



# 2020-2022

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## PROGRAMMING DOCUMENT

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## List of Acronyms

<b>CEPOL</b> The European Union Agency for Law Enforcement Training	<b>EU-LISA</b> European Agency for the Operational Management of large-scale IT Systems in the Area of Freedom, Security and Justice
<b>CJEU</b> Court of Justice of the European Union	
<b>CoE</b> Council of Europe	<b>EUROJUST</b> European Agency for Criminal Justice Cooperation
<b>Convention 108</b> Convention for the Protection of Individuals with regard to automatic Processing of Personal Data	<b>EUROPOL</b> European Police Office
<b>CoR</b> European Committee of the Regions	<b>EUSTAT</b> Statistical Office of the European Union
<b>CRC</b> UN Convention on the Rights of the Child	<b>ESIF</b> European Structural and Investment Funds
<b>CRPD</b> UN Convention on the Rights of Persons with Disabilities	<b>FMO</b> Financial Mechanism Office of the EEA and Norway Grants
<b>CVW</b> CoE Convention on Preventing and Combating Violence against Women and Domestic Violence ('Istanbul Convention')	<b>FRA</b> European Union Agency for Fundamental Rights
<b>EASO</b> European Asylum Support Office	<b>FRANET</b> FRA research network
<b>ECDC</b> European Centre for Disease Prevention and Control	<b>EBCGA</b> European Border and Coast Guard Agency (prev. FRONTEX)
<b>ECHR (as amended by Protocol 14)</b> European Convention on Human Rights (Convention for the Protection of Human Rights and Fundamental Freedoms)	<b>GDPR</b> General Data Protection Regulation
<b>ECRI</b> European Commission against Racism and Intolerance	<b>ICCP</b> International Covenant on Civil and Political Rights
<b>ESC (1996)</b> European Social Charter (1996 revised)	<b>IGF</b> Internet Governance Forum
<b>ECtHR</b> European Court of Human Rights	<b>INED</b> National Institute for Demographic Studies
<b>EDPS</b> European Data Protection Supervisor	<b>IOI</b> International Ombudsman Institute
<b>EEA</b> European Economic Area	<b>IPO</b> International Partner Organisation
<b>EESC</b> European Economic and Social Committee	<b>JHA</b> Justice and Home Affairs
<b>EFTA</b> European Free Trade Association	<b>LIBE</b> European Parliament Committee on Civil Liberties, Justice and Home Affairs
<b>EIGE</b> European Institute for Gender Equality	<b>NGO</b> Non-Governmental Organisation
<b>EIO</b> European Investigation Order	<b>NHRIs</b> National Human Rights Institutions
<b>EJNC</b> European Judicial Cybercrime Network	<b>NLOs</b> National Liaison Officers
<b>EJTN</b> European Judicial Training Network	<b>ODIHR</b> OSCE Office for Democratic Institutions and Human Rights
<b>ELI</b> European Law Institute	<b>OECD</b> Organisation for Economic Co-operation and Development
<b>ENISA</b> European Union Agency for Network and Information Security	<b>OHCHR</b> Office of the United Nations High Commissioner for Human Rights
<b>NNHRI</b> European Network of National Human Rights Institutions	<b>OSCE</b> Organization for Security and Co-operation in Europe
<b>ENO</b> European Network of Ombudsmen	<b>PNR</b> Passenger Name Record
<b>EP</b> European Parliament	<b>SDGs</b> Sustainable Development Goals
<b>EQUINET</b> European Network of Equality Bodies	<b>TCN</b> Third-country nationals
<b>EU</b> European Union	<b>TEU</b> Treaty on European Union
	<b>TFEU</b> Treaty on the Functioning of the European Union
	<b>UN</b> United Nations

SECTION 1



# GENERAL CONTEXT

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

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

- a) Victims of crime and access to justice;
- b) Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality;
- c) Information society and, in particular, respect for private life and protection of personal data;
- d) Judicial cooperation, except in criminal matters;
- e) Migration, borders, asylum and integration of refugees and migrants;
- f) Racism, xenophobia and related intolerance;
- g) Rights of the child;
- h) Integration and social inclusion of Roma.

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

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

## GENERAL CONTEXT

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

The Programming Document 2020-2022 reflects these developments and incorporates two priorities of the Strategic Agenda relevant to the Agency's thematic areas of work: protecting citizens and freedoms; and, building a fair and social Europe. The Agency's current human and financial resources enable it to engage actively on the following aspects of these priorities:

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

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

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

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

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

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

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

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

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

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

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

SECTION 2

 **MULTI-ANNUAL  
PROGRAMMING  
2020-2022**

The Agency's multi-annual programming is based on **FRA's 2018-2022 Multiannual Framework<sup>1</sup> (MAF)** and it is divided into a **multi-annual** and an **annual** component.

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

## STRATEGIC PILLARS

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

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

## STRATEGIC PROGRAMMES

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

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

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

# 1 PILLAR

# STRATEGIC PILLARS

## **IDENTIFYING TRENDS: COLLECTING AND ANALYSING COMPARABLE DATA AND EVIDENCE**

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

### OBJECTIVES

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

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

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

### **Developing and using fundamental rights indicators to benchmark gaps and achievements**

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

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

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

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FRA's analysis of data and evidence seeks to support the European Commission's regular reporting to the European Parliament and the Council of the EU on the implementation of Union law. It could be used for specific purposes, such as the provision of evidence on compliance with fundamental rights obligations in the context of the European Semester, including assessing

fundamental rights compliance in the disbursement of European Structural and Investment Funds (ESIF). The Agency's data analysis could be used for ex-post and ex-ante assessments of how certain courses of action will affect upholding fundamental rights assessments of how certain courses of action will affect upholding fundamental rights.



## **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 tool.



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

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

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

### **OBJECTIVES**

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

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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**

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FRA's presence on the ground, as is the case in the hotspots in Greece, 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.



## **EFFECTIVELY PROMOTING RIGHTS, VALUES AND FREEDOMS**

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

### **OBJECTIVES**

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

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

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

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

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

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

#### **Ensuring smart communications to maximise the effect of FRA outputs**

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

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



## **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 that 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 action plans 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

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

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

## STRATEGIC PROGRAMMES

### FAIR AND EQUAL SOCIETIES



### STRATEGIC PROGRAMME

#### Fundamental rights challenges

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

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

#### Legal and policy context

Equality is one of the foundational values of the EU (Article 2 TEU). The principle of non-discrimination is enshrined in Article 21 of the Charter of Fundamental Rights, which prohibits discrimination on any ground. The Agency's Multiannual Framework includes discrimination on the grounds of nationality in FRA's thematic areas of work. The Racial Equality Directive (2000/43/EC) explicitly prohibits discrimination on the grounds of racial or ethnic origin across all areas of life, while the Employment Equality Directive (2000/78/EC) explicitly prohibits discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation. The Equal Treatment Directive (Directive 2002/73/EC and its recast Directive 2006/54/EC in the area of employment, vocational training, and promotion) and Directive 2004/11/EC (in the area of access to and supply of goods and services) prohibit discrimination, harassment and sexual harassment on the grounds of sex. If adopted, the proposed Equal Treatment Directive (COM (2008) 426) would further extend prohibition of discrimination on these grounds to access to social protection, education and the

supply of goods and other services, including housing. As an example of the Agency's work in this area - FRA's data collection, which serves to inform policy responses, has consistently identified Roma as among the most discriminated and marginalised minorities in the European Union. In 2011, and subsequently underpinned by FRA's data, the EU developed a Framework for National Roma integration strategies around four key areas: education, employment, healthcare and housing. This was followed by a Council Recommendation in 2013 on Roma integration measures in the Member States. The European Pillar of Social Rights, if enacted, partially goes beyond the current acquis by extending protection against discrimination on the grounds of religion or belief, disability, age and sexual orientation to the areas of social protection, including social security and healthcare, education, and access to goods and services available to the public, including children's equal access to services. The European Pillar of Social rights puts an explicit focus on children in its principle 11 regarding childcare and protection from poverty. All EU Member States have ratified the UN Convention

on the Rights of the Child (UN CRC). The European Pillar of Social Rights also extends the prohibition of discrimination based on gender to the area of education, which is not covered by the current acquis. More broadly, the EU has set out a strategic approach for achieving the United Nations Sustainable Development Goals. This includes Goal No 10 on reducing inequality in line with the targets of Europe 2020 strategy, as well as other relevant SDGs (as referred to below under the 'policy context' for the Agency's work).

Specifically, the EU and all its Member States have ratified the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD). To this end, the European Pillar of Social Rights contains principle 17 on inclusion of persons with disabilities. FRA is a member of the EU Framework for the CRPD, which has

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

- Thematic Objective 9 on social inclusion and poverty under the European Structural and Investment Funds 2014–2020;
- The social protection and cohesion chapter of the European Semester, including the EU social investment package
- The key rights and principles of the European Pillar of Social Rights, particularly: protection from poverty, including children's right to protection from poverty; rights of the child; gender equality; equal opportunities; secure and adaptable employment; work-life balance; old age income and pensions; inclusion of people with disabilities, and long-term care.
- Commission Staff Working Document accompanying the European Pillar of Social Rights addressing measures to tackle child poverty by proposing a child guarantee.
- Council Recommendation on effective Roma integration measures in the member states of 9-10/12/2013.
- European Parliament resolution of 1 June 2017 on the Multiannual Framework for 2018-2022 for the European Union Agency for Fundamental Rights and European Parliament resolution of 1 March

been tasked with the promotion, protection and monitoring of the implementation of the Convention by the EU. Finally, the EU signed the Council of Europe Convention on preventing and combating violence against women and domestic violence in 2017, and, by the end of 2018, 20 EU Member States had ratified the convention.

FRA's work on racism and xenophobia is also guided by the Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law. The activities of the EU High Level Group on Combatting racism, xenophobia and other intolerance are highly relevant to FRA's work in this area.

2018 on the situation of fundamental rights in the European Union in 2016.

- Commission Communication on Midterm review of the EU framework for national Roma integration strategies of 30 August 2017; Commission Communication and Staff Working Document on the evaluation of the EU Framework for National Roma Integration Strategies up to 2020 of 4 December 2018.
- Commission Communication on protecting children in migration, including their equal access to education.
- The new Directive on Work-Life Balance to promote a better balance between work and family life.
- The EU's strategic engagement for gender equality, 2016–2019.
- United Nations Sustainable Development Goals, in particular Goal No 10 on reducing inequality, but also Goal 16 on peace, justice and strong institutions, Goal No 8 including the inclusion of persons with disabilities, Goal 5 on achieving gender equality and empowerment of all women and girls, and Goal No 1 including the elimination of poverty, including child poverty; the overall commitment of "leaving no one behind" when

- implementing the 2030 Agenda on sustainable development
- The new Strategic Agenda 2019-2024, which the European Council adopted on 20 June 2019, calling for equality between women and men and equal opportunities for all.
- The activities of the EU High Level Group on non-discrimination, equality and diversity;
- The activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance;
- The activities of the EU coordinator on combatting antisemitism;
- Council Declaration on the fight against antisemitism and the development of a common security approach to better protect Jewish communities and institutions in Europe;

## FRA response in 2020-2022

In 2020, the Agency will continue its data collection and analysis activities in respect to Roma integration. FRA will also remain actively involved in supporting the activities of the EU High Level Group on non-discrimination, equality and diversity and the work of its High Level Sub-group on Equality Data, and the EU High Level Group on combating racism, xenophobia and other forms of intolerance. As a concrete development from this involvement, FRA will also continue supporting Member States to improve effectiveness of responses to hate crime and the collection and use of equality data. The Agency will continue also to fulfil its role within the EU Framework for the CRDP. Furthermore, the Agency will continue with its support to EU institutions and Member States in the area of rights of the child, including capacity-building activities for key cooperation partners such as the Parliament and the Commission and diverse stakeholder and target groups. Analysis of data from FRA's surveys – with respect to young age groups – will be undertaken, drawing on results from the Roma and Travellers Survey, the second LGBTI survey and the Fundamental Rights Survey. FRA will launch another wave of its Roma survey and start the preparatory work for the EU Survey on Immigrants

- The activities of the EU coordinator on combatting Islamophobia;
- Positive obligations EU Member States have towards combating hate crime and hate speech;
- Positive obligations EU Member States have towards victims of hate crime.
- The activities of the EU High Level Group on Disability;
- The activities of the EU coordinator on the Rights of the child;
- The European Commission's List of Actions to advance LGBTI equality;
- The European Disability Strategy;
- The proposal for a European Accessibility Act;
- The dialogue with churches, religious associations or communities and philosophical and non-confessional organisations under Article 17 TFEU.

and Descendants of Immigrants. The Agency will continue to disseminate and communicate relevant findings from its second EU Minorities and Discrimination survey (EU-MIDIS II). FRA will also continue to refine and improve the methodologies on hard-to-reach groups in its survey work on ethnic and minority groups. FRA will launch the findings of the second EU LGBTI survey, which also covers intersex persons for the first time. In parallel, in 2020 FRA will launch the main results of its survey data collection on Roma integration covering six EU Member States, and deliver a set of indicators from the survey to the Commission. The Agency will continue to make use of the primary data of its large-scale surveys and research findings when designing the format of its awareness raising, training, capacity building and technical assistance activities. The Agency will explore the potential for activities related to the right to freedom of religion or belief, drawing on its engagement with faith communities, which will be looked at alongside its existing data collection from surveys such as the anti-Semitism survey, alongside the Agency's 2019 update of its online database on Anti-Muslim hatred. If funds become available, FRA will update the 2015 edition of the FRA-CoE-ECtHR

Handbook on European law relating to the rights of the child.

## Expected results and potential impacts

In 2020, FRA will continue its comprehensive primary data collection efforts by launching the next Roma Survey and the preparatory work for the EU Survey on Immigrants and Descendants of Immigrants, the fieldwork for which will start in 2021. In 2020, the Agency will furthermore publish selected findings in different formats from three other large-scale surveys: The second LGBTI survey, The Roma and Travellers survey, and The Fundamental Rights survey, and will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2020 is linking FRA's work in this regard to the indicators used in the context of EU processes – such as 'Europe 2020', the EU Framework for National Roma Integration Strategies up to 2020, the LGBTI List of Actions to Advance LGBTI Equality and the UN Sustainable Development Goals. The Agency will provide the Commission with evidence and information on the implementation of the Racial Equality Directive and the Employment Equality

Directive for its planned evaluation report in 2020. The Agency will also continue to facilitate the work of the Commission's Group on equality data in the form of country visits and provision of technical assistance and capacity building to Member States. The Agency will continue to provide technical assistance and capacity building on Roma integration and social inclusion to EU institutions and EU Member States in monitoring and reporting on Roma equality and inclusion. In the area of racism and related intolerance, FRA will publish its annual on-line update of antisemitism data collection and will update the online anti-Muslim hatred database. The Agency will continue to support key stakeholders at national, EU and international level to improve their responses to hate crime and racism. In the area of the rights of the child, FRA will continue to provide evidence-based advice and technical assistance to cooperation partners and stakeholders on international, EU, national, regional and local level.

## Risks

European Union societies are becoming increasingly diverse, and in parallel different groups can be seen to be 'competing' for resources – ranging from housing through to employment opportunities – with some groups being 'left behind'. Given this, the Agency can expect increasing demands for its data collection and analysis concerning specific groups in the population, while also specifically considering fundamental rights impacts with respect to gender, age and disability. To accommodate this, in 2020 FRA will conduct complex and highly resource intensive projects in the area of

fair and equal societies, including large-scale surveys, which will absorb a significant proportion of the Agency's human and financial resources. Despite risk mitigation measures, this might impact on FRA's ability to respond quickly to ad-hoc requests in this area. At the same time, the Agency's data collection through its Fundamental Rights Survey should serve to mitigate the risk that the Agency is accused of neglecting to address the general population when looking at the application of fundamental rights with respect to 'fair and equal societies'.

# JUST, DIGITAL AND SECURE SOCIETIES



# STRATEGIC PROGRAMME

## Fundamental rights challenges

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

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

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

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

## Legal and policy context

As concerns the relevant situation of EU law, considerable progress has been made in recent years at the level of EU and Member States' laws on the basis of comprehensive roadmaps adopted by the Commission covering both the most significant rights of defendants, including vulnerable and child defendants, and a wide range of rights of victims of crime. In the area related to cybercrime and security more broadly, legislative and policy developments at the level of EU and Member States' law have continued to take place, in particular in the area of data protection (GDPR), e-Privacy and e-Evidence. On 8 April 2019, the Commission's High Level Expert Group on AI - where the Agency is represented - published a set of ethical guidelines for trustworthy AI, also putting a strong focus on fundamental rights.

Policy and legislative actions have been followed up to further improve access to justice for consumers (e.g.

## FRA response in 2020-2022

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

In 2020, FRA will continue with its research on differential responses by criminal justice systems as regards the acknowledgement of and rights afforded in practice – in line with the Victims' Rights Directive – to different groups of victims of crime, which can lead to certain categories of victims being better served than others, including the 'average' victim who does not belong to any recognised 'group'. In the context of this project, due regard will be given in the

via collective redress rules), while the Commission continued developing its annual EU Justice Scoreboard tool to support the effectiveness of national justice systems in relation to their quality, independence and efficiency. The need to maintain an independent judiciary across the EU was further reinforced by the Commission's policy initiatives in the area of rule of law. In particular, in 2019, the Commission set out concrete actions to strengthen the Union's capacity to promote and uphold the rule of law, through promotion of a common rule of law culture, prevention of rule of law problems and an effective response. The Commission proposed the establishment of a Rule of Law Review Cycle and called on the EU institutions for a coordinated approach. This was taken up further in the second half of 2019 by the Finnish Presidency of the Council of the EU.

course of desk research to recognition of specific victim groups with reference to gender, age and disability. To the extent feasible within the project, provision of compensation for victims of crime will also be looked at in this context.

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

In 2020, FRA will finalise its assessment of the remedies available to victims of human rights abuses committed by business enterprises - with a view to advising EU institutions and Member States as to possible improvements of 'access to remedy' in the area of business and human rights. In this context, the issue of effectiveness of access to justice rights in situations of mass harm concerning violations of rights granted under Union Law will also be looked at.

The Agency will continue working on a legal Handbook on cybercrime and fundamental rights safeguards as

well as other issues related to privacy challenges raised by new technologies. In particular, the FRA will finalise a multiannual project on big data and artificial intelligence, and their fundamental rights implications.

Finally – in 2020 the Agency will launch the results of its EU-wide ‘Fundamental Rights Survey’ (FRS) on the

general population’s experiences of, and opinions concerning, their rights in practice. The FRS encompasses all programmatic areas of the Agency’s work – ranging from ‘Just, Digital and Secure Societies’, ‘Fair and Equal Societies’, and encompassing ‘Migration and Asylum’ (to name just three).

## Expected results and potential impacts

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

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

## Risks

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

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

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

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

## MIGRATION AND ASYLUM



## STRATEGIC PROGRAMME

### Fundamental rights challenges

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

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

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

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

### Legal and policy context

Responding to a widespread perception that the EU and its Member States are failing in managing migration, governments are adopting policies that challenge fundamental rights. The EU has adopted over 40 binding secondary EU law instruments on asylum, visas, borders, immigration, trafficking in human beings, smuggling of migrants as well as return and readmission. Legislation is complemented by action plans, for example, on return, smuggling of migrants, protecting children in migration or migrant integration. Most legislation and policy documents in this field have

substantial implications on fundamental rights. EU agencies – such as the European Border and Coast Guard, EASO and EUROPOL – are active on the ground to support Member States, adding a new dimension compared to other policy areas, as through its actions on the ground the EU may find itself accountable for possible fundamental rights violations. In 2020, operational deployments are also likely to increase in third countries, particularly to support border management and return.

## FRA response in 2020-2022

Building on its past work, FRA addresses both the legislative and policy level, as well as implementation of policies on the ground. Over 40 FRA publications (including comparative studies, handbooks, focus papers, guidance documents and legal opinions), some of which are available online in several EU languages, contain suggestions for policy makers as well as practitioners working on the ground on how to ensure respect for fundamental rights. Working arrangements with the European Border and Coast Guard Agency, EASO and eu-LISA and close cooperation with other JHA Agencies enabled these partners to benefit from FRA's fundamental rights expertise. The 2018 EU Agencies Joint Statement of commitment to working together to

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

## Expected results and potential impacts

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

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

## Risks

As new policies are increasingly testing the limits of what is allowed, EU institutions, agencies and Member States increasingly value FRA's expertise resulting in FRA being invited to provide input on more and more policy discussions, showing where the red lines are. Also cooperation with other JHA agencies results in requests to assist in fundamental rights capacity building, such as training of staff/deployed experts. This may lead FRA

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

# SUPPORTING HUMAN RIGHTS SYSTEMS

# STRATEGIC PROGRAMME

## Fundamental rights challenges

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

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

## Legal and policy context

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

The three main EU institutions continue to strengthen their internal mechanisms and frameworks to ensure

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

## FRA response in 2020-2022

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

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

## Expected results and potential impacts

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

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

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

## Risks

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

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

## COMMUNICATING RIGHTS

## STRATEGIC PROGRAMME

### Fundamental rights challenges

The world is changing faster than ever. Information now moves around digital and social media at an unprecedented speed. Opinions and criticisms are now regularly presented as facts in what some communicators are describing as a 'post-truth' world. Part of the Agency's role has always been to develop effective and appropriate communication strategies to demonstrate 'why' fundamental and human rights are universal and required.

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

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

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

### Legal and policy context

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

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

### FRA response in 2020-2022

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

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

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

holders, civil society and others to creative narratives with real impact.

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

- refreshing FRA's website and approaches to data-visualisation
- improving our visual storytelling through the use of video on our website and social channels
- providing more assets for partner organisations to cascade and share amongst their networks, which further our core objectives
- developing our successful 'Human Rights Communicators Network' to ensure that we

- remain at the cutting edge of communications best practice
- searching out influential partners (ranging from organisations to individuals) who can use our data and narratives to reach a wider audience

## Expected results and potential impacts

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

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

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

than we could, alone reviewing our use of email and 'paid-for' social media, to ensure that we can reach our target audiences as required as and when we launch new reports.

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

## Risks

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

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

SECTION 3



# ANNUAL WORK PROGRAMME 2020

## INTRODUCTION

The Annual Work Programme 2020 is structured on the basis of the Agency's strategic programmes, as they have been introduced in the Multi-Annual Programming.

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

### A) FAIR AND EQUAL SOCIETIES

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

### B) JUST, DIGITAL AND SECURE SOCIETIES

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

### C) MIGRATION AND ASYLUM

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

### D) SUPPORTING HUMAN RIGHTS SYSTEMS

- Projects and activities covering all MAF areas

### E) COMMUNICATING RIGHTS

- Projects and activities covering all MAF areas

A detailed overview of FRA's projects and activities planned for 2020 is provided within each programme and area of activity taking into consideration:

- **Multiannual projects** carried over from previous years;
- **New projects** in 2020;
- 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 2020, the most significant data-based output of the Agency will be the results from the 'Fundamental Rights Survey' (FRS) – which is the first EU-wide survey of the general population's experiences of, and opinions concerning, their rights in practice. The FRS encompasses all programmatic areas of the Agency's work – ranging from 'Just, Digital and Secure Societies', 'Fair and Equal Societies', and encompassing 'Migration and Asylum' (to name just three). With regard to this survey and other deliverables/activities in 2020, the Agency will continue mainstreaming gender equality, rights of the child and persons with disabilities throughout its work. With respect to the programme area 'Just, Digital and Secure Societies' - as evidenced by FRA's long-term data collection on victims of crime, the Agency's data continues to fill a 'knowledge gap' that serves to inform the Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders. Furthermore, the Agency will launch the results from the next phase of its work on access to justice in relation to business. Following the general goals set by the Digital Single Market Strategy for the EU, and the impact of the GDPR, FRA will continue to work in this field. Notably, FRA's project on artificial intelligence and big data, with respect to their impact on fundamental rights, will enter its second phase in 2020, with the aim of establishing 'test cases' for legal and social benchmarks for the use of AI/big data.

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 2020. Considering the wealth of data from FRA's surveys on different age groups, targeted data analyses on children/youth resulting from the second LGBTI survey, the Roma and Travellers survey and the Fundamental Rights survey are envisaged.

The Agency's next round of comparable survey data collection on the Roma will take place in 2020; the results of which – in 2021 – will feed in to an assessment of the actual impact on the ground of EU

and national anti-discrimination, integration and equality legislation and policies. Also in 2020, developmental work on surveying other groups will be initiated under the FRA's EU Survey on Immigrants and Descendants of Immigrants; with fieldwork in 2021. Data collection for both surveys will allow for the disaggregation of results by gender and age, and with regard to disability – where sufficient numbers of respondents identify themselves as having a disability.

As in previous years, the Agency will publish data on reporting of anti-Semitism, based on administrative and related sources at Member State level, which serves to complement FRA's survey data collection on anti-Semitism. FRA will continue to assist Member States to improve responses to hate crime through the dedicated Working Group on reporting, recording and data collection of hate crime, under the European Commission-led EU High Level Group on combatting racism and xenophobia. This will be done through FRA organised national diagnostic workshops and country/study visits. The Agency will further develop the evidence base on Roma integration that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the EU Framework and the Council Recommendation of December 2013 on Roma integration, and as a contribution towards the design of post-2020 monitoring of Roma integration.

FRA will continue to provide technical assistance and capacity building based upon the findings of its data collection and research. It will build on its current strengths in the area of migration and carry over its multiannual projects to provide fundamental rights expertise to EU institutions and Member States and reinforce its activities to provide real time assistance on the ground, such as in the hotspots. Expert advice will be provided at EU Member State level also through missions and field deployments.

Under the strategic programmes 'Strengthening human rights systems' and 'Communicating rights', the Agency will implement projects that cover more

*FRA PROGRAMMING DOCUMENT 2020-2022*  
than one MAF area. FRA will focus on activities that strengthen fundamental rights frameworks and reinforce rights compliance in the EU, including by promoting the EU Charter of Fundamental Rights. To that end, it will continue its cooperation with policy-makers at EU and Member State level to ensure that its evidence base can inform policy and legislative developments relevant for fundamental rights. The Agency's Annual Report will provide an overview on the situation of fundamental rights in the EU covering all MAF areas. FRA will release its European Union Fundamental Rights Information System (EFRIS), providing a searchable interface for available evidence from international human rights monitoring

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mechanisms including Council of Europe, UN and EU mechanisms. In cooperation with the European Network of National Human Rights Institutions (ENNHR) and in consultation with international partners, FRA will publish an update of its 2010 report on national human rights institutions in 2020. The Fundamental Rights Platform (FRP) will continue to be a space to engage with civil society and the Agency will repeat a periodic consultation amongst FRP organisations regarding the issue of civic space in the EU. Finally, FRA will engage in targeted capacity-building activities aimed at promoting the application of the EU Charter of Fundamental Rights, including by promoting its handbook on the applicability of the Charter.

## Strategic programme A

## FAIR AND EQUAL SOCIETIES

### Area of activity 1: Equality and non-discrimination

The context of FRA's work in this area is provided by the EU's Racial Equality Directive /2000/43/EC and the Employment Equality Directive 2000/78/EC. In 2020, FRA will initiate another wave of its Roma Survey and will start the preparatory work for an EU Survey on Immigrants and Descendants of Immigrants. The Agency will publish findings related to Equality and Non-Discrimination from its Fundamental Rights Survey and the Roma and Travellers' Survey, which were conducted in 2019 - considering targeted analyses with regard to gender, age and disability. The European Commission's "List of actions to advance LGBTI equality," which also gives particular attention to inclusive education and the situation of young LGBTI people, will continue to help frame FRA's work on sexual orientation, gender identity and sex characteristics, for which the results of the Agency's second LGBTI survey, which will be published in 2020, will be important. FRA will continue to fulfil its statutory obligations under the EU Framework for the UN Convention on the Rights of Persons with Disabilities (see project D 1.5 under *Supporting Human Rights Systems Programme*). As part of its activities on equality and non-discrimination, FRA will explore the possibility of developing its work relating to dignity and independence in old age.

The above-mentioned issues will be addressed in 2020 by including the following:

#### *Multiannual projects in 2020*

- Launch of main results from the second EU-LGBTI survey covering lesbian, gay, bisexual, transgender and intersex persons, considering targeted analyses with regard to gender, age and disability;
- Launch of selected findings related to equality and non-discrimination from FRA's Roma and Travellers' survey, considering targeted analyses with regard to gender, age and disability;
- Launch of selected findings related to equality and non-discrimination from FRA's Fundamental Rights survey, considering targeted analyses with regard to gender, age and disability.

#### *New projects in 2020*

- Launch of the next wave of the Roma Survey
- Start of the preparatory work for the EU Survey on Immigrants and Descendants of Immigrants

#### *Responses to ad-hoc requests and fundamental rights challenges in 2020*

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

#### *Expected results*

- The Agency will publish selected findings in different formats from its large-scale surveys:
  - The second LGBTI survey
  - The Roma and Travellers survey
  - The Fundamental Rights survey
- The Agency will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2020 is linking FRA's work in this regard to the indicators used in the context of EU processes – such as 'Europe 2020', the EU Framework for National Roma Integration Strategies up to 2020, the LGBTI List of Actions to Advance LGBTI Equality and the UN Sustainable Development Goals.
- The Agency will provide the Commission with evidence and information on the implementation of the Racial Equality Directive and the Employment Equality Directive for its planned evaluation report in 2020.

## A 1.1 – Roma Survey 2020

<b>Strategic programme A: FAIR AND EQUAL SOCIETIES</b> Area of activity 1: Equality and non-discrimination	PRIORITY 1	Start date: 01/01/2020	STATUS: <b>NEW</b>	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 Communication of the European Commission from April 2011 tasked the Agency with providing data and background information on progress in the integration of the Roma population in EU Member States. The 2014 Report of the European Commission on the implementation of the EU Framework for National Roma Integration Strategies used the FRA Roma survey 2011, and referred to it as "the starting point from which progress is measured." In a 2019 Resolution, the European Parliament stressed the importance of strengthening the post-2020 Strategic EU Framework for National Roma Inclusion Strategies and the need to focus on combatting anti-Gypsyism; the Resolution refers to the Agency's survey data.

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

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Fieldwork survey data collection on the Roma;</li> <li>➢ Analysis and dissemination of previous survey results related to this project;</li> <li>➢ Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the EU;</li> <li>➢ Cooperation and consultation with stakeholders and survey experts in the preparation and implementation of the survey and in raising awareness about the survey.</li> </ul>	<ul style="list-style-type: none"> <li>➢ Finalised survey questionnaire;</li> <li>➢ Initial proposals for analysis of the survey data;</li> <li>➢ Preparation of output design</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>➢ The European Parliament, Council of the EU; European Commission</li> <li>➢ EU MSs including local authorities</li> <li>➢ NRCPs, NHRIs/Equality Bodies</li> <li>➢ International Organisations (Council of Europe, OSCE, UN, OECD)</li> <li>➢ Civil society, community and professional organisations</li> <li>➢ Media</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	
<i>Temporary Agents</i>			2,000,000	-	-	
<i>Contract Agents</i>			-	-	-	
<i>SNEs</i>			-	-	-	
<b>Total</b>	<b>1.32</b>		<b>Total</b>	<b>2,000,000</b>		

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

<b>Strategic programme A: FAIR AND EQUAL SOCIETIES</b> Area of activity 1: Equality and non-discrimination	PRIORITY 1	Start date: 01/01/2020 End date: 31/12/2023	STATUS: <b>NEW</b>	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, as well as indicators on civic citizenship and democratic participation, individual and collective freedoms, respect for the EU's core values and trust in public institutions, as well as belonging and identity formation. FRA's data, particularly with regard to immigrants' perceptions of discrimination, were also used in the EU-OECD 'Settling in 2018' report on immigrant integration. FRA's work in this area builds on its 2017 report 'Together in the EU - Promoting the participation of migrants and their descendants', in which FRA examined national integration policies, action plans and strategies concerning 'active citizenship' and the issue of 'welcoming society'.

In 2020, FRA will start to prepare the work (sampling design, and also questionnaire development adapting the EU-MIDIS questionnaire whilst preserving comparability) for the launch of its next survey on immigrants – the 'EU survey on immigrants and descendants of immigrants'. The fieldwork will be conducted in 2021 and results will be available in 2022. The survey is going to collect data from people of African descent, asylum seekers/refugees and people identifying as Muslim. The survey results will provide timely and relevant EU-wide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on integration and social inclusion). The findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. Data collection will take into account the specific experiences of women, different age groups, and people with disabilities. The survey findings will support the further development of fundamental rights indicators in the area of immigrant integration, building upon relevant work on outcome indicators by EUROSTAT and other EU institutions, the OECD, the United Nations bodies and the Council of Europe, and will also help to guide the activities of local authorities, NHRIs/Equality Bodies and civil society at Member State level.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Preparatory work for the survey;</li> <li>➢ Analysis and dissemination of previous survey results related to this project;</li> <li>➢ Evidence-based advice to EU institutions and Member States concerning results from previous surveys;</li> <li>➢ Cooperation and consultation with stakeholders and survey experts in the preparation and implementation of the survey and in raising awareness about the survey</li> </ul>	<ul style="list-style-type: none"> <li>➢ Questionnaire development adapting the EU-MIDIS questionnaire whilst preserving comparability;</li> <li>➢ Background information on sampling frames and survey groups;</li> <li>➢ Sampling design for the survey fieldwork in 2021</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>➢ The European Parliament, Council of the EU; European Commission</li> <li>➢ EU MSs including local authorities</li> <li>➢ NHRIs/Equality Bodies</li> <li>➢ International Organisations (Council of Europe, OSCE, UN, OECD)</li> <li>➢ Civil society, community and professional organisations</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.02	Research and Data	1,000,000	-	-
Contract Agents	0.10	Technical Assistance & Capacity building	-	-	-
SNEs	0.04	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>1.16</b>	Communications & Events	-	-	-
		<b>Total</b>	<b>1,000,000</b>		

<b>A 1.3 - EU LGBTI Survey II</b>								
<i>Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 1: Equality and non-discrimination</i>		PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual			
<b>POLICY RELEVANCE and ADDED VALUE of the PROJECT</b>								
<p>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. Around 140,000 LGBTI people of all ages and backgrounds shared their stories with us, topping the 93,000 that answered FRA's first survey in 2012. In its List of Actions of December 2015 to Advance Equality for LGBTI people, the European Commission, called on the Agency to repeat the survey in 2019. Several EU Member States, convened in the LGBTI governmental focal point network, as well as NGOs representing LGBTI persons, proposed that FRA carry out the second survey. In parallel, FRA's EU-LGBT survey has inspired other national institutions – such as the French national Institute for Demographic Studies (INED) – to design and conduct similar national surveys on LGBT persons, and international organisations such as the World Bank have set out to collect survey data outside the EU, drawing on FRA's survey experience.</p> <p>Repeating the survey and extending its scope to collect data also on the experiences and opinions of intersex persons will assist the EU and the Member States in further strengthening the legal frameworks protecting the fundamental rights of LGBTI persons as well as developing targeted policies addressing challenges to fundamental rights faced by LGBTI people. The specific experiences of different age groups, gender categories and people with disabilities will also be analysed with respect to the survey's results. Some of the survey questions are aligned to those of the Fundamental Rights Survey to compare with the experiences and views of the general population.</p> <p>Relevant EU legislation and policy areas for consideration with respect to the survey's results include the EU directives on employment equality, the Victims' Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people - noting those included in the Council of Europe Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity. The results will further inform initiatives undertaken by Council of Europe, United Nations, OSCE as well as civil society organisations and national human rights bodies.</p> <p>In 2020, the Agency will undertake analysis of the survey results, with publication of research findings planned for early 2020, which will 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.</p>								
<b>PROJECT OBJECTIVES</b>								
<ul style="list-style-type: none"> <li>To provide comparable evidence on LGBTI people's experiences and opinions concerning various fundamental rights areas in the EU – such as equality and non-discrimination, victimisation and rights awareness – that will inform EU and Member States' legal and policy making;</li> <li>To identify trends over time and assess progress between the first and the second LGBTI survey;</li> <li>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;</li> <li>To provide technical assistance and capacity building to EU and Member States' institutions upon request and where relevant.</li> </ul>								
<b>LINK TO FRA STRATEGIC PILLARS</b>								
This project is linked to the FRA Strategic Pillars 1, 4 and 5.								
<b>PROJECT PLAN FOR 2020</b>								
<b>ACTIVITIES</b>			<b>OUTPUTS</b>					
<ul style="list-style-type: none"> <li>Analysis of survey results, considering targeted analyses with regard to gender, age and disability.</li> <li>Cooperation with key stakeholders in promoting and disseminating the survey findings</li> <li>Communication campaign on survey findings in different formats, considering the specific experiences of different age groups, gender categories and people with disabilities.</li> <li>Provision of technical assistance and capacity building to EU institutions, Member States, and other relevant stakeholders where relevant and needed to raise awareness and encourage the effective use of data.</li> </ul>			<ul style="list-style-type: none"> <li>Strategic communication campaign on the research findings (different formats);</li> <li>Launch event;</li> <li>Data visualisation online;</li> <li>National workshops</li> </ul>					
<b>TARGET GROUPS AND BENEFICIARIES</b>								
<ul style="list-style-type: none"> <li>The European Parliament, Council of the EU; European Commission</li> <li>EU Member States including local authorities and communities</li> <li>NHRIs/Equality Bodies;</li> <li>International Organisation (Council of Europe, UN, OESE, OECD)</li> <li>Specialised Agencies, EU Agencies;</li> <li>Civil society; community and professional organisations;</li> <li>Media;</li> </ul>								
<b>RESOURCES PLANNED FOR 2020</b>								
<b>Human Resources</b>		<b>Financial Resources</b>		<b>1<sup>st</sup> priority</b>	<b>2<sup>nd</sup> priority</b>	<b>3<sup>rd</sup> priority</b>		
		<i>Research and Data</i>		10,000	-	-		
Temporary Agents	0.68	<i>Technical Assistance &amp; Capacity building</i>		-	-	20,000		
Contract Agents	0.30	<i>Institutional Cooperation &amp; Networks</i>		-	-	-		
SNEs	0.56	<i>Communications &amp; Events</i>		50,000	-	-		
<b>Total</b>	<b>1.54</b>	<b>Total</b>		<b>60,000</b>	-	20,000		

## A 1.4 – Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”

Strategic programme A: <b>FAIR AND EQUAL SOCIETIES</b> Area of activity 1: <b>Equality and non-discrimination</b>	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 fiche accommodates requests during the year for additional research, analysis, assistance and support, which are primarily based on FRA’s work in the above areas.

Additional activities in the area of “Non-Discrimination” focus on the Agency’s task to provide evidence-based assistance and expertise through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU and national levels. This can include activities related to equal treatment and all forms of discrimination, including background research relating to Article 21 on non-discrimination of the Charter of Fundamental Rights of the European Union, as well as on discrimination on the grounds of nationality. This will be achieved through a combination of desk research, meetings with stakeholders and awareness raising through participation at relevant meetings, events and conferences, also following up on reports published by the Agency in previous years. In 2020, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity supporting the work of the Subgroup on Equality Data.

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>To develop opinions (upon request) and provide evidence-based advice;</li> <li>Undertake analyses based on existing data/material and update selected publications – as required;</li> <li>Make FRA findings available to policy makers at EU/Member State level;</li> <li>Contribute to capacity building activities and provide evidence-based advice in the area of independent living of persons with disabilities and the overall de-institutionalisation process within the EU.</li> <li>Relevant communication and cooperation activities.</li> <li>The Agency will continue to facilitate the work of the Commission’s Group on equality data in form of country visits and provision of technical assistance and capacity building to Member States.</li> </ul>	<ul style="list-style-type: none"> <li>Expert advice to stakeholders;</li> <li>Selected publications (or parts thereof) updated – as required;</li> <li>Preparation and presentation of relevant opinions, papers, presentations and other input, as requested.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>European Commission</li> <li>EU Member States including local authorities and communities</li> <li>NHRIs/Equality Bodies;</li> <li>Specialised Agencies, EU Agencies</li> <li>Civil society; community and professional organisations</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	15,000	-	-
Temporary Agents		Technical Assistance & Capacity building	5,000	-	-
Contract Agents		Institutional Cooperation & Networks	-	-	-
SNEs		Communications & Events	-	-	-
<b>Total</b>		<b>Total</b>	<b>20,000</b>	-	-

**Area of activity 2: Integration and social inclusion of Roma**

The Agency will further develop the evidence base on Roma integration that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the Council Recommendation of December 2013 on Roma integration, the Commission Communication on the implementation of national Roma integration strategies 2019 and further post-2020 policy up-dates. This activity includes in depth analysis and timely publication of the findings from the Roma and Travellers' survey, as well as launching the fieldwork of the next Roma Survey. Collected data will be disaggregated by gender, age, and disability if feasible. The agency will provide technical assistance to the Commission and Member States for the development of indicators and tools to monitor progress on Roma. Capacity-building activities includes support to the Bulgarian national statistical office for generating data on hard-to-reach populations and ad hoc requests for support by other Member States.

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

The above-mentioned issues will be addressed in 2020 by including the following:

***Multiannual projects in 2020***

- Assisting the Commission and Member States in developing indicators on Roma integration and tools to monitor progress (project A. 2.1).
- Launching the main results of FRA's Roma and Travellers' survey (project A.2.2)
- Providing technical assistance on Roma integration and social inclusion to EU institutions and Member States, based on data from EU-MIDIS II and the Roma and Travellers' survey (which covered six additional Member States in addition to those covered by EU-MIDIS II) (projects A. 2.1 and A. 2.2);
- The project is also linked to the work done in the context of the technical assistance to the Bulgarian national statistical office for generating data on hard-to-reach populations at risk of violation of their fundamental (Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 (envisioned under F.1.2))
- Support the preparation and launch of the next Roma Survey (as envisaged under A.1.1) in 2020;

***New projects in 2020***

- See project fiche A.1.1 Roma Survey' – which will encompass a new round of survey fieldwork data collection on the Roma in 2020.

***Expected results***

- Publication of outputs in different formats of the Roma and Travellers' survey, including disaggregated data with respect to gender and age;
- Participation and inclusion of Roma and Travellers supported through workshops and trainings
- Support to Roma equality and inclusion, through development of indicators under the policy areas of education, employment, health (including disability if feasible) and housing, discrimination and antigypsyism
- To develop methodology on hard-to-reach populations and to provide technical assistance to the Bulgarian statistical office to implement a survey on discrimination and social inclusion of vulnerable groups; support Member States' efforts to develop sound national data collections and monitor progress in Roma equality and inclusion.

## A 2.1 – Technical assistance and capacity building in the area of “Integration and social inclusion of Roma”

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

PRIORITY 1

Start date: 01/01/2017

STATUS:  
ongoingTYPE:  
multiannual

### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Council Recommendation of 9 December 2013 on effective Roma integration measures in the Member States calls on the Member States to use the support of FRA in developing and applying relevant core indicators or methods for monitoring and evaluating progress on Roma integration. In response to the Recommendation, the Agency established the infrastructure for providing technical assistance and capacity building support in the area of Roma integration. It provided support to the Member States and the Commission in monitoring and reporting on Roma equality and inclusion through analyses and by developing a portfolio of Roma integration targets and indicators under the policy areas of education, employment, health (including disability) and housing, discrimination and anti-Gypsyism, and with particular focus on children and women.

Drawing on FRA's relevant research work and data collected through Roma-specific surveys, the project will continue to provide expertise and technical assistance upon request contributing to Roma integration in EU's post-2020 programming period. In particular, it continues to support Member States' efforts to develop sound national data sets and monitor progress in Roma equality and inclusion. It will also assist the European Commission in assessing progress in this respect. In this context, the project benefits from the project-level cooperation with EEA/Norway Grants for the development of novel methods for collecting data on the status of hard-to-reach populations the results of which could be used for populating fundamental rights indicators, as well as with regards to supporting the development of participatory engagement methods at local level.

### PROJECT OBJECTIVES

- To provide opinions (on request) and evidence based advice;
- To provide analytical input to the Commission's assessment of progress in Roma integration and policy planning;
- To support the development and implementation of guidelines on equality data in Member States;
- To improve the stakeholders' capacity to apply data in the policy-making process;
- To support the monitoring and reporting on Roma integration at EU and national levels 'and contribute to the design of post-2020 monitoring of Roma integration';
- To issue analysis and papers based on existing materials, when required, and update selected publications;
- To make findings of FRA available to policy makers in a proactive manner and engage in relevant awareness raising, communication and cooperation activities;
- To fine-tune and update EU rights-based indicators capturing the Roma-non-Roma gap in access to education, employment, health and housing, as well as discrimination and anti-Gypsyism, and populate them with data from 2011, 2016 and 2018, as well as on specific issues relevant to the area and specific projects. Indicators will take into account particular challenges faced by Roma women.

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Provide on-demand technical assistance to the European Commission and Member States on issues related to monitoring Roma integration and inclusion;</li> <li>➤ Build the capacity of stakeholders at national and local level to apply data in the policy-making process;</li> <li>➤ Communicate research findings to key policy makers at EU, as well as national level and other relevant stakeholders;</li> <li>➤ Develop targeted analysis and briefs;</li> <li>➤ Re-print existing reports as required;</li> <li>➤ Publish additional material;</li> <li>➤ Participate in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Methodologies for monitoring indicators, reporting templates, country profiles;</li> <li>➤ Portfolio of Roma equality and inclusion targets and indicators covering the priority policy areas of Roma integration ;</li> <li>➤ Expert advice to stakeholders in regards the implementation of the post-2020 Roma integration indicators framework;</li> <li>➤ Selected publications (or parts thereof) updated;</li> <li>➤ Preparation and presentation of relevant opinions, papers, presentations and other inputs</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>➤ The European Parliament, Council of the EU; European Commission</li> <li>➤ Member States including local authorities and communities</li> <li>➤ NRCPs, NHRIs/Equality Bodies</li> <li>➤ Specialised Agencies, EU Agencies</li> <li>➤ Civil Society and professional organisations</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	2.62	Research and Data	-	-	-
Contract Agents	0.77	Technical Assistance & Capacity building	55,000	-	-
SNEs	0.14	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>3.53</b>	Communications & Events	-	-	-
		<b>Total</b>	<b>55,000</b>	-	-

## A 2.2 Roma and Travellers survey: supporting Roma participation and inclusion

<b>Strategic programme A: FAIR AND EQUAL SOCIETIES</b> Area of activity 2: <b>Integration and social inclusion of Roma</b>	PRIORITY 1	Start date: 01/01/2016	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The data collected in the Roma and Travellers survey 2018/2019 will for the first time provide robust and comparable data for Travellers and Roma in six EU-Member States (BE, FR, IE, NL, SE, UK) not covered under EU-MIDIS II. First results will be available in spring 2020. The Council Recommendation of 9 December 2013 on effective Roma integration measures in the Member States calls on the Member States to use the support of FRA in developing and applying any relevant core indicators or methods for monitoring and evaluating progress on Roma integration. The data will provide evidence on progress made in Roma inclusion efforts, as the project provides key data – as indicators – on the situation (both positive and negative) concerning Roma and Travellers' fundamental rights situation. Results will be fully comparable with the next Roma survey, which will be launched in 2020 in order to serve as a baseline for the post-2020 EU Roma inclusion agenda. Indicators will be also comparable with the EU-MIDIS II survey and feed into the Commission reporting on the progress made in the EU framework for Roma integration strategies up to 2020.

The survey results will be used to building the capacity of the Roma communities in line with the findings of the FRA project 'Local Engagement for Roma Inclusion'. The will be used to support Roma and Travellers communities in the six countries to engage in decision-making processes to foster social inclusion, building on the findings of the FRA project on Roma engagement and inclusion'.

Together with the Roma and Travellers communities and other key stakeholders FRA will organise workshops to facilitate the development of targeted policy responses by creating awareness on a national, regional and local level. To this end, cooperation will be established as relevant between stakeholders at national level, including local authorities and communities; NHRIs/Equality Bodies; civil society; professional organizations and National Roma Contact Points (NRCPs) to support Roma inclusion actions at national, regional and local level. The activities will take into account the specific situation of young people, women and persons with disabilities. The project will support the empowerment of Roma and Travellers to claim their rights. In the coming years the project can be expanded to cover other Member States for which FRA has data on Roma.

### PROJECT OBJECTIVES

- The survey provides first time robust comparable data on the fundamental rights situation of Travellers and Roma in six additional MSs (BE, FR, IE, NL, SE, UK) not covered under EU-MIDIS II; focusing on core areas;
- To populated core policy outcome indicators – in key thematic areas of employment, education, housing and health (including disability as feasible). It further explores discrimination and reporting of incidents, criminal victimisation with bias motivation, such as anti-Gypsyism and reporting of incidents, as well as rights awareness; and disaggregated by age and gender;
- To develop further methodologies for data collections of hard to reach groups;
- To assist Member States, rights holders and other key stakeholders on national, local and regional level in their efforts to prevent and counter discrimination, anti-gypsyism and social exclusion of Travellers, Roma and Gypsies;
- Building on experiences gathered through LERI, FRA will develop a methodology and content for a programme of capacity building and technical assistance in the area of Roma inclusion, which is embedded in FRA's research work (utilizing FRA data) and in line with FRA strategic pillars and Multiannual Framework.

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Analysis of survey results;</li> <li>Co-operation with key stakeholders in promoting and disseminating the survey findings;</li> <li>Publication of survey findings in different formats;</li> <li>Provide participatory workshops to discuss and communicate research findings to key stakeholders at national regional and local level;</li> <li>Generate ownership of the findings among Roma and Travellers themselves to support them in engaging in decision-making processes to foster social inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Publication of research findings in different formats;</li> <li>Launch event;</li> <li>Capacity-building seminars &amp; technical assistance workshops to support Roma participation;</li> <li>Country learning visits;</li> <li>Preparation and presentation of papers, presentations and other outputs, such as country briefs.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>The European Parliament, Council of the EU; European Commission;</li> <li>EU MSs including local authorities,</li> <li>NRCPs, NHRIs/Equality Bodies;</li> <li>International Organisations (Council of Europe, OSCE, UN, OECD)</li> <li>Civil society, community and professional organisations</li> <li>Media</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	10,000	-	-
Temporary Agents	0.64	Technical Assistance & Capacity building	35,000	-	35,000
Contract Agents	0.10	Institutional Cooperation & Networks	-	-	-
SNEs	0.34	Communications & Events	30,000	-	-
<b>Total</b>	<b>1.08</b>	<b>Total</b>	<b>75,000</b>	-	35,000

## Strategic programme A

## FAIR AND EQUAL SOCIETIES

### Area of activity 3: Racism, xenophobia and related intolerance

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

Above-mentioned issues will be addressed in 2020 by including the following:

#### *Multiannual projects in 2020*

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

#### *New projects in 2020*

- None

#### *Responses to ad-hoc requests and fundamental rights challenges in 2020*

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

#### *Expected results*

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

<b>A 3.1 – Antisemitism: Data collection and analysis</b>																												
Strategic programme A: <b>FAIR AND EQUAL SOCIETIES</b> Area of activity 3: <b>Racism, xenophobia and related intolerance</b>	PRIORITY 1	Start date: 01/01/2014	STATUS: ongoing	TYPE: multiannual																								
<b>POLICY RELEVANCE and ADDED VALUE of the PROJECT</b>																												
Every year, the Agency compiles existing information on the situation of data collection on antisemitism in the EU, which enables the identification of trends in data collection, since antisemitism remains an issue of concern to the EU and its Member States. The data collected for this report – which is based on existing material collected by government and non-government sources – does not allow for a specific focus on gender, disability or age.																												
<b>PROJECT OBJECTIVES</b>																												
<ul style="list-style-type: none"> <li>The overall objective is to provide evidence based advice to EU and national policy makers in regard to combating antisemitism, raising awareness of the extent of the phenomenon and measures taken to tackle it.</li> </ul>																												
<b>LINK TO FRA STRATEGIC PILLARS</b>																												
This project is linked to the FRA Strategic Pillars 1, 2 and 4.																												
<b>PROJECT PLAN FOR 2020</b>																												
<b>ACTIVITIES</b>		<b>OUTPUTS</b>																										
<ul style="list-style-type: none"> <li>Data collection and analysis;</li> <li>Publication and communication of results;</li> <li>Capacity building activities and provision of evidence-based advice in the area of antisemitism.</li> </ul>		<ul style="list-style-type: none"> <li>Annual update on the situation of data collection on antisemitism in the EU – online;</li> <li>Depending on budget availability organisation of national workshops</li> </ul>																										
<b>TARGET GROUPS AND BENEFICIARIES</b>																												
<ul style="list-style-type: none"> <li>The European Parliament, Council of the EU, European Commission</li> <li>Member States</li> <li>NHRIs/Equality Bodies</li> <li>Civil Society and professional organisations</li> <li>Intergovernmental/International organisations (Council of Europe, UN, OSCE)</li> <li>Media</li> </ul>																												
<b>RESOURCES PLANNED FOR 2020</b>																												
<b>Human Resources</b>		<b>Financial Resources</b>																										
		<table border="1"> <thead> <tr> <th></th> <th>1<sup>st</sup> priority</th> <th>2<sup>nd</sup> priority</th> <th>3<sup>rd</sup> priority</th> </tr> </thead> <tbody> <tr> <td>Research and Data</td> <td>3,500</td> <td>-</td> <td>-</td> </tr> <tr> <td>Technical Assistance &amp; Capacity building</td> <td>-</td> <td>-</td> <td>23,000</td> </tr> <tr> <td>Institutional Cooperation &amp; Networks</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Communications &amp; Events</td> <td>1,500</td> <td>-</td> <td>-</td> </tr> <tr> <td><b>Total</b></td> <td><b>5,000</b></td> <td>-</td> <td>23,000</td> </tr> </tbody> </table>				1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	Research and Data	3,500	-	-	Technical Assistance & Capacity building	-	-	23,000	Institutional Cooperation & Networks	-	-	-	Communications & Events	1,500	-	-	<b>Total</b>	<b>5,000</b>	-	23,000
	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority																									
Research and Data	3,500	-	-																									
Technical Assistance & Capacity building	-	-	23,000																									
Institutional Cooperation & Networks	-	-	-																									
Communications & Events	1,500	-	-																									
<b>Total</b>	<b>5,000</b>	-	23,000																									
Temporary Agents																												
Contract Agents																												
SNEs																												
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<b>0.07</b>																												
<b>0.03</b>																												
<b>0.49</b>																												

## A 3.2 – Racism and ethnic discrimination: data collection and analysis

<b>Strategic programme A:FAIR AND EQUAL SOCIETIES</b> Area of activity 3: <b>Racism, xenophobia and related intolerance</b>	<b>PRIORITY 1</b>	<b>Start date: 01/01/2019</b>	<b>STATUS:</b> <i>ongoing</i>	<b>TYPE:</b> <i>multiannual</i>
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

Article 17 of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin – the Racial Equality Directive – and Article 19 of the Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation – the Employment Equality Directive – call on the European Commission to draw a report to the European Parliament and the Council of the European Union on the application of the directives in Member States. Article 17 of the Racial Equality Directive further stipulates that the Commission's report "shall take into account, as appropriate, the views of the European Monitoring Centre on Racism and Xenophobia," which has now been replaced by the European Union Agency for Fundamental Rights.

This project will collect and analyse existing data and evidence relevant to the implementation of the directives. In 2019, FRA collected the relevant data, which will serve to provide input to the Commission's reports on the application of the Racial and the Employment Equality Directives to be published in 2020. The intersectionality of the phenomenon of discrimination, taking gender, age and disability into account, will be given due consideration in this work.

### PROJECT OBJECTIVES

- Provide data and evidence to the European Commission with regard to its obligations under Article 17 of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin and Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

### LINK TO FRA MULTI-ANNUAL OBJECTIVES

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

<b>ACTIVITIES</b>	<b>OUTPUTS</b>
<ul style="list-style-type: none"> <li>Desk research and data collection (in-house, and FRANET – where feasible);</li> <li>Analysis of data and evidence from FRA surveys such as the EU-MIDIS survey, LGBTI survey, Fundamental Rights Survey, and data collected for various thematic reports, as well as the Agency's annual Fundamental Rights Report;</li> <li>Missions and participation in external meetings, as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>Input to the European Commission, European Parliament and the Council of the European Union;</li> <li>FRA focus paper</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>The European Parliament, Council of the EU, European Commission</li> <li>Member States including local authorities and communities</li> <li>NHRIs/Equality Bodies</li> <li>Specialised Agencies, EU Agencies</li> <li>Civil Society and professional organisations</li> <li>Intergovernmental/International organisations (Council of Europe, UN, OSCE)</li> <li>Media</li> </ul>

### RESOURCES PLANNED FOR 2020

<b>Human Resources</b>		<b>Financial Resources</b>	<b>1<sup>st</sup> priority</b>	<b>2<sup>nd</sup> priority</b>	<b>3<sup>rd</sup> priority</b>
<i>Temporary Agents</i>	<i>0.57</i>	<i>Research and Data</i>	<i>5,000</i>	<i>-</i>	<i>-</i>
<i>Contract Agents</i>	<i>0.07</i>	<i>Technical Assistance &amp; Capacity building</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>SNEs</i>	<i>0.26</i>	<i>Institutional Cooperation &amp; Networks</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>Total</b>	<b>0.90</b>	<i>Communications &amp; Events</i>	<i>3,000-</i>	<i>-</i>	<i>6,000</i>
		<b>Total</b>	<b>8,000</b>	<b>-</b>	<b>6,000</b>

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

<b>Strategic programme A: FAIR AND EQUAL SOCIETIES</b> Area of activity 3: Racism, xenophobia and related intolerance	PRIORITY 1	Start date: 01/09/2019	STATUS: ongoing	TYPE: multiannual
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#### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

In 2018, under the EU High Level Group to combat racism, xenophobia and other forms of intolerance, the Commission proposed the creation of working groups to continue assisting Member States based on the methodology FRA had already developed. The Commission requested FRA to continue its work in the area of recording and collecting data on hate crime, and also to focus on encouraging reporting of hate crime and in this context on cooperation between authorities and civil society organizations.

Under the umbrella of the EU High Level Group, and in tandem with FRA's research on racism and victims of crime, this project will deliver capacity building and technical assistance to key stakeholders, including Member States and civil society organisations. FRA will continue to closely follow the work of the European Commission, with a particular focus on the implementation of the Council Framework Decision on Racism and Xenophobia, Victim's Rights Directive and the activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance. FRA will also continue operational cooperation with intergovernmental and international organisations, such as OSCE ODIHR, ECRI and OHCHR, and with EUROSTAT with respect to work in this area. Hate crime motivated by gender and disability is also taken into account, as relevant, in FRA's work.

#### PROJECT OBJECTIVES

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

#### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

#### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Provide technical assistance to Member States to improve their efforts in combatting hate crime through diagnostic workshops;</li> <li>Facilitating the exchange of practices between Member States through regular meetings and ad hoc expert seminars;</li> <li>Facilitating learning country visits;</li> <li>Communicate research findings to key policy makers at EU, as well as national level and other relevant stakeholders;</li> <li>Develop targeted analysis and briefs;</li> <li>Re-print existing reports as required;</li> <li>Participate in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>Diagnostic workshop, expert meetings, seminars and workshop carried out in the Member States;</li> <li>Country visits carried out;</li> <li>Publication of results in different formats;</li> <li>Preparation and presentation of relevant opinions; papers, presentations, briefs and other outputs.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>National authorities</li> <li>Civil society organisations</li> <li>European Commission, Council of the EU, EU Parliament</li> <li>International organisations (CoE, UN, OSCE ODIHR)</li> <li>CSOs</li> </ul>	

#### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	<i>Research and Data</i>	-	-	-
Temporary Agents	0.67			
Contract Agents	0.75			
SNEs	1.14			
<b>Total</b>	<b>2.56</b>	<b>Total</b>	<b>40,000</b>	<b>40,000</b>

## A 3.4 – Update of FRA's online database on anti-Muslim hatred

<i>Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 3: Racism, xenophobia and related intolerance</i>	PRIORITY 1	Start date: 01/01/2017	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

This project developed in 2017-18 an online database with available case law, findings of national research, and other information on anti-Muslim hatred. The database has been reviewed in 2019 by stakeholders to consider its potential annual update. The development of this project will take into account monitoring work carried out by UN bodies and the CoE, as well as database initiatives by the OSCE/ODIHR, such as the Tolerance and Non-Discrimination Information System (TANDIS) and Legislationline.org. The database could be developed to include other forms of bias motivated hate and intolerance. In 2020, FRA will update the database.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
➤ Maintain the online database; ➤ Stakeholder meeting to review the database; ➤ Missions and participation in external meetings as relevant	➤ Functional online database – update
<b>TARGET GROUPS AND BENEFICIARIES</b>	
➤ The European Commission and other EU institutions, bodies and agencies ➤ Member States ➤ NHRIs/equality bodies/ombuds institutions ➤ International organisations (CoE, UN, OSCE ODIHR) ➤ Civil society organizations	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	0.36	Research and Data	80,000	-	-
Contract Agents	0.02	Technical Assistance & Capacity building	-	-	-
SNEs	0.35	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>0.73</b>	Communications & Events	-	-	-
		<b>Total</b>	<b>80,000</b>	-	-

## A 3.5 – Additional activities in the area of “Racism, xenophobia and related intolerance”

<i>Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 3: Racism, xenophobia and related intolerance</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 fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas.

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

### PROJECT OBJECTIVES

- To provide opinions (on request) and evidence based advice;
- Issues analysis and papers based on existing materials, when required and update selected publications;
- Make findings of FRA available to policy makers;
- Relevant awareness raising through communication & cooperation activities.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;</li> <li>➤ Developing targeted analysis and briefs;</li> <li>➤ Re-print existing reports as required;</li> <li>➤ Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Expert advice to stakeholders, participation in hearings and events;</li> <li>➤ Selected publications (or parts thereof) updated;</li> <li>➤ Preparation and presentation of relevant opinions, papers, presentations and other inputs;</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➤ The European Parliament, Council of the EU, European Commission</li> <li>➤ Member States including local authorities and communities</li> <li>➤ NHRIs/Equality Bodies</li> <li>➤ Specialised Agencies, EU Agencies</li> <li>➤ Civil Society and professional organisations</li> <li>➤ Council of Europe, UN, OSCE/ODIHR</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.13	Research and Data	8,000	-	-
Contract Agents	0.10	Technical Assistance & Capacity building	-	-	-
SNEs	0.23	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>1.46</b>	Communications & Events	2,000	-	-
		<b>Total</b>	<b>10,000</b>	-	-

## Strategic programme A

## FAIR AND EQUAL SOCIETIES

### **Area of activity 4: Rights of the Child**

FRA's work on the rights of the child will continue to be mainstreamed across areas of FRA work. The work of the Agency in this area is framed by the 2011 EU Agenda for the Rights of the Child, the 2015 Principles of integrated child protection systems, the 2013 Commission Recommendation "Investing in children: breaking the cycle of disadvantage", the European pillar of Social Rights, 2017, amongst others. The engagement in the area of justice will continue and be framed by EU legislation on victim's rights, procedural safeguards, trafficking in human beings and sexual abuse, sexual exploitation and child pornography, procedural safeguards for children suspected or accused of a crime, as well as the Brussels IIa Regulation, amongst others, frame the work. The Council of Europe Convention on the Protection of Children from Sexual Exploitation and Sexual Abuse and work of its monitoring body, as well as other stakeholders, will be taken into account.

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. Council of Europe materials and work of other stakeholders will be considered. FRA will continue to provide evidence-based advice to EU Member States to raise awareness of children's rights, promoting and supporting child participation in policy discussions and research, by developing necessary tools and guidance, taking into account amongst others the Council of Europe.

Above-mentioned issues will be addressed in 2020 by including the following:

#### ***Multiannual projects in 2020***

- The work on the rights of the child continues to be mainstreamed in research, communication as well as technical assistance and capacity building
- The Agency will continue to provide targeted evidence-based advice and capacity building in the context of children's participation in criminal, civil and administrative judicial proceedings;
- In addition, the Agency continues its focus on child rights in the migration and asylum context, such as within the project on the integration of arrivals 2015-2016, in relation to its work on guardianship and trafficking of children;
- The Agency will explore further opportunities to involve children in the policy debates through child participation in for instance events and contribute to harmonising minimum age requirements, for example in the areas of health, political participation, digital world and LGBTI as well as raising children's awareness of their rights on different levels (local, national, European)

#### ***New projects in 2020***

- Update of Handbook on Rights of the Child (first priority project)
- Disaggregating data on children and youth in existing FRA surveys (first priority project)

#### ***Expected results***

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

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

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

PRIORITY 1

Start date: 01/01/2019

STATUS:  
ongoingTYPE:  
multiannual

### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The rights of the child is included in FRA's Multi-Annual Framework adopted by Council Decision (EU) 2017/2269. In the past years, FRA has completed a significant research on the rights of the child. It has produced a number of tools for practitioners, such as handbooks, checklists and videos in areas such as child-friendly justice, child poverty, guardianship and the trafficking of children. FRA has been providing evidence-based advice in different areas to EU and other international bodies. It has also been involved in building the capacity on rights of the child of staff in different institutions, including the European Parliament and the European Commission. In addition, the rights of the child have been mainstreamed in FRA's activities across the Agency.

Building on previous activities in research, technical assistance and capacity building, 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 and providing technical assistance and capacity building to key actors (authorities, professionals, civil society) on local, regional, national and European level. This also includes the development of tools and methodologies to facilitate the participation of children themselves in such policy processes. The work on child rights continues to be mainstreamed throughout the Agency's research, for example in respect to migration, trafficking in human beings, equality, Roma, access to justice, data protection, etc. relevant activities may cover a range of areas. Since the agency is also mainstreaming gender as well as disability, the intersectionality with these areas will particularly underline the situation of girls and disabled children.

The Agency will follow up its research work on the rights of the child through targeted engagement with key stakeholders to ensure that the evidence gathered in previous years informs policy decisions, ensures fundamental rights compliance and the effective implementation of EU legislation and policies, such as the Brussels IIa Regulation, the Procedural Safeguards Directive and the Child's Guarantee. FRA will continue to assess the possibility of collecting data on violence against children, and pursue efforts to involve children in all matters that concern them and raise awareness on how that can be done, including in research, meetings and events. The work will benefit and raise awareness among a broad range of stakeholders, including the European Commission and other EU institutions, bodies and agencies; Member States; NHRIs/equality bodies/ombuds institutions; specialized agencies; other international organizations, such as Council of Europe or UNICEF; civil society including professional organizations and children themselves.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Provide evidence-based assistance to EU institutions, EU agencies and MSs;</li> <li>➤ Attend and provide tailor-made input to Council Working Parties, the European Parliament Committees, expert meetings by the European Commission or EU agencies as well as to other carefully selected events on child protection;</li> <li>➤ Support the European Commission forum on the rights of the child;</li> <li>➤ Promote FRA child protection and child participation tools;</li> <li>➤ Translate and promote the guide on EU children at risk of trafficking;</li> <li>➤ Communicate FRA findings to key policy makers at EU, national level and other stakeholders (international organizations, civil society, professional associations);</li> <li>➤ Develop targeted analysis and briefs, when required;</li> <li>➤ Update existing reports, as required.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Tailor-made input into legislative, policy or other documents provided to EU institutions / agencies;</li> <li>➤ Targeted input in meetings, training and events;</li> <li>➤ Dissemination of the EU children trafficking guide;</li> <li>➤ Selected publications (or parts thereof) updated and translations of summaries and brochure;</li> <li>➤ Guidance/checklists/training material on child protection and child participation, also possibly in the context of the foreseen child guarantee</li> </ul>

TARGET GROUPS AND BENEFICIARIES	
<ul style="list-style-type: none"> <li>➤ The European Commission, the European Parliament and other EU institutions, bodies and agencies</li> <li>➤ Member States</li> <li>➤ NHRIs/equality bodies/ombuds institutions</li> <li>➤ Specialized agencies</li> <li>➤ Other international organizations, such as the Council of Europe</li> <li>➤ Civil society including professional organizations and children themselves.</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	<i>Research and Data</i>	-	-	
Temporary Agents	1.57	20,000	-	90,000
Contract Agents	0.07	-	-	-
SNEs	0.14	5,000	-	110,000
<b>Total</b>	<b>1.78</b>	<b>Total</b>	<b>25,000</b>	<b>200,000</b>

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

Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 4: Rights of the Child	PRIORITY 1	Start date: 01/01/2020	STATUS: NEW	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

### PROJECT OBJECTIVES

- Update the 2015 edition of the Handbook of European case law on the Rights of the Child;
- Enhance cooperation with the Council of Europe (CoE), the European Court of Human Rights and the Commission's Coordinator on Rights of the Child
- Contribute to raising awareness, knowledge and understanding of children's rights in the context of the UN CRC and the Council of Europe Convention on the Protection of Children from Sexual Exploitation and Sexual Abuse and work of various Council of Europe bodies, and in the context of EU Directives in the area of victim's rights, trafficking in human beings and sexual abuse, sexual exploitation, child pornography and child abuse images and procedural safeguards for children suspected or accused of a crime as well as the Brussels IIa Regulation amongst lawyers, judges, legal practitioners, child protection authorities, and other relevant 'intermediaries' at national and European level, as well as civil society organisations and interested individuals working at the national and European levels, including children. The communication strategy on the launch of the new Handbook should be ensured.
- Facilitate domestic implementation of European law and relevant international legal instruments in the field of Rights of the Child.

### LINK TO FRA MULTI-ANNUAL OBJECTIVES

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Analysis and selection of extracts from key judgments and decisions delivered by the ECtHR and CJEU highlighting the manner in which EU law, the ECHR and other instruments were applied EU level;</li> <li>➢ Analysis and update of legislative developments;</li> <li>➢ Specific stakeholder communication and awareness raising activities; Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>➢ First draft of the Handbook of European Case-law on the Rights of the Child</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➢ EU Institutions, Agencies and bodies</li> <li>➢ Council of Europe and European Court of Human Rights</li> <li>➢ EU Member States</li> <li>➢ Ombuds institutions</li> <li>➢ Professional groups and civil society</li> <li>➢ Academia, incl. law students</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	0.80		40,000	-	-
Contract Agents	-		-	-	-
SNEs	0.10		-	-	-
<b>Total</b>	<b>0.90</b>		<b>Total</b>	<b>40,000</b>	-

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

Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 4: Rights of the Child	PRIORITY 1	Start date: 01/01/2020	STATUS: NEW	TYPE: Multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

A number of FRA studies and surveys have highlighted the particular vulnerability of certain children and young people in the EU with regard to fundamental rights.

The EU strategic agenda 2019-2024 recognises the particular vulnerability of young people to inequalities<sup>2</sup>. It will be the framework for EU policies in the coming years. Based on the Council resolution of 26 November 2018, the EU developed the EU Youth Strategy, which is the framework for EU youth policy cooperation for 2019-2027. It intends to bring the EU closer to young people and to help address issues of concern to them through for instance reliable and sound data collections on the respective issues as in surveys and administrative data. In view of the upcoming EU child guarantee, the project could support evidence based policy development.

The project will report on the fundamental rights situation of children and youth by disaggregating data for the age groups of 16 to 24 years of age from existing surveys carried out by the Agency. Where feasible younger age groups will be addressed (for example on Roma) and a more detailed age break down done (for example 15 to 19 years of age for the LGBTI II survey). The Agency will undertake a statistical analysis of its existing data sets in EU MIDIS II, Roma, LGBTI II surveys and the Fundamental Rights Survey to learn about their rights awareness, experience of potential discrimination, their use of complaint mechanisms. By drawing also on the Fundamental Rights Survey, the analysis will be able to compare the situation of young people living in vulnerable situations (e.g. Roma, LGBTI, migrants) with that of young people amongst the general population. The data will be available in 2020.

### PROJECT OBJECTIVES

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

### LINK TO FRA MULTI-ANNUAL OBJECTIVES

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Targeted analyses of existing FRA survey data (through FRANET where feasible) for young age groups of 16 to 24 years of age;</li> <li>Where feasible more detailed age break down for children;</li> <li>Drafting a targeted report on the young people's experiences of fundamental rights in the EU;</li> <li>Communicating young people's experiences who are in particularly vulnerable situations as well as of the so-called general population to policy makers on European and national level;</li> <li>Consulting with young people throughout the project on best approaches concerning relevance, priorities and outreach activities through (virtual) meetings and online consultations;</li> <li>Meetings with relevant actors and cooperation partners;</li> <li>Presentations on findings and key messages</li> </ul>	<ul style="list-style-type: none"> <li>Disaggregated data on youth available in 2020;</li> <li>Targeted input (report findings and recommendations) to meetings, awareness raising and capacity building activities</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>Beneficiaries representing children and youth, young Roma, young migrants, young LGBTI persons</li> <li>European Parliament, Council, European Commission, and other EU agencies and bodies</li> <li>National authorities</li> <li>National Human Rights Institutions, equality bodies, ombudspersons (incl. for children)</li> <li>Specialised agencies</li> <li>Other IGOs, e.g. Council of Europe, UNICEF, OHCHR, etc.</li> <li>Civil society incl. European Youth Forum, EUROCHILD, etc.</li> <li>Professionals working with children and young people</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents 0.50	Research and Data	48,000	-	
Contract Agents -	Technical Assistance & Capacity building	10,000	-	
SNEs -	Institutional Cooperation & Networks	-	-	-
<b>Total 0.50</b>	<b>Communications &amp; Events</b>	<b>Total 58,000</b>	<b>-</b>	

<sup>2</sup> Council of the European Union "A new strategic agenda 2019-2024", URL: [https://www.consilium.europa.eu/en/press/press-releases/2019/06/20/a-new-strategic-agenda-2019-2024/?utm\\_source=dsms-auto&utm\\_medium=email&utm\\_campaign=A+new+strategic+agenda+2019-2024](https://www.consilium.europa.eu/en/press/press-releases/2019/06/20/a-new-strategic-agenda-2019-2024/?utm_source=dsms-auto&utm_medium=email&utm_campaign=A+new+strategic+agenda+2019-2024) [downloaded 21.06.2019]

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

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

Above-mentioned issues will be addressed in 2020 by including the following:

***Multiannual projects in 2020***

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

***New projects in 2020***

- In the context of the artificial intelligence project, the Agency will explore the feasibility of and methodology for establishing a project on the use and workings of algorithms and machine learning in the context of online communication and fundamental rights interferences.

***Responses to ad-hoc requests and fundamental rights challenges in 2020***

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

***Expected results***

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

## B 1.1 Advising on how to prevent unlawful profiling

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

PRIORITY 1

Start date: 01/01/2016

STATUS:  
ongoingTYPE:  
multiannual

### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

FRA support aims at strengthening fundamental rights compliance within the areas of criminal and immigration law enforcement, in particular, by advising authorities in Member States 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. In 2019 and 2020 FRA contributed to building capacities of police officers through CEPOL webinars. FRA has further conducted a conference in cooperation with the Independent Police Complaints Authorities' Network (IPCAN) focusing on fundamental rights aspects of related law enforcement work. A workshop with EQUINET looked into ways how equality bodies can be better equipped to combat unlawful profiling.

In 2020 FRA will aim at strengthening the capacity of those equality bodies that are in charge of handling police complaints to step up and harmonize data collection. FRA will continue working with CEPOL on unlawful profiling and it will further engage with the other JHA agencies, EUROPOL and EBCGA and Member States in the prevention of unlawful profiling, particularly in the context of handling large scale data.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

#### ACTIVITIES

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

#### OUTPUTS

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

#### TARGET GROUPS AND BENEFICIARIES

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

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	-
Temporary Agents	0.95	Technical Assistance & Capacity building	50,000	-	
Contract Agents	0.28	Institutional Cooperation & Networks	-	-	-
SNEs	0.10	Communications & Events	-	-	50,000
<b>Total</b>	<b>1.33</b>		<b>Total</b>	<b>50,000</b>	<b>50,000</b>

## B 1.2 – Providing advice on European data protection law

<b>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 1: Information society and, in particular, respect for private life and protection of personal data	PRIORITY 3	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

Similarly to 2014 edition, the Handbook highlights and summarises in a didactical way the key legal and jurisprudential principles of European data protection law, including those in the field of transborder data flow. The Handbook contributes to promoting and better understanding of the rights stemming from the new EU data protection rules, including how these rights apply to certain vulnerable groups, such as children. This update was developed in 2017 in close co-operation with FRA key partners in this field: the Council of Europe (CoE), the European Court of Human Rights and the European Data Protection Supervisor (EDPS).

FRA will strengthen capacities of Member State authorities as well as civil society actors to process personal data in line with fundamental rights by contributing to improved knowledge and understanding of European data protection law.

### PROJECT OBJECTIVES

- The 2018 edition of the Handbook on European data protection law in selected EU (and non-EU) languages;
- Enhance cooperation with the Council of Europe (CoE), the European Court of Human Rights , the European Data Protection Supervisor (EDPS) and ensure communication with the European Data Protection Board
- Contribute to raising awareness, knowledge and understanding of the reformed data protection legal frameworks amongst lawyers, judges, legal practitioners and supervisory authorities (SAs), and other relevant 'intermediaries' at national and European level, such as data protection officers as well as civil society organisations, including academia and interested individuals working at the national and European levels.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Translation and preparation of the Handbook for publication in several EU (and non-EU) languages;</li> <li>Providing advice in this field to national, regional and local authorities as well as civil society actors at national level, alongside other relevant stakeholders;</li> <li>Possibly, national workshops on European data protection law to strengthen capacities of DPOs, authorities and legal professionals (third priority) in FR, DE, PL, IT, ES to raise awareness among DPOs, authorities and legal professionals;</li> <li>Dissemination of the Handbook and its promotion among relevant stakeholders;</li> <li>Specific stakeholder communication and awareness raising activities;</li> <li>Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>Easily accessible Handbook for legal practitioners;</li> <li>Handbook published in all EU languages;</li> <li>Meetings with stakeholders and experts;</li> <li>National workshops</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	-
Temporary Agents	0.47	Technical Assistance & Capacity building	-	-	125,000
Contract Agents	0.10	Institutional Cooperation & Networks	-	-	-
SNEs	0.20	Communications & Events	-	-	300,000
<b>Total</b>	<b>0.77</b>	<b>Total</b>	<b>-</b>	<b>-</b>	<b>425,000</b>

## B 1.3– Artificial Intelligence, Big Data and Fundamental Rights

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

PRIORITY 1

Start date: 01/01/2019

STATUS:  
ongoingTYPE:  
multiannual

### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The increased use of big data and algorithms through fast developing methods and availability of data in the area of machine learning and artificial intelligence continues to raise several fundamental rights concerns. These include privacy and data protection, non-discrimination, good administration and access to an effective remedy and a fair trial. Many stakeholders at national and international level, including the EU institutions and Council of Europe, have published reports on fundamental rights implications when using AI and called for policy development in the area. Given the rapid increase in the use of new technologies, there is not only a need to further identify and explain fundamental rights challenges in this area, but to develop clear guidelines and recommendations for those processing and using data. This project aims at assessing the current challenges faced by producers and users of new technology with respect to fundamental rights compliance based on empirical evidence on the use of AI in the EU. The project will assess how fundamental rights obligations are impacted on by the use of AI and how those can be protected in practice. Building on the results of this assessment, the project will contribute to developing tools and policies to support individuals, public administration and businesses in using and developing applications, while innovating in a fundamental rights-compliant way. The project will identify main fundamental rights challenges related to the use of new technologies, including AI and big data, through qualitative interviews and the identification of 'use cases' in different areas. Additionally, the project will measure the practices and awareness of these issues among (local) public administration and businesses in selected EU Member States. In a third phase, the project will – depending on feasibility – study concrete examples of fundamental rights challenges when using new technologies (i.e. machine learning and AI). The third phase would be done through either online experiments or simulation case studies. The results of the project will contribute to setting out fundamental rights guidelines and recommendations for data users. The scope of this research will not be restricted to specific fundamental rights, but will aim to make a comprehensive analysis of possible impacts on fundamental rights of specific use cases and applications of AI-systems. In the course of implementation of this project, FRA will closely cooperate with the Council of Europe and other relevant actors active in this area. In the course of fieldwork, due regard is given to a range of fundamental rights in the project design – which includes grounds of equality and non-discrimination. Gender will be specifically addressed in the project as potential discrimination against and unequal treatment of women is a core concern in the design and use of AI. As the project will work with specific use cases, analysed along all fundamental rights, issues related to children and disability will be discussed in the final report as well. The project benefits from FRA's membership of the Commission's High Level Expert Group on Artificial Intelligence, which will continue to meet in 2020.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

#### ACTIVITIES

- Through interviews with experts and practitioners, conduct a detailed assessment of fundamental rights challenges related to developing technologies;
- Field research will be undertaken in selected Member States on the use of new technologies by businesses and (local) public administration with respect to their awareness of fundamental rights challenges;
- Based on a feasibility assessment, conduct case study research showing fundamental rights challenges related to the use of algorithms through either online experiments or simulation studies (e.g. discrimination in the use of algorithms).

#### OUTPUTS

- Research and analysis on key fundamental rights challenges when implementing AI-related technologies based on concrete use cases in the EU;
- Analysis of the awareness of fundamental rights challenges among public administration and businesses using AI-related technologies;
- As a result of a feasibility assessment – findings based on online data collection or simulation studies on the use of algorithms and potential fundamental rights challenges;
- Contribution to ongoing policy processes;
- Meetings with stakeholders and experts

#### TARGET GROUPS AND BENEFICIARIES

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

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	0.55		180,000	-	-
Contract Agents	1.60		-	-	-
SNEs	0.20		-	-	-
<b>Total</b>	<b>2.35</b>		<b>35,000</b>	<b>-</b>	<b>-</b>
			<b>Total</b>	<b>215,000</b>	<b>-</b>

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

Strategic programme B: <b>JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 1: <b>Information society and, in particular, respect for private life and protection of personal data</b>	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 fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA’s work in the above areas.

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions. The project follows up its relevant research work through targeted engagement with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions. For example, in the area of data protection the Agency is in a unique position to provide socio-legal data and analysis at a multi-country level across the EU. In this regard, its legal analysis is not only limited to Articles 7 and 8 of the Charter, but provides a wider fundamental rights assessment in the field of information society that can address areas such as non-discrimination or rights of child alongside other fundamental rights such as privacy and data protection. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies in areas information society, privacy and data protection. Evidence-based advice will also be provided as relevant to other key policy makers, particularly at national level. FRA will also draft or update reports, handbooks and/or fundamental rights guidance. The project also allow FRA to actively participate in privacy and data protection related events, such as the annual International Conference of Data Protection and Privacy Commissioners, closely work with the European Data Protection Supervisor and other relevant EU Agencies, such as EUROPOL, EUROJUST, ENISA.

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

### PROJECT OBJECTIVES

- To provide opinions (on request) and evidence based advice;
- Issue ad hoc reports based on existing material and in-house expertise;
- Update selected publications;
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities;
- Develop EU rights based indicators on specific issues relevant to the area and specific projects.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Communicate research findings in this field to key policy makers at EU as well as national level, alongside other relevant stakeholders;</li> <li>Develop targeted analysis and briefs;</li> <li>Re-print existing reports as required;</li> <li>Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>Expert advice to stakeholders;</li> <li>Selected publications (or parts thereof) updated;</li> <li>Preparation and presentation of relevant opinions, papers, presentations and other input;</li> <li>Development of indicators project proposal/s.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>EU Institutions</li> <li>EDPS and other EU Agencies and bodies</li> <li>International Organisations</li> <li>EU Member States</li> <li>National Supervisory Authorities</li> <li>Civil society organisations</li> <li>NHRIs and Equality bodies</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	Research and Data	10,000	-	5,000
Temporary Agents	0.87	-	-	-
Contract Agents	0.47	-	-	-
SNEs	0.20	-	-	-
<b>Total</b>	<b>1.54</b>	<b>Total</b>	<b>10,000</b>	<b>5,000</b>

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

<b>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 1: <b>Information society and, in particular, respect for private life and protection of personal data</b>	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 three pillars of the [European Agenda on Security](#) and developments in this area are regularly reported in monthly Commission communications. The EU has adopted relevant rules linked to this form of crime, such as the e-Privacy Directive (2002/58/EC), the Directive on attacks against information systems (2013/40/EU), fraud and counterfeiting (2001/413/JHA), sexual abuse and sexual exploitation of children and child pornography (2011/92/EU), and on terrorism (2017/541/EU). In October 2017, the [European Parliament adopted a resolution on the fight against cybercrime, in which it requested](#) the FRA "(75) to draw up a practical and detailed handbook providing guidelines regarding supervisory and scrutiny controls for Member States". The European Commission has presented in April 2018 [a proposal for a regulation and a proposal for a directive](#) to improve cross-border access to electronic evidence. At Council of Europe (CoE) level, the [Budapest Convention on Cybercrime](#), ratified by 26 EU Member States, serves as the key international treaty in this area. Since its entry into force in 2004 the Cybercrime Convention Committee has provided extensive [guidance](#). By the end of 2020, a Protocol to the Budapest Convention should be open to signature. The Protocol will cover cross-border access to electronic evidence. Technological advances, such as the use of encryption and Cloud services allow cybercriminals to hide unlawful content in remote server locations. This requires special investigative acts by authorities, which may also involve remote forensics and elaborated decryption techniques. These developments raise new challenges for protecting fundamental rights in particular when it comes to investigating cybercrime. The required investigation techniques affect various fundamental rights such as the rights to privacy and protection of personal data, freedom of expression, the right to a fair trial, the right to an effective remedy and the principle *ne bis in idem*, among others. This Handbook would be the FRA answer to the European Parliament request: It will highlight the key fundamental rights challenges not only investigating cybercrime, but also will map the positive obligations of the States to safeguard fundamental rights of the victims caused by cybercrime itself, including victims in vulnerable situation, and provide possible promising practices to ensure fundamental rights compliance. Its preparation will follow the well-established series of Handbooks prepared by the FRA together with the Council of Europe and the European Court of Human Rights. The Handbook will provide easy-to-use guidance on cybercrime investigations and electronic evidence. It will be based on other projects of the Agency in the area of privacy and data protection and access to justice (e.g. artificial intelligence, profiling). With this Handbook, FRA will increase its visibility in an area that will grow in importance in the coming years while enhancing synergies with the Council of Europe, including with the Lanzarote Committee. Besides the project partners (Council of Europe/Cybercrime Division and the ECtHR), key stakeholders include: Member States; EU Institutions and Agencies, in particular EUROJUST's European Judicial Cybercrime Network, the EUROPOL's European Cybercrime Centre and EMCCDDA; the national Supervisory Authorities in the area of data protection and the European Data Protection Board; civil society; and the private sector (Service Providers in particular). The beginning of this project will depend upon the completion of EU's legislative procedure on E-evidence and Council of Europe's 2nd protocol to the Budapest Convention.

### 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 Cybercrime Programme Office of the Council of Europe, the European Court of Human Rights, EUROJUST's European Judicial Cybercrime Network (EJNC), and EUROPOL's European Cybercrime Centre.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillars 1, 2, 3 and 5.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>In-house desk-research;</li> <li>Expert consultations</li> </ul>	<ul style="list-style-type: none"> <li>In-house analysis and selection of extracts from key judgments and decisions delivered by the ECtHR and CJEU highlighting the manner in which EU law, the (ECHR) and other instruments were applied at national and EU level.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>EU Institutions, Agencies and bodies</li> <li>Council of Europe and European Court of Human Rights</li> <li>EU Member States</li> <li>Supervisory authorities in the field of data protection</li> <li>National cybercrime authorities</li> <li>Academia, incl. law students</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	Research and Data	5,000	-	-
Temporary Agents	0.30	-	-	-
Contract Agents	0.17	-	-	-
SNEs	0.40	-	-	-
<b>Total</b>	<b>0.87</b>	<b>Total</b>	<b>5,000</b>	<b>-</b>

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

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

Above-mentioned issues will be addressed in 2020 by including the following:

***Multiannual projects in 2020***

- The Agency will continue to update its existing work in this field in order to assess developments at Member State level concerning the implementation of key legislation and policy in practice.
- FRA will disseminate the findings of the project 'Access to a lawyer and the European arrest warrant' and engage with several stakeholders.

***New projects in 2020***

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

***Expected results***

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

## B 2.1 – Presumption of Innocence: procedural rights in criminal proceedings

<b>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 2: Judicial cooperation, except in criminal matters	<b>PRIORITY 1</b>	<b>Start Date: 16/12/2019</b>	<b>STATUS: ongoing</b>	<b>TYPE: multiannual</b>
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

The directive aims to enhance the right to a fair trial in criminal proceedings across the EU by laying down minimum rules to make sure that the right to be presumed innocent until proven guilty is respected throughout the EU, in accordance with existing international standards and guarantees; in particular those relating to the right to a fair trial and presumption of innocence arising from Articles 47 and 48 of the Charter of Fundamental Rights of the European Union (hereinafter the EU Charter) and Article 6 of the European Convention on Human Rights (hereinafter the ECHR). By ensuring the minimum standards across the EU in this area, the new rules are supposed to contribute to the strengthening of the Member States' trust in each other's criminal justice systems.

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

<b>ACTIVITIES</b>	<b>OUTPUTS</b>
	<b>TARGET GROUPS AND BENEFICIARIES</b>
➤ FRANET desk research combined with a field work in selected EU Member States	<ul style="list-style-type: none"> <li>➤ 6 – 8 FRANET country reports</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
<i>Temporary Agents</i>	<i>0.50</i>	<i>Research and Data</i>	<i>10,000</i>	-	
<i>Contract Agents</i>	<i>1.00</i>	<i>Technical Assistance &amp; Capacity building</i>	-	-	-
<i>SNEs</i>	<i>0.10</i>	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
<b>Total</b>	<b>1.60</b>	<b>Communications &amp; Events</b>	<b>Total</b>	<b>10,000</b>	-

## B 2.2 – Additional activities in the area of “Judicial cooperation, except in criminal matters”

Strategic programme B: <b>JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 2: <b>Judicial cooperation, except in criminal matters</b>	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 fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas.

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Conduct background research work;</li> <li>➢ Communicate the research findings to key policy makers and other relevant stakeholders at EU and national level;</li> <li>➢ Update existing products, including reprinting, as required;</li> <li>➢ Prepare briefing papers for current policy issues;</li> <li>➢ Participate in and organise meetings and events;</li> <li>➢ Re-print existing reports as required</li> </ul>	<ul style="list-style-type: none"> <li>➢ Expert input to stakeholders;</li> <li>➢ Preparation and presentation of relevant opinions, papers, presentations and other expert input;</li> <li>➢ Further develop indicators sets – as appropriate;</li> <li>➢ Selected publications and online tools (or parts thereof) updated – as appropriate.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➢ EU Institutions</li> <li>➢ EU Agencies and bodies</li> <li>➢ International Organisations</li> <li>➢ EU Member States</li> <li>➢ Civil society organisations</li> <li>➢ Organisations for legal professionals</li> <li>➢ NHRIs and Equality bodies.</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.54	Research and Data	10,000	-	-
Contract Agents	0.52	Technical Assistance & Capacity building	-	-	-
SNEs	0.10	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>2.16</b>	Communications & Events	-	-	5,000
		<b>Total</b>	<b>10,000</b>	-	5,000

<b>B 2.3 – The impact of counter-terrorism legislation on fundamental rights</b>					
<i>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</i> Area of activity 2: <i>Judicial cooperation, except in criminal matters</i>	PRIORITY 1	Start date: 01/01/2020	STATUS: <i>NEW</i>	TYPE: multiannual	
<b>POLICY RELEVANCE and ADDED VALUE of the PROJECT</b>					
<p>Combating terrorism is a key priority of the EU, as demonstrated by both the <a href="#">new Strategic Agenda 2019-2024</a> adopted by the Council and the <a href="#">Political Guidelines for the next European Commission 2019-2024</a>. The <a href="#">European Agenda on Security</a> underlines as its first principle the need to ensure full compliance of security measures with fundamental rights. Directive (EU) 2017/541 on combating terrorism is the key EU legislative instrument in the area of combating terrorism, encompassing the definitions of terrorist offences and offences related to terrorist activities to be criminalised at the Member State level, other measures and tools, as well as specific provisions related to victims of terrorism. Besides the regular assessment of its transposition by the Member States, Article 29(2) of the Directive requires the European Commission to submit, by 8 September 2021, a report to the European Parliament and the Council assessing the added value of the Directive, as well as its impact on, among others, fundamental rights and freedoms.</p> <p>In accordance with Article 4(1)(c) of the Agency's Founding Regulation, in October 2019, the European Commission requested the Agency to contribute to the evaluation of the Directive's impact on fundamental rights and freedoms. The project will collect data, mapping the implications of the application of individual provisions of the Directive at the Member State level on specific rights recognised by the Charter of Fundamental Rights of the European Union. The findings of the FRA research will be provided to the European Commission in the first half of 2021, in order to inform the Commission's evaluation in a timely manner. The Agency will publish a report, based on the research findings, by the end of 2021.</p> <p>In order to provide a comprehensive overview of the fundamental rights impact, basic desk research will cover all 25 Member States applying the Directive (Denmark, Ireland and the United Kingdom are not bound by it). Legislative and policy developments prior to the adoption of the Directive will be covered as far as relevant, to provide a point of reference. In line with established FRA methodology, desk research will be complemented by fieldwork in selected Member States by means of targeted qualitative interviews with stakeholders, which will be conducted by FRA staff.</p> <p>Although the Directive does not contain specific provisions related to gender, children or disability, the practical application of certain provisions may have specific impact on, for example, women and children.</p>					
<b>PROJECT OBJECTIVES</b>					
<ul style="list-style-type: none"> <li>Contribute to the Commission's assessment under Article 29 of Directive (EU) 2017/541;</li> <li>Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns combating terrorism.</li> </ul>					
<b>LINK TO FRA MULTI-ANNUAL OBJECTIVES</b>					
This project is linked to the FRA Strategic Pillars 1, 2 and 4.					
<b>PROJECT PLAN FOR 2020</b>					
<b>ACTIVITIES</b>		<b>OUTPUTS</b>			
➤ FRANET desk research combined with fieldwork in selected EU Member States.		➤ 25 FRANET country reports			
		<b>TARGET GROUPS AND BENEFICIARIES</b>			
		➤ The European Commission ➤ European Parliament and Council of the EU ➤ EUROJUST and EUROPOL ➤ United Nations and Council of Europe ➤ EU Member States ➤ Legal professionals involved in criminal proceedings ➤ Civil Society Organisations.			
<b>RESOURCES PLANNED FOR 2020</b>					
<b>Human Resources</b>		<b>Financial Resources</b>	<b>1<sup>st</sup> priority</b>	<b>2<sup>nd</sup> priority</b>	<b>3<sup>rd</sup> priority</b>
Temporary Agents		Research and Data	171,000	-	-
Contract Agents		Technical Assistance & Capacity building	-	-	-
SNEs		Institutional Cooperation & Networks	-	-	-
<b>Total</b>		Communications & Events	-	-	-
		<b>Total</b>	<b>171,000</b>	-	-

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

The Victims' Rights Directive (part of the 'Budapest Roadmap') requires Member States to present data on how victims are accessing their rights. FRA's on-going work in this area can support the Commission in identifying practical measures and promising practices to guide Member States in addressing specific needs of victims, including child victims and victims of terrorism, severe forms of labour exploitation, hate crime and of gender-based or domestic violence; for example, drawing on FRA's fieldwork research findings on victims, which the Agency will also share with EIGE. The FRA's Fundamental Rights Survey will contribute through collection of data on the general population's experience of criminal victimisation and non-reporting to the authorities. Moreover, FRA's work in the area is reflected in the work of EUROSTAT, which has initiated a pilot exercise for a survey on violence against women and men, which utilises FRA's questionnaire from the Violence against Women survey. With FRA's expert input, the OSCE has replicated FRA's Violence against Women Survey in selected non-EU Member States. When it comes to access to justice in general, in light of the EU Justice Agenda for 2020, the Commission will consolidate what has been achieved and identify new initiatives in this area. In the context of the EU Framework on the Rule of Law, the European Commission is looking to strengthen the capacity of the EU to ensure effective and equal protection of the rule of law in all Member States, including addressing any threats to the rule of law. FRA can support the Commission's efforts in this area through its targeted work in the field of fundamental rights and justice, as well as through its qualitative research and quantitative surveys, in particular the Fundamental Rights Survey. In relation to the legislative efforts towards facilitating redress for consumers for the infringement of their rights in a situation of mass harm, FRA can support the Commission and EU Member States on the basis of its past and existing work in the area of access to justice in relation to discrimination, data protection and business and human rights, to name but a few. Above-mentioned issues will be addressed in 2020 by including the following:

#### ***Multiannual projects in 2020***

- The Agency will undertake new data collection in 2020 in the context of its project 'Justice for all: Equal access to criminal justice for all victims of crimes against the person?'.
- The Agency will publish relevant findings on 'Business and human rights: access to remedy'.
- FRA will disseminate the findings of the project 'Rights of crime victims to have access to justice'.

#### ***New projects in 2020***

- FRA's Fundamental Rights Survey includes questions on respondents' experiences of criminal victimisation and their reporting patterns to the police and other services. This data can be extracted to provide a unique EU-wide dataset on victims that would be of use to different stakeholders in the context of the implementation of the Victims' Rights Directive; this is particularly important in the absence of an EU-wide survey on victims of crime.

#### ***Responses to ad-hoc requests and fundamental rights challenges in 2020***

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

#### ***Expected results and potential impacts***

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

## B 3.1 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights

<b>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 3: <b>Victims of crime and access to justice</b>	PRIORITY 1	Start date: 01/01/2014	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

### PROJECT OBJECTIVES

- The survey aims to make up for the current deficit in robust and comparable data on most fundamental rights areas with regard to the general population's experiences of a range of rights 'on the ground';
- To provide data for core indicators on the situation of fundamental rights in the EU – at Member State and EU level; the indicators which are developed will be suited for potential measurement over time to identify trends over time, which would support EU and national policy makers in making evidence based decisions regarding future legislation and resource allocation;
- The results will also fill FRA's data needs in regard to other specific projects and thematic areas.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Analysis of data;</li> <li>Development of research findings;</li> <li>Informing key stakeholders concerning the survey;</li> <li>Roll out of a communication package for the results</li> </ul>	<ul style="list-style-type: none"> <li>Publication of survey results;</li> <li>Strategic communication campaign on selected results;</li> <li>Technical documentation concerning the survey methodology and outcomes</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>European Commission, European Parliament, Council of the EU</li> <li>EU Member States</li> <li>NHRIs/Equality Bodies</li> <li>Data protection authorities</li> <li>Civil society</li> <li>Organisation for professional organisations</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		<i>Research and Data</i>	30,000	-	
Temporary Agents	2.11	<i>Technical Assistance &amp; Capacity building</i>	-	-	-
Contract Agents	0.35	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
SNEs	0.20	<i>Communications &amp; Events</i>	120,000	-	150,000
<b>Total</b>	<b>2.66</b>	<b>Total</b>	<b>150,000</b>	-	<b>150,000</b>

## B 3.2 – Justice for all: Equal access to criminal justice for all victims of crimes against the person?

Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 3: Victims of crime and access to justice	PRIORITY 1	Start date: 01/01/2019	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

### PROJECT OBJECTIVES

- Raise awareness of policy makers of the diverse situations, needs and legitimate interests of certain groups of victims;
- Provide advice – on the basis of empirical evidence – which EU institutions and Member States can use when assessing how the rights and legitimate interests of certain groups of victims are being met in line with the duties set out in the Victims' Rights Directive.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillar 2.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
➤ Collection of data; ➤ Analysis of research findings; ➤ Drafting results report	➤ Draft of the results report
<b>TARGET GROUPS AND BENEFICIARIES</b>	
➤ EU Institutions; in particular the European Commission ➤ EU Agencies and bodies ➤ International Organisations ➤ EU Member States ➤ Civil society organisations ➤ Professional organisations working with victims ➤ Organisations for legal professionals ➤ NHRIs and Equality bodies	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	0.87	Research and Data	5,000	-	-
Contract Agents	0.30	Technical Assistance & Capacity building	-	-	-
SNEs	0.10	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>1.27</b>	Communications & Events	-	-	-
			<b>Total</b>	<b>5,000</b>	-

### B 3.3 – Business and human rights: access to remedy

<b>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 3: <b>Victims of crime and access to justice</b>	PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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#### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The 2011 UN Guiding Principles on Business and Human Rights (UNGPs) is the first global framework that exclusively addresses business-related human rights abuses. Although not legally binding, the UNGPs enjoy wide recognition and serve as a basis for policy approaches towards business and human rights. These principles also underpin the 2016 Council of Europe Recommendation on human rights and business, which includes a particular focus on access to remedy. The EU have committed to promote and implement these standards in various EU strategies and legislation.

At the request by the Council of the EU, FRA adopted an Opinion in April 2017 on how the EU can improve access to remedy in cases of human rights abuses by businesses. Following up on this Opinion, the European Commission requested FRA to conduct a mapping in the EU Member States on the legal situation of access to remedy, including judicial and non-judicial mechanisms and its implementation in practice. Such a mapping would provide a much needed baseline on which action by the European Commission could be justified and prioritised.

The FRA's mapping has been divided in two phases: firstly - desk research mapping the incidents of business related abuse of fundamental rights (the results of which were published in 2019), and secondly qualitative fieldwork research undertaken to collect the views of professionals on the availability and effectiveness of complaints avenues and relevant case studies to exemplify the challenges/opportunities in practice. When collecting and analysing information about the existing cases, due regard will be given to the profile of the victims, including for example their social status or age.

#### PROJECT OBJECTIVES

- At the request by the European Commission, FRA will provide further guidance to the EU and the Member States, following on from the Agency's 2017 Opinion, on how access to remedy can be improved in the area of business and human rights.

#### LINK TO FRA STRATEGIC PILLARS

This project is linked to the FRA Strategic Pillar 2.

#### PROJECT PLAN FOR 2020

<b>ACTIVITIES</b>	<b>OUTPUTS</b>
	<b>TARGET GROUPS AND BENEFICIARIES</b>
<ul style="list-style-type: none"> <li>Finalisation and publication of research (qualitative fieldwork) outputs;</li> <li>Communication of findings (focus paper from 2019) together with key stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>The final comparative report drawing on the fieldwork data</li> </ul> <ul style="list-style-type: none"> <li>EU Institutions</li> <li>EU Agencies and bodies</li> <li>International Organisations</li> <li>EU Member States</li> <li>Civil society organisations</li> <li>NHRIs and Equality bodies</li> <li>Business sector</li> </ul>

#### RESOURCES PLANNED FOR 2020

<b>Human Resources</b>		<b>Financial Resources</b>	<b>1<sup>st</sup> priority</b>	<b>2<sup>nd</sup> priority</b>	<b>3<sup>rd</sup> priority</b>
<i>Temporary Agents</i>	0.40	<i>Research and Data</i>	5,000	-	10,000
<i>Contract Agents</i>	0.95	<i>Technical Assistance &amp; Capacity building</i>	-	-	-
<i>SNEs</i>	0.10	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
<b>Total</b>	<b>1.45</b>	<b>Communications &amp; Events</b>	<b>10,000</b>	<b>-</b>	<b>-</b>
		<b>Total</b>	<b>15,000</b>	<b>-</b>	<b>10,000</b>

## B 3.4 – Additional activities in the area of “Victims of crime and access to justice”

<b>Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES</b> Area of activity 3: <b>Victims of crime and access to justice</b>	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 fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas. This project follows-up on activities related to past projects and covers ad-hoc requests for support by EU institutions and Member States in the areas of access to justice and victims of crime. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies as well as Member State authorities, including to ad-hoc requests, in the area of access to justice and victims of crime, including specific groups of victims, such as child victims and victims of terrorism, severe forms of labour exploitation, hate crime and of gender-based or domestic violence. Mainstreaming gender equality, rights of the child and persons with disabilities will also be considered. The Agency follows up its research work from previous years through targeted engagement with key stakeholders at EU level to contribute to strengthened capacities in the areas of access to justice and victims of crime. Evidence-based advice will also be provided as relevant to key policy makers at national level and to other relevant stakeholders, such as national bodies with a human rights remit (e.g. equality bodies or national human rights institutions), civil society organisations working with victims of crime, professional organisations working with victims, other actors from the victims of crime field and organisations for legal professionals. FRA will also update existing publications, such as reports, handbooks and/or types of publication. Finally, the Agency will continue to update its existing work in this field in order to measure developments at Member State level.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Conduct background research work;</li> <li>➤ Participate in and organise meetings and events;</li> <li>➤ Communicate the research findings to key policy makers at EU and national level, alongside other relevant stakeholders;</li> <li>➤ Update existing products, including reprinting, as required;</li> <li>➤ Prepare briefing papers for current policy issues;</li> <li>➤ Participate in and organise meetings and events;</li> <li>➤ Re-print existing reports as required.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Expert input to stakeholders;</li> <li>➤ Preparation and presentation of relevant opinions, papers, presentations and other expert input;</li> <li>➤ Further develop indicators sets;</li> <li>➤ Selected publications and online tools (or parts thereof) updated.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➤ EU Institutions</li> <li>➤ EU Agencies and bodies</li> <li>➤ International Organisations</li> <li>➤ EU Member States</li> <li>➤ Civil society organisations</li> <li>➤ Organisation for legal professionals</li> <li>➤ NHRIs and Equality bodies</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.02	Research and Data	4,000	-	-
Contract Agents	0.20	Technical Assistance & Capacity building	-	-	-
SNEs	0.02	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>1.24</b>	Communications & Events	1,000	-	-
		<b>Total</b>	<b>5,000</b>	-	-

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

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

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

PRIORITY 1

Start date: 01/01/2019

STATUS:  
ongoing

TYPE:  
multiannual

### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

In 2018, the Commission requested the Agency to work in the field of data retention and to provide its fundamental rights expertise on standards applicable to the area of data retention. This work will continue in 2020.

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

In 2020, the Agency will produce both informal and formal inputs and deliverables in these areas, at the request of the relevant EU institutions.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Attend and provide tailor-made input to meetings of the European Commission, Council Working Parties, the European Parliament LIBE Committee, expert meetings by the European Commission or EU Agencies as well as to other carefully selected events;</li> <li>Collect and analyse data;</li> <li>Organise expert meetings, where appropriate;</li> <li>Provide fundamental rights expertise to CEPOL, EUROJUST, EUROPOL and EBCGA.</li> </ul>	<ul style="list-style-type: none"> <li>Upon request – provide informal and formal evidence to EU institutions and Agencies;</li> <li>Draft opinions if requested by EU institutions;</li> <li>Upon request - draft reports and other publications and/or update past publications or parts thereof, in relation to the above fields.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>EU Institutions</li> <li>EU Agencies and bodies</li> <li>International Organisations</li> <li>EU Member States</li> <li>Civil society organisations</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	Research and Data	10,000	-	-
Temporary Agents	0.42	-	-	-
Contract Agents	0.45	-	-	-
SNEs	0.10	-	-	-
<b>Total</b>	<b>0.97</b>	<b>Total</b>	<b>10,000</b>	<b>-</b>

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

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

The Agency will respond to request for fundamental rights input by EU institutions and agencies relating to the main EU law instruments in the fields of asylum, border management, irregular migration and return, facilitation, trafficking in human beings, and IT systems. This will be done by building on past FRA research findings, complementing it with targeted new research and analysis, where necessary. FRA will continue to produce quarterly overviews of migration related fundamental rights concerns. Depending on migratory flows, FRA will maintain its temporary presence to address fundamental rights challenges in up to two Member States.

Above-mentioned issues will be addressed in 2020 by including the following:

### *Multiannual projects in 2020*

- FRA will continue to build on its current strengths in this field by providing fundamental rights expertise to EU institutions and agencies as well as Member States. This will cover key upstream activities in Brussels and agencies' headquarters as well as expert advice provided at EU Member State level, including through temporary field deployments. FRA will provide targeted fundamental rights assistance and expertise to EU institutions and agencies in response to EU legislative or policy changes. FRA will continue to collect evidence on fundamental rights developments in the EU Member States most affected by arrivals and carry out other small-scale data collection as may be required. The findings of the FRA projects 'responding to a fundamental rights emergency' will inform discussions on refugee integration. FRA's work on 'severe labour exploitation' will be used to feed into discussions relating to a fundamental rights sensitive implementation of relevant EU law. 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 also continue to support Schengen evaluations with its fundamental rights expertise. The Agency will also build on its work on social inclusion and migrant participation in European societies.

### *New projects in 2020*

- FRA will not start any new large-scale projects in 2020.

### *Expected results*

- FRA expects that EU institutions will use research findings and other expertise the Agency will develop in 2020 to inform their policy work. In addition, FRA outputs will assist EU agencies to promote high standards of fundamental rights. The update of the joint handbook with the European Court of Human Rights, its translation and a proactive dissemination should reduce situations in which European law is not respected and followed due to lack of knowledge. Overall, FRA expects that the Agency's fundamental rights expertise will, together with the action of other stakeholders, prevent an erosion of existing fundamental rights protection standards.

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

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

PRIORITY 1

Start date: 01/01/2017

STATUS:  
ongoingTYPE:  
multiannual

### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Collect and analyse data;</li> <li>Draft reports, handbooks and other publications and/or update past publications or parts thereof;</li> <li>Translate and re-print existing reports as required;</li> <li>Draft legal opinions if requested by EU institutions;</li> <li>Develop tools and practical guidance;</li> <li>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;</li> <li>Provide training and accompany on-site Schengen evaluation missions as observers, if requested by the Commission;</li> <li>Review draft documents shared by stakeholders to FRA for comments;</li> <li>Organise expert meetings, where appropriate;</li> <li>Actively participate in the EBCGA and EASO Consultative Forum;</li> <li>Participate in the THB Contact Points JHA Agencies Group;</li> <li>Implement cooperation agreements with EASO, EBCGA and eu-LISA and provide expert advice