows him to take due account of the specific environment and needs.

Units

All managers are accountable for the achievement of objectives, both operational and internal control, and report in accordance with the applicable reporting arrangements within the Agency.

Units are primarily responsible for managing risk and controls on a day-to-day basis. This means that they execute the primary controls and take overall responsibility for the achievement of operational objectives and for the sound implementation of internal control. With the support of the Corporate services Department they implement and supervise the efficiency and effectiveness of the controls and are responsible for reporting to the Director. They are responsible for the design adequacy, efficiency and effectiveness of the control system in their environment and are the main source of assurance for the Director that the internal controls function effectively.

Head of Corporate services Unit in charge of Risk Management and Internal Control (RMIC)

The Head of Unit in charge of RMIC supports the Director in overseeing and monitoring the implementation of internal control within the Agency. He signs a statement annexed to the Annual Activity Report taking responsibility for the completeness and reliability of management reporting.

General Principles for the assessment of the Internal Control

The Financial Regulation requires that the budget shall be implemented in compliance with effective and efficient internal control.

The Agency must be able to demonstrate not only that the controls are place but also that these controls take account of the risks involved and that they work as intended.

Internal control principle 16 states that the Agency carries out continuous and specific assessments to ascertain whether the internal control systems and their components are present and functioning.

Therefore, before assessing the internal control system, the Agency sets its own baseline for each principle, as best

adapted to its specificities and risks. These baselines are a starting point of known effective internal control from which regular monitoring and specific assessments can be implemented.

The baselines are dependent on the design of the internal control system implemented and how controls put into effect the principles. They should be expressed in terms of relevant and pertinent indicators. Where possible, these indicators should be quantitative.

Antifraud strategy

Taking into account the priorities set by the European Commission within the framework of the Common Approach on EU decentralised agencies, the need to pursue the European Commission's main objectives for its implementation and the guidance provided by the European anti-Fraud Office, in December 2014 FRA adopted its antifraud strategy and related action plan.

The overall objectives of FRA's antifraud strategy adopted in 2014 were:

- Prevention through increased fraud awareness
- Strengthen the existing controls in a perspective of fraud prevention

The last revision of the anti-fraud strategy in 2018 took into account the lessons learnt in the implementation of the 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 strengthened 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 also took 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.

In a perspective of continuous improvement the Agency is completing a further revision end of 2021.

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

On the basis of the above considerations and taking into account the risk assessment the Agency has identified the following strategic objectives.

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 was implemented and a new action plan will be embedded in the upcoming revision of the strategy at the end of 2021.

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

General Information						Financial and HR impacts				
Actual or expected date of signature	Total amount	Duration	Counterpart	Short description		2022	2023	2024	2025	
Service-level agreement										
1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021										
1	14/12/2017	1,500,000	2017-2024	EEA and Norway Grants-FMO	Programme Level Cooperation: Advice to Programme Operators and strategic assessments to the Donors and FMO	Amount	214,286	214,286	214,286	107,143
						Number of CA	3	3	3	
						Number of SNEs	0	0	0	
2 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights										
2	10/06/2019	248,111	30 months	NSI Bulgaria	Project Level Cooperation: TA for developing and implementing a module on discrimination, harassment and victimization; testing new methods of generating data; drafting policy-oriented reports on the situation of vulnerable populations at national, regional and local levels	Amount	86,839	24,811	0	0
3 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Technical assistance to Greece in the field of migration										
3	Expected 2021 (Q4)	919,480	2021-2024	Greek Ombudsman	Project Level Cooperation: Provision of advice, training and contribution to capacity building activities of the Greek Ombudsman	Amount	275,844	597,662	45,974	0
4 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity-building										
4	Expected 2021 (Q4)	294.028	2021-2024	Greek Ombudsman	Project Level Cooperation: Providing assistance to the Greek Ombudsman on fundamental rights	Amount	88.208,4	191,118.20	14,701.40	

5 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor's Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve responses to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims										
5	Q1 2022	800,000	29 months	Romanian Prosecutor's office	Project Level Cooperation: Ensuring an effective and accessible criminal justice system for victims of crime with a specific focus on victims of hate crime and child victims	Amount	0	430,000	230,000	140,000
Total Service-level agreement						Amount	579,969	1,086,759	660,260	200,000
						Number of CA	3	3	3	
						Number of SNEs	0	0	0	
GRAND TOTAL						Amount	579,969	1,086,759	660,260	200,000
						Number of CA	3	3	3	
						Number of SNEs	0	0	0	

ANNEX XII: Risks Year 2023

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

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

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

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

Risk typology

The risk types for each process are classified in the following groups

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*I	Action owner	Action
E	Extension of disruption due to COVID 19 outbreak and risks related to business continuity	Non achievement of objectives Difficulties in engaging with stakeholders (at EU and MS level) Severe budgetary constraints. Delays in the procurement and implementation of existing contracts. Loss of key resources	High 4	Major 4	Major 4	Significant 3			Follow-up on the evolution of the COVID-19 crisis and the priorities set up by the Commission. Alignment of FRA activities to the new priorities keeping the focus on the major projects. The activities are continuing even if at a lower intensity. A system for project prioritisation has been conceived

ANNEX XIII: Strategy for cooperation with third countries and international organisations

FRA's cooperation and engagement with international organisations (IGOs) is based on specific provisions in [Council Regulation no 168/2007](#)⁶ (Founding Regulation) and is consistent with the list of actions established by the [Common Roadmap on EU Agencies](#)⁷. FRA's engagement with international organisations serves to:

- a) ensure complementarity and synergy with international organisations active in the field of human rights (in accordance with Article 5 of the Founding Regulation);
- b) develop cooperation and coordinate activities to that effect;
- c) share expertise and knowledge within the international human rights system; and
- d) contribute to the overall effort of EU institutions and bodies to achieve greater coherence between external and internal fundamental / human rights policies.

As required by the Founding Regulation, FRA collaborates systematically with the:

- Council of Europe (CoE);
- United Nations (UN), especially the Human Rights Office (OHCHR);
- Organization for Security and Co-operation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR).

In addition, the Agency engages with other international or regional organisations and entities active in the area of FRA's competence, such as the EEA and Norway Grants Financial Mechanism Office, the World Bank, the Organisation for Economic Co-operation and Development (OECD), the International Organisation for Migration (IOM), etc.

External engagements with third countries are limited, with the Agency primarily responding to requests, which are triggered by and consulted with the European External Action Service (EEAS) or the European Commission. FRA's international activities are closely coordinated with the European Commission and EEAS in line with an existing working arrangement, to ensure coordination and coherence with the EU's overall external policy priorities.

Cooperation with the Council of Europe

The cooperation between the Agency and the Council of Europe has evolved over the years, based on the European Community's and Council of Europe's agreement on cooperation between the two entities.⁸ The continued aim remains to improve coordination of activities and synergies between FRA and the various elements of the Council of Europe: the Secretariat, the Parliamentary Assembly, the European Court of Human Rights, the Commissioner for Human Rights, the European Committee of Social Rights (ECSR), the European Commission against Racism and Intolerance (ECRI) and other bodies and monitoring mechanisms.

In 2022–2024, the established institutional cooperation will continue through the following main strands:

- a) participation of the CoE appointed independent member in the Management and Executive Boards of the FRA;
- b) representatives of the CoE Secretariat participating as observers in FRA Management Board meetings;
- c) annual exchanges of views between the Committee of Ministers' Rapporteur Group on External Relations (GR-EXT), the independent person appointed by the CoE, and FRA Director;
- d) consultations between FRA and the CoE during the preparation of the FRA Programming documents, the annual report on FRA-CoE cooperation, and the annual Fundamental Rights Report;
- e) CoE participation in FRA project advisory boards such as on EFRIS or the Fundamental Rights Forum;
- f) an annual visit by the FRA Director to the CoE, including meetings with the Secretary-General, the Commissioner for Human Rights, presentations to the Committee of Ministers and to the Steering Committee for Human Rights (CDDH);
- g) biennial FRA-CoE senior management team meetings,
- h) use of relevant FRA country data for CoE monitoring bodies' periodical country reports and visits; and

⁶ FRA's Founding Regulation stipulates in Article 5 (2) (c) that "in pursuing its activities, the Agency shall, in order to achieve complementarity and guarantee the best possible use of resources, take account, where appropriate, of information collected and of activities undertaken, in particular by the Council of Europe [...], the Organisation for Security and Cooperation in Europe (OSCE), the United Nations and other international organisations. A particularly close cooperation is foreseen with the Council of Europe (see Article 9). Moreover, Article 8 (2) (b) states that "to help carry out its tasks, the Agency shall cooperate with the Organisation for Security and Cooperation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR), the United Nations and other international organisations".

⁷ 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.

⁸ 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.

- i) CoE's Conference of INGOs participation in the FRA's Fundamental Rights Platform.

FRA will continue its cooperation with the CoE and the European Court of Human Rights in the production of handbooks on European law. The handbooks deal with key topics such as data protection; asylum, borders and immigration; non-discrimination; rights of the child; and access to justice. In 2022, the updated Handbook on the Rights of the Child will be launched, and the Handbook on European Law relating to Cybercrime and Fundamental Rights will be finalised. FRA, the CoE and the ECtHR will also look into producing new language versions of existing handbooks. These handbooks are in high demand among legal professionals and have often filled an important gap in the provision of training materials in the official languages of EU Member States.

FRA closely cooperates with the CoE in developing the European Union Fundamental Rights Information System (EFRIS). This online tool provides accessibility and visibility to EU Member States' human rights obligations under international human rights law and to the assessments by the various monitoring mechanisms of the Council of Europe and the United Nations. It provides access to such human rights data, allowing among other things for country-focused searches, through a single access point.

In the period 2022–2024, thematic cooperation between FRA and CoE will continue across many areas. These include, but also go beyond: combating racism, xenophobia and other forms of intolerance; equality and non-discrimination; asylum and migration; information society, data protection, artificial intelligence; social rights; the rights of the child; Roma and travellers; rights of LGBTI persons; national human rights institutions (NHRIs); civic space; human rights at the local level; the HELP Programme; sustainable development goals (SDGs); and communicating human rights.

Cooperation with the United Nations

1. FRA will continue the close working engagement with the United Nations Office of the High Commissioner for Human Rights (OHCHR) and other UN relevant bodies, funds, specialised agencies and also with other organisations within the UN system on an ad-hoc basis. In the period 2022-2024, the on-going institutional cooperation will develop through: a) a bi-annual FRA-OHCHR management team dialogue; b) an annual meeting between the FRA Director and the High Commissioner for Human Rights; c) an annual FRA-UNODC management team meeting; d) ad-hoc presentations to UN Treaty Bodies; e) submission of relevant country data to support UN Universal Periodic Review, Treaty Monitoring Bodies and Special Procedures; f) participation in annual meetings of Regional Human Rights Mechanisms' focal points for cooperation, as well as workshops on regional arrangements.

FRA will continue the development of the European Union Fundamental Rights Information System (EFRIS) also in cooperation with the UN.

FRA will also continue its cooperation with the UN regarding the Sustainable Development Agenda 2030, including participation in the regional preparatory forum and the High-Level Political Forum on Sustainable Development when relevant.

FRA will continue operational cooperation in different thematic areas, including: contribution and participation in working groups to develop indicators; combating racism, xenophobia and other forms of intolerance; asylum and migration; information society, data protection and artificial intelligence; the rights of the child; rights of LGBTI persons; the protection and promotion of the rights of the Roma population; national human rights institutions (NHRIs) and national human rights action plans; civic space; human rights at the local level; and communicating human rights.

Cooperation with OSCE-ODIHR

FRA cooperates with the OSCE mainly in its 'human dimension' activities as they relate to FRA's thematic areas of work. FRA will continue its cooperation with ODIHR, with the OSCE Secretariat (in particular the office of the Senior Adviser on Gender Issues and of the Special Representative and Coordinator for Combating Trafficking in Human Beings); the OSCE High Commissioner on National Minorities and the Representative on Freedom of the Media. FRA will contribute to the work of the OSCE Chairmanships and their thematic Personal Representatives, as relevant, and participate in Human Dimension Committee as well Human Dimension Implementation meetings and seminars.

FRA will also continue its operational, country level cooperation with ODIHR and with the OSCE field operations, including activities in EU Member States and States having an observer status at FRA. This will be done in relation to specific thematic areas of mutual concern, such as: hate crime recording and reporting; support for the activities of national human rights institutions; protection and promotion of the rights of Roma and Sinti; protection of the civic space and human rights defenders; and communicating human rights.

Engagement with third countries

The Agency's geographical coverage is the EU and countries with observer status in the Agency's work (currently North Macedonia, Serbia, and Albania). In the period 2022–2024, other Western Balkan countries may gain observer status in the Agency. This would allow for a more comprehensive inclusion of the Western Balkan region in FRA projects and data collection. This in turn may allow FRA to better respond to the interconnectedness of fundamental issues within the region and in relation to EU Member States.

Besides its engagement with third countries holding observer status with FRA, the Agency engages with third countries at the request of the European Commission and the European External Action Service, with the main aim to share knowledge and expertise. When the Agency shares its findings, expertise and methodologies with countries or regions outside the Agency's geographical scope, priority is given to multilateral fora where the Agency can simultaneously inform a larger number of non-EU countries about its work. Examples include: Human Rights Dialogues, the annual EEAS NGO Forum on human rights, country delegations visiting FRA, and participation in the Inter-agency (JHA) task force on the Western Balkans, or the EU-Israel Dialogue where FRA regularly shares its data on antisemitism.

Cooperation with EEA and Norway Grants

The Agency will continue to cooperate with the EEA and Norway Grants as a strategic partner on fundamental rights issues. The cooperation aims to support the design and implementation of EEA and Norway Grants funded programmes and projects in selected EU Member States. It also aims to raise awareness on fundamental rights, combating social exclusion and discrimination, and supporting related civil society initiatives.

Together with the CoE and OECD, the Agency is one of three International Partner Organisations (IPOs) that cooperate with the EEA and Norway Grants at strategic level.

FRA cooperates with the Grants in three different ways:

- As an IPO, the Agency advises on and participates in two of the Grants' programmes, namely in Czechia on 'Human Rights, Roma Inclusion and Domestic and Gender-based Violence' and in Greece on 'Roma inclusion and empowerment'.
- As an international project partner, it provides advice within specific projects, including in Bulgaria, Czechia, Greece, and as of 2022 possibly in Romania.
- Strategic communication and cooperation on EU fundamental rights related events, such as joint conferences with the EU Council Presidency, when held by one of the Grants' beneficiary states. The Grants are also a strategic partner of the Agency's Fundamental Rights Forum, supporting the participation of civil society and through the participation in the Forum's advisory board. Finally, FRA and the Grants are achieving synergies by joining forces on communication initiatives, such as on initiatives to communicate the importance of civil society work for human rights.

ANNEX XIV: Performance Measurement Framework

The Performance Framework is a tool which facilitates the planning, monitoring and evaluation of the performance of the Agency and includes a range of indicators that can be used to assess the results and achievements of FRA’s activities at different levels. Hence, this tool communicates the overarching framework through which FRA collects and tracks performance information against the intended results of its activities.

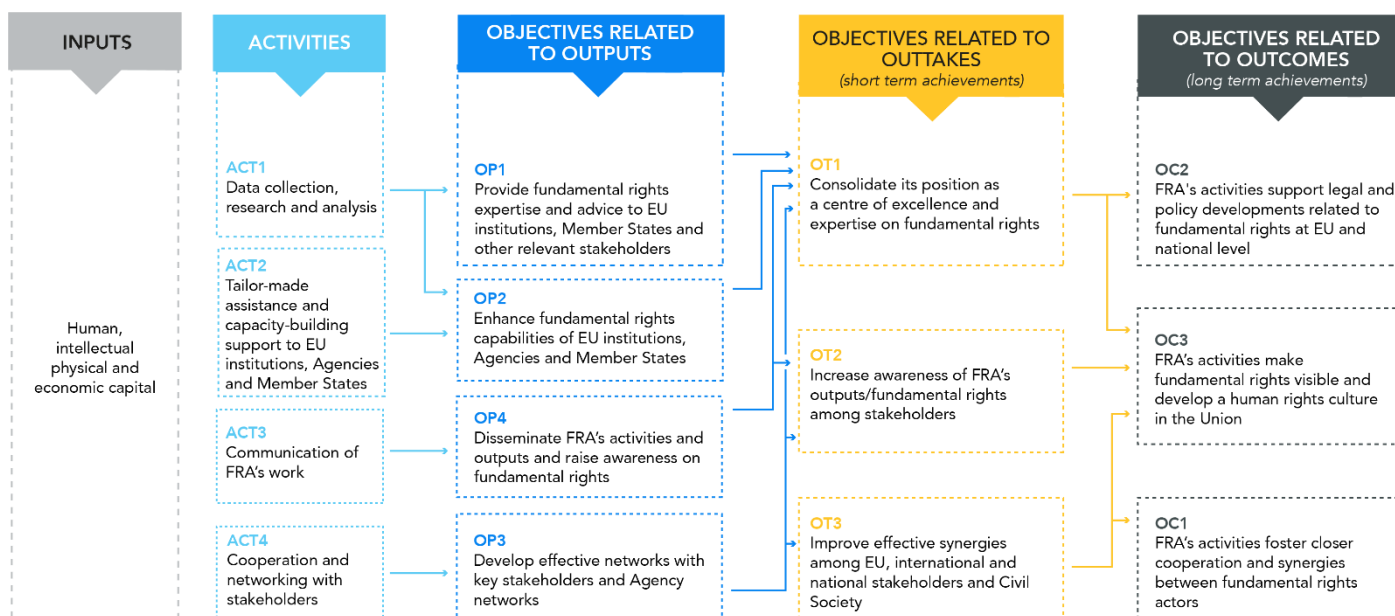
In order to use FRA’s Performance Framework, it is important to understand a number of key definitions:

- 1 **FRA’s intervention logic** - based on the Founding Regulation of the Agency, it shows inputs, activities and objectives organised in a logical manner to reflect the cause-and-effect chain through which FRA produces results.
- 2 **FRA’s performance indicator** - a quantifiable measure used to evaluate FRA’s success in meeting objectives for performance.
- 3 **Outputs** – what FRA produces for target groups.
- 4 **Outtakes** – what beneficiaries do with FRA outputs.
- 5 **Outcomes** – longer-term results that FRA outputs bring.

The **intervention logic** illustrates the logical relationships between the inputs (i.e. human and financial resources committed by the FRA), activities, outputs, outtakes and outcomes of the Agency. Its purpose is to assess causal relationships between the FRA activities implemented and the expected outcomes.

The intervention logic outlines a framework of objectives linked to the entire range of FRA activities. An **objective** is what an activity or a set of activities is aiming to achieve, and the intervention logic identifies three levels of objectives:

- 6 **Objectives related to outputs:** FRA’s performance in producing and delivering FRA products
- 7 **Objectives related to outtakes (short-term achievements):** FRA’s performance in capturing the attention of stakeholders and satisfying customers with the work of the Agency (e.g. how customers use FRA’s outputs, whether they found them useful/relevant/timely, etc.).
- 8 **Objectives related to outcomes (long-term achievements):** achieving long term changes in attitudes and behaviours (e.g., contribution of FRA’s work to policy development and implementation, raising awareness of fundamental rights, building a human rights culture etc.).



As mentioned, the PMF is a framework of indicators, which means that depending on the planned activities, the indicators can be used. The use of output and outtake indicators is mainly done at the operational level. In the following pages the selection of these indicators and the relevant targets is provided

Output indicators

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 foresees that:

OUTPUT OBJECTIVES	HEADLINE INDICATORS	Targets 2022
OP1 Provide fundamental rights expertise and advice to EU institutions, Member States and other relevant stakeholders	I1 Number of publications produced	Assessed at the project level
	I2 Number of research outputs produced	Assessed at the project level
	I3 Number of written/ oral input delivered	Assessed at the project level
	I4 Number of formal requests for opinions on legislative proposals	Assessed at the project level
	I5 Number of requests for data and evidence	Assessed at the project level
	I6 Number of technical assistance/ capacity building activities organised/ co-organised by FRA	Assessed at the project level
OP2 Enhance fundamental rights capabilities of EU institutions, Agencies and Member States	I7 Number of requests for: <ul style="list-style-type: none"> ▪ Technical assistance ▪ Capacity building 	Assessed at the project level
	I8 Number of country visits to Member States	Assessed at the project level
OP3 Develop effective networks with key stakeholders and Agency networks	I9 Number of meetings and events organised/ co-organised by the FRA	Assessed at the project level
	I10 Number of external meetings and events where FRA presented/ spoke/ formally intervened	Assessed at the project level
OP4 Disseminate FRA's activities and outputs and raise awareness on fundamental rights	I11 Number of communication material produced	Assessed at the project level
	I12 Number of FRA's outputs disseminated/ accessed	Assessed at the project level
	I13 Number of translations of FRA's publications into other EU languages	Assessed at the project level

As mentioned, these indicators and targets are determined at the project level, for every single project planned in the Annual Work programme 2022. For more information please see from page 156.

Outtake indicators

Outtake indicators measure the satisfaction of FRA stakeholders 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.). These indicators are populated mainly in the context of FRA satisfaction surveys, targeted feedback, evaluations undertaken on an annual basis.

OUTTAKE OBJECTIVES	HEADLINE INDICATORS	Targets 2023
OT3 Improve effective synergies among EU, international and national stakeholders and Civil Society	I14 Attendance rate for FRA's events	Assessed at the project level
	I15 Proportion of stakeholders attending FRA events who would attend similar FRA events in the future	Average target 70%
	I16 Proportion of participants registered in the Fundamental Rights Platform who consider cooperation through the Platform to be useful for their work	Average target 70%

OUTTAKE OBJECTIVES	HEADLINE INDICATORS	Targets 2023
OT1 Consolidate its position as a centre of excellence and expertise on fundamental rights	I17 Number of references to FRA's work	+10%
	I18 Proportion of stakeholders who have used FRA outputs	Average target 70%
	I19 Extent to which FRA's outputs are considered by stakeholders to be: <ul style="list-style-type: none"> ▪ Useful, Relevant, Timely, Reliable 	Average target 70%
	I20 Proportion of stakeholders who believe that FRA has provided relevant and reliable real-time expertise in response to an emergency	Average target 70%
	I21 Number of mentions to FRA in the media	5000
OT2 Increase awareness of FRA's outputs/fundamental rights among stakeholders	I22 Tone of FRA's coverage (positive, neutral and negative) in social media	
	I23 Rate of increase/ decrease of FRA's presence in social media	
	I24 Number of media enquiries	
	I25 Rate of increase/decrease on the number of FRA's newsletter recipients	

Outcomes indicators

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 and contribute to the achievement of FRA strategic objectives. They are populated in the medium-long term perspective in the context of FRA's satisfaction surveys, external evaluation of the FRA, mid-term review of FRA' strategy etc.

OUTCOME OBJECTIVES	HEADLINE INDICATORS	TARGETS 2023-2025
OC1 FRA's activities foster closer cooperation and synergies between fundamental rights actors	I26 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	At EU level 70% At national level 50%
OC2 FRA's activities support legal and policy developments related to fundamental rights at EU and national level	I27 Proportion of stakeholders who consider that FRA's activities contribute to the <u>development</u> of fundamental rights legislation and policies	At EU level 70% At national level 50%
	I28 Proportion of stakeholders who consider that FRA's activities contribute to the <u>implementation</u> of fundamental rights legislation and policies	At EU level 70% At national level 50%
	I29 Proportion of stakeholders who believe that FRA's activities have positively contributed to EU priorities and policy agenda	Average target 70%
OC3 FRA's activities make fundamental rights visible and develop a human rights culture in the Union	I30 Proportion of stakeholders who consider that FRA's activities contributed to making fundamental rights more visible	At EU level 70% At National level 50%
	I31 Proportion of stakeholders who believe that the FRA has contributed to developing a human rights culture	At EU level 70% At National level 50%
	I32 Proportion of stakeholders who believe that FRA's presence on the ground positively impacts the provision of up-to-date expertise on fundamental rights	At EU level 70% At National level 50%

	<p>I33 Proportion of stakeholders who believe that the FRA has contributed to developing a fundamental rights infrastructure</p>	<p>At EU level 70% At National level 50%</p>
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A. ANNUAL PROGRAMMING 2023: INDICATORS AND TARGETS PER PROJECT ⁹

The table below contains the list of the multi-annual and new projects described in Section 3 “Work Programme 2022”. For each project, several indicators and the relevant have been identified, in order to assess their achievements and impact.

STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES					
Area of activity: Equality and non-discrimination					
Projects	Outputs’ indicators and targets				
	Category	Type	Description	Output	Target
A.1.1-Roma Survey 2020					
A.1.2-EU Survey on immigrants and descendants of immigrants					
A.1.3-Ageing in digital societies: enablers and barriers to older persons exercising their social rights					
A.1.4-EU LGBTI Survey III					
A.1.5-Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”					
Area of activity: Integration and social inclusion of Roma					

⁹ Key performance indicators and targets will be included in the consolidated, final Draft PD 2023-2025

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
A.2.1-Technical assistance and capacity building in the area of equality, inclusion and participation of Roma					

Area of activity: Racism, xenophobia and related intolerance

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
A.3.1-Third FRA Survey on Discrimination and hate crime against Jews					
A.3.2-Antisemitism: Annual update of data collection and technical assistance					
A.3.3-Capacity building and technical assistance in the area of hate crime					
A.3.4-Preventing unlawful profiling and promoting anti-racism in policing					
A.3.5-Additional activities in the area of "Racism, xenophobia and related intolerance"					

Area of activity: Rights of the Child

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
A.4.1-Providing fundamental rights expertise on child protection and participation					
A.4.2-Support for the monitoring of the European Child Guarantee					

STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES

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

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target

B.1.1-Online content moderation –					
B.1.2-Handbook on European law relating to cybercrime and fundamental rights					
B.1.3-Remote Biometric Identification for law enforcement purposes					
B.1.4-GDPR – the experience of data protection authorities					

Area of activity: Judicial cooperation, except in criminal matters

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
B.2.1-Criminal detention in the EU – conditions and monitoring - update					
B.2.2-Procedural safeguards in European Arrest Warrant Proceedings					

Area of activity: Victims of crime and access to justice

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
B.3.1-Violence against women II: filling the data gap					
B.3.2-Business and Human Rights: Consumer Protection and the Environment					
B.3.3-Additional activities under the programme 'Just, Digital and Secure Societies'					

STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM

Area of Activity: Migration, borders, asylum and integration of refugees and migrants

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target

C.1.1-Providing fundamental rights expertise in the area of home affairs					
C.1.2-Collecting data for EU preparedness and crisis management					
C.1.3 -Providing fundamental rights expertise to address operational challenges in the field of asylum, borders and migration					
C.1.4-The fundamental rights situation of long-term residents in the EU					
C.1.5-Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)					
STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS					
Area of activity: Supporting human rights systems across all MAF areas					
Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
D.1.1-EU Fundamental Rights Information System – EFRIS					
D.1.2-Cooperation with Member States and with human rights and equality bodies at national level					
D.1.3-Fundamental Rights Platform and cooperation with civil society					

D.1.4-Providing fundamental rights advice and expertise to EU institutions, agencies					
D.1.5-Providing assistance and expertise on the EU Charter of Fundamental Rights					
D.1.6-Contributing to the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities					
D.1.7-Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds					
D.1.8-Bodies of the Agency					
D.1.9 – Mapping and tracking developments regarding the fundamental rights structure in Member States					

STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS

Area of activity: Communicating rights across all MAF areas

Projects	Outputs' indicators and targets				
	Category	Type	Description	Output	Target
E.1.1-Annual Reports					
E.1.2-Raising awareness and effectively promoting rights					
E.1.3-Production and dissemination of FRA output					
E.1.4-Fundamental Rights Forum 2021					

STRATEGIC PROGRAMME O - OTHER OPERATIONAL ACTIVITIES					
Other activities covering all MAF areas					
O.1.1-Performance, Monitoring and	-	-	-	-	-
O.1.2-Complementary data collection and	-	-	-	-	-
Other Operational Expenditure					
F.1.1 -Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021					
F.1.2 -Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building					
F.1.3 -Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims					

A. 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	<i>December N-2 January N-1 December N-1</i>
	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	<i>1 every two years</i>
	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	<i>12 in a year</i>
	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)	<i>> 200 bilateral meetings > 15 stakeholder meetings at FRA 1 NLO meeting > 6 visits to EU institutions, bodies and agencies</i>

ANNEX XV: Procurement plan Year 2023 (Financing Decisions)¹¹

STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES

Area of activity: Equality and non-discrimination

A.1.1 – Roma Survey 2020

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 340,000 (1st priority) and EUR 340,000 (3rd priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A.1.2 – EU Survey on immigrants and descendants of immigrants

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 655,000 (1st priority) and EUR 480,000 (3rd priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A.1.3 Ageing in digital societies: enablers and barriers to older persons exercising their social rights

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 200,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A.1.4 - EU LGBTI Survey III

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 500,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

A.1.5 – Additional activities under the programme 'Fair and Equal Societies'

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 140,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: Choose an item. Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: Choose an item.

Indicative timeframe for launching the procurement procedure: Choose an item.

¹¹ Information relevant to the Financing decision will be included in the consolidated, final draft PD 2022-2024

Area of activity: Integration and social inclusion of Roma**A.2.1 – Technical assistance and capacity building in the area of “Integration and social inclusion of Roma”**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 80,000 (1st priority)

Budget line: Choose an item.

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.

Area of activity: Racism, xenophobia and related intolerance**A.3.1 – Third FRA survey on discrimination and hate crime against Jews**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 30,000 (1st priority)

Budget line: Choose an item.

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 – Antisemitism: Annual update of data collection and technical assistance

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 11,000 (1st priority)

Budget line: Choose an item.

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.3.3 – Capacity building and technical assistance in the area of hate crime

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 60,000 (1st priority) and EUR 40,000 (3rd priority)

Budget line: Choose an item.

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.3.4 Preventing unlawful profiling and promoting anti-racism in policing

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 40,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: Choose an item.

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.

Area of activity: Rights of the Child**A.4.1 – Providing fundamental rights expertise on child protection and participation**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 30,000 (1st priority)

Budget line: Choose an item.

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.4.2 - Support for the monitoring of the European Child Guarantee

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 100,000 (1st priority)

Budget line: Choose an item.

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.

STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES**Area of activity: Information society and, in particular, respect for private life and protection of personal data****B.1.1 - Online content moderation – harassment, hate speech and (incitement to) violence against specific groups**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 25,000 (1st priority)

Budget line: Choose an item.

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– Handbook on European law relating to cybercrime and fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 120,000 (1st priority) and EUR 125,000 (3rd priority)

Budget line: Choose an item.

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 – Remote Biometric Identification for law enforcement purposes The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 500,000 (1st priority)

Budget line: Choose an item.

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 - GDPR – the experience of data protection authorities

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 10,000 (1st priority) and EUR 10,000 (3rd priority)

Budget line: Choose an item.

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.

Area of activity: Judicial cooperation, except in criminal matters

B.2.1 – Criminal detention in the EU – conditions and monitoring - update

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 90,000 (1st priority)

Budget line: Choose an item.

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 - Procedural safeguards in European Arrest Warrant Proceedings

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR 260,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: Choose an item.

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.

Area of activity: Victims of crime and access to justice

B.3.1 Violence against women II: filling the data gap

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR 300,000 (1st priority) and EUR 1,000,000 (3rd priority)

Budget line: Choose an item.

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 Business and Human Rights: Consumer Protection and the Environment

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 20,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: Choose an item.

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 - Additional activities under the programme 'Just, Digital and Secure Societies'

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 40,000 (1st priority)

Budget line: Choose an item.

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.

STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM

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

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

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 470,000 (1st priority)

Budget line: Choose an item.

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 – Collecting data for EU preparedness and crisis management

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 250,000 (1st priority)

Budget line: Choose an item.

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 fundamental rights expertise to address operational challenges in the field of asylum, borders and migration

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 60,000 (1st priority)

Budget line: Choose an item.

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

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 20,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: Choose an item.

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 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 2023 amounts to EUR 350,000 (3rd priority)

Budget line: Choose an item.

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.

STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity: Supporting human rights systems across all MAF areas

D.1.1 – EU Fundamental Rights Information System – EFRIS

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 50,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: Choose an item.

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 – Cooperation with Member States and human rights and equality bodies at national level

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 225,000 (1st priority) and EUR 40,000 (3rd priority)

Budget line: Choose an item.

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.1.3 – Fundamental Rights Platform and cooperation with civil society

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 160,000 (1st priority) and EUR 30,000 (3rd priority)

Budget line: Choose an item.

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

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 130,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: Choose an item.

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.1.5 – Providing assistance and expertise on the EU Charter of Fundamental Rights

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 190,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement:

Indicative number of contracts envisaged: 3

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

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

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 60,000 (1st priority)

Budget line: Choose an item.

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

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 180,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: Choose an item.

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.1.8 - Bodies of the Agency

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 220,000 (1st priority) and EUR 40,000 (3rd priority)

Budget line: Choose an item.

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.1.9 - Mapping and tracking developments regarding the fundamental rights structure in Member States

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 95,000 (1st priority)

Budget line: Choose an item.

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.

STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS

Area of activity: Communicating rights across all MAF areas

E.1.1 – Annual Reports

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 480,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: Choose an item.

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 – Raising awareness and effectively promoting rights

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 250,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: Choose an item.

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 – Production and dissemination of FRA output

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 550,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: Choose an item.

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.1.4 - Fundamental Rights Forum 2021

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 150,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: Choose an item.

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.

STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES**Other Activities covering all MAF areas****O.1.1 - Performance, Monitoring and Evaluation**

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR _____ (1st priority) and EU _____ (3rd priority)

Budget line: Choose an item.

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.

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

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR _____ (1st priority) and EU _____ (3rd priority)

Budget line: Choose an item.

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.

Other Operational Activities**F.1.1-Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 214,286 (3rd priority)

Budget line: Choose an item.

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.

**F.1.2 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 –
Strengthening the Greek Ombudsman’s capacity-building**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 147,014 (3rd priority)

Budget line: Choose an item.

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.

**F.1.3 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021.
Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and
Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime
victims, and for creating a supportive and safe environment for child victims**

The overall budgetary allocation reserved for procurement contracts in 2023 amounts to EUR 50,000 (3rd priority)

Budget line: Choose an item.

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.

ANNEX XVI: Support Activities

CORPORATE SERVICES

Digital services & Facilities

The Digital Services and Facilities (DSF) sector is within the Corporate Services department and it provides the underlying ICT & Facilities infrastructure and services to the Agency. It is responsible for the provision and management of the ICT infrastructure, datacentre, ICT applications and systems. It also covers facilities services that include building maintenance, security and reception services.

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
To ensure proper execution of Title II	- Timely execution of Title II commitments (approx. 100 transactions) and payments (approx. 250 transactions)	- % of budgetary execution - % of executed budget by Oct	>95% >80%	99% 80%
To ensure the maximum uptime of ICT systems during working hours	- Uninterrupted delivery of ICT systems excluding planned maintenance periods	- % of ICT systems uptime	99,99 %	99,99%
To ensure timely responses on ICT & Facilities requests as foreseen in the related procedures	Timely delivery of ICT & Facilities services	- % of requests to be delivered in accordance with the foreseen procedures timelines	97%	97%
To ensure all ICT change requests are authorised	- Delivery of ICT change requests	- % of authorised change requests	- 100%	- 100%
To decrease the environmental footprint of the Agency	- Reduce energy and heating consumption	- % reduction on energy and heating consumption	5% reduction	5% reduction
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	5	3	0	8
Budget available				

Finance and Contracting

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

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results

To maintain high level of financial management services	- 700 budgetary commitments - 3,200 payments	- % of budgetary execution - % of outturn - % of delayed payments - Number of ex-post exceptions registered - Fulfilment of recommendations given by IAS/ECA	- >95% - >95% - <10% - =< compared to previous year - >95%	- 100% - 99% - <5% - =< compared to previous year - 100%
To provide timely and reliable financial management reports	- Monthly execution reports	- No. of days between the end of the month and the publication of the report	- <15	- 7
Increase efficiencies and productivity in the financial circuits	- Paperless workflows	- Time required for the completion of each financial workflows	- Reduced by 10%	- Initially reduced by 5%
Mission management	- Timely process of mission claims - Effective management of the travel agency contract	- % of mission's execution - Timely management of the travel agency	- >80% of the mission claims and invoices from the travel agency are paid within the 30 days deadline	- 90% of the mission claims and invoices from the travel agency are paid within the 30 days deadline

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
To provide legal and regular procurement procedures	- 20 tendering procedures - 660 contracts	- No. of failed procedures - No. of complaints from unsuccessful economic operators - No. of complaints after the General Court, presented by bidders and/or contractors - Amount of damages paid	- <5% - <5% - <1 <€5,000	- <2% - <2% - 0 - €0
Increase efficiencies and productivity in the procurement circuit	- Enhance of local systems for the management of tenders and contracts	- Time required for the completion of each procurement procedure	- Reduced by 10%	- Reduced by 10%
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	4.5	3	-	8
Budget available				

Quality Management

The Quality Management team coordinates the implementation of the FRA Quality Management System and ensures its continual improvement. In this context the main responsibilities are: Risk management, process design, liaison with the Internal Audit Service, compliance checks and continuous monitoring on the implementation of the internal controls and the necessary corrective and preventive actions.

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
Full coverage and consolidation of the Quality documentation (policies, procedures) and the appropriate description of lean administrative and operational processes, continual revision and update for effectiveness	Process description in the appropriate procedures and continual update for effectiveness.	- No. of procedures revised and time for quality review.	- Quality revision within 2 weeks	- < 2 weeks
Revision of quality management measures at project level (research) after restructuring.	Quality checks at project level (on demand).	- Execution of quality checks and issuance of improvement recommendations.	- 100% of requested interventions performed within the agreed time line.	- 100%
Adoption and introduction of the new internal control framework, check for compliance. Assessment of full compliance with ISO 9001 Standards.	Gap analysis	- Assessment of compliance estimate (%)	- 90% compliance with the new ICS framework - 90% compliance with ISO	- 90% - 90%
Annual risk management and effective preventive measures	Annual risk assessment exercise and adoption of the risk register.	- No. of agreed preventive actions and follow up.	Risk assessment and issuance of the register completed by April and 80% of preventive actions undertaken within the agreed deadline	- April 2020 - 75 %
Extension of ex post controls methodology and introduction of internal quality checks at process level	Adoption of a compliance check plan for internal processes and implementation.	- Level of implementation of the plan.	- 80% plan implemented	- 80%
Liaise with external auditing bodies for the follow up of corrective and preventive actions, preparation of Audits	Prompt action on raised recommendations	- Level of implementation of the plan.	90 % actions taken on the recommendations by the agreed deadline	- 90%
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	1		2
Budget available	0			

Planning

The main aim is to set up and manage the Agency's planning through the design and implementation of strategic and operational programming processes and tools as well as by effectively monitoring and evaluating FRA objectives and activities in accordance with EU standards as well as based on stakeholders' needs - to enhance agency's performance, accountability and learning.

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
To strengthen all Planning processes by timely drafting and delivering the relevant key documents	- Programming documents 2021-2023 and 2022-2024 - Director's note on the development of the Annual Work programme 2022	- No. of FRA programming documents submitted to the MB	- PD 2021-2023 is adopted by Dec. 2019 - Director's note on 2022 is drafted by May 2020	- Programming documents timely are approved by MB and submitted to EC
	- FRAPPE fiches and meetings	- No. of fiches and meetings produced	- FRAPPE is timely implemented (quarter 2 and 4)	- FRAPPE process is fully operational and embedded in FRA (integrated) planning process
To enhance the KPI's monitoring system and streamline and simplify the performance indicators	- Framework of key Performance indicators	- No. of indicators simplified/introducing	- Framework of indicators is updated by Dec. 2020	- Performance based management at FRA is strengthened
To take stock of the results achieved in the FRA Strategy 2018-2022 and optimise its strategic priorities and objectives	- Mid-term review of FRA Strategy	- No. reports regarding FRA areas of work	- 1 Mid-term review report	- FRA Strategy 2018-2022 is revised
To assess the results achieved in the context of FRA operational projects and activities	- Ex-ante evaluations reports	- No of evaluation reports produced according to the evaluation plan 2020	- 1 Evaluation report	- Results from evaluations feed into the planning process
	- Ex-post evaluations reports	- No. of evaluation report produced according to the evaluation plan	- 1 evaluation reports	- Results from the evaluations are summarised in the CAAR 2018
To ensure FRA stakeholders are constantly involved and consulted within the PMER cycle	- Stakeholder consultations on relevant planning documents	- No. consultation undertaken - Response rate of FRA stakeholders	- 1 consultation on AWP 2021 - 1 consultation on Director's note on 2022	- Stakeholder inputs are taken into account during the entire PMER cycle
To enhance the Reporting of the Agency and ensure its timely delivery	- Consolidated Annual Activity Report 2019	- No. of Consolidated annual activity report	- 1 CAAR 2019	- CAAR is timely prepared and adopted by the MB in May

				2020
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	-12	-	-	-
Budget available	N/A			

Human Resources

The aim is to provide high quality and modern human resources and legal services, and to create and sustain a pleasant and appreciative working environment.

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
Deliver top class HR services	Fulfilment of the establishment plan and the non-statutory positions	- Average statutory staff occupancy rate - Rate of recruitment procedures launched/successfully completed	- 95% - 80%	- >90% - >75%
	Implementation of the 2020 L&D plan and yearly evaluation report	- % of completion of the L&D plan - Evaluation results	- >90%	- >80%
	2020 appraisals and 2020 reclassifications of statutory staff	- Implementation and monitoring of appraisal and reclassifications	- Two appraisals and two reclassifications exercises (one for each category of statutory staff)	- 100% of launching and closing the exercises
	Optimisation of HR IT systems	- Optimisation rate	- Smooth running of HR IT systems - Implementation of 2020 SYSPER plan	- Smooth running of HR IT systems - Implementation of 2020 SYSPER plan
	Follow-up of the wellbeing survey 2017	- % of implementation of 2018 activities	- >90% annual plan implemented	- 80%
Developing and monitoring HR policies including social dialogue	Number of HR policies developed/revised	- % of adoption of policies - Average time consumed	- Consultations within the statutory deadlines	- Smooth and timely adoption of policies
	Number of meetings ensuring social dialogue	- No. of consultations - No. of meetings	- Accomplishment of all meetings scheduled	- Communication to staff
Management of budget title I in collaboration with administration	Monitoring and execution of 2020 budget title I Drafting 2021 budget title I	- % of budgetary execution - % of completion of draft 2020 budget title I	- >100%	- 95%

¹² The two 'Temporary Agents – TAs' in Planning are included in the allocated human resources of AWP under "Operational Activities"

Implementation of the Equality and Diversity Strategic Action plan 2016-2020	Prioritisation of 2020 activities	- % of implementation of the annual plan	- >90% annual plan implemented	- 80%
Running the internships and study visitors programmes	Smooth running of programmes in compliance with the regulatory framework	- Average occupancy rate	- 90%	- 90%
Legal services				
Deliver top class HR services	Handling of requests including complaints and litigations with respect to staff and staff recruitment	Smooth handling of complaints and litigations within the statutory deadlines	Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements	Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	3	4	0	7 ¹³
Budget available	N/A			

Director's office

Please find the key performance indicators (KPI) and targets for the director in Annex X.

The Director's Office supports the Director in day-to-day administration, in representing the Agency externally, and in ensuring that the agency's overall objective and related tasks, set out in the founding Regulation, are achieved efficiently and effectively and in accordance with the multi-annual strategic priorities defined by the Management Board of the agency.

The advisers support the director in his tasks by providing expertise on issues concerning research – data collection and analysis - and communication. In this context, they participate in internal and external meetings and events.

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
- Enhancing relevance and impact of FRA evidence and advice on fundamental rights at the national and local level	- Fiches - Briefings - Notes - Evaluation reports - Country Specific Information - Events - Dialogue	- Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the	- Representative s of national administrations - Representative s of human rights structures - Civil society - Local government	- Incorporation of fundamental rights considerations in future policy responses and action - Access for the Agency to government controlled facilities or locations - Increase and broadening of

¹³ The total includes: 1 TA (Human resources Team), 1 TA (HoU of Corporate Services Unit), 1 TA (Legal services), 2 CAs (Human resources Team) and 2 CAs (CS Unit)

		interlocutors		<ul style="list-style-type: none"> Agency's contacts - Agreement with key interlocutors on follow up activities and action - Incorporation of fundamental rights considerations in training and education modules
<ul style="list-style-type: none"> - Informing EU and national authorities on fundamental rights risks in priority areas 	<ul style="list-style-type: none"> - Briefings - Notes - Country Specific information - Dialogue 	<ul style="list-style-type: none"> - Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors 	<ul style="list-style-type: none"> - Representatives of national administrations - European Commission Representatives - EU Agencies 	<ul style="list-style-type: none"> - Incorporation of fundamental rights considerations in future policy responses and action - Access for the Agency to government controlled facilities or locations - Incorporation of fundamental rights considerations in training and education modules
<ul style="list-style-type: none"> - Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU 	<ul style="list-style-type: none"> - Fiches - Briefings - Notes - Country specific information - Events - Dialogue 	<ul style="list-style-type: none"> - Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors 	<ul style="list-style-type: none"> - Representatives of national administrations - European Commission Representatives - Representatives of human rights structures - Civil Society - Local government 	<ul style="list-style-type: none"> - Incorporation of fundamental rights considerations in future policy responses and action - Incorporation of fundamental rights considerations in training and education modules
<ul style="list-style-type: none"> - Creating a safe and inclusive space for dialogue with key and new actors to respond to pressing human rights challenges and shape critical agendas 	<ul style="list-style-type: none"> - Events - Briefings - Dialogue 	<ul style="list-style-type: none"> - Meetings arranged with the key human rights actors under threat 	<ul style="list-style-type: none"> - Civil society - European Commission Representatives 	<ul style="list-style-type: none"> - Activities and events to support threatened human rights actors
<ul style="list-style-type: none"> - Support effective functioning of the Executive Body 	<ul style="list-style-type: none"> - 4 EB meetings - Decisions of the Executive Board - Proposals submitted to the MB 	<ul style="list-style-type: none"> - Number of EB decisions - Number of proposals accepted by the MB - Number of participants in each meeting 	<ul style="list-style-type: none"> - 95 % of the decisions adopted - 95 % of the proposals accepted - Quorum (3 members) in 	<ul style="list-style-type: none"> - 100 % of the decisions adopted - 100 % of the proposals accepted - 95 % of all members

			order to take EB decisions	
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	6	-	0	6
Budget available	N/A			

Accounting

Description of the activity in 2023				
Objectives	Outputs	Indicators	Targets	Expected results
Prepare and keep the annual accounts of the FRA, in line with the financial rules and the Commission's accounting rules. Maintain and validate the accounting systems.	Completion of the draft and final accounts while respecting the deadlines mentioned in the Financial Regulation.	<ul style="list-style-type: none"> - Number of observations from the ECA/IAS in the year. - Number of qualifications in the audit reports. - Deadlines relating to the delivery of the provisional and final accounts mentioned in the financial rules respected during the year. 	<ul style="list-style-type: none"> - No observations from the ECA/IAS - Clean audit report of the annual accounts i.e. no qualifications - All deadlines respected 	<ul style="list-style-type: none"> - No observations from the ECA/IAS - Clean audit report of the annual accounts i.e. no qualifications - All deadlines respected
Execute payment instructions correctly within 3 working days of being signed by the Authorising Officers) while maintaining sufficient cash to pay debts as they fall due.	All payments executed correctly within 3 working days of being signed by the Authorising Officers.	<ul style="list-style-type: none"> - Number of payments delayed due to cash flow problems in the year. - Number of payments executed after 3 working days of signature by the Authorising Officer. 	<ul style="list-style-type: none"> - No payments delayed due to cash flow problems. - No payments executed after 3 working days of signature by the Authorising Officer. 	<ul style="list-style-type: none"> - No payments delayed due to cash flow problems. - No payments executed after 3 working days of signature by the Authorising Officer.
Resources for the activity in 2023				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	0.5	0	0	1
Budget available	48,500			

ⁱ Providing the posts requested are adopted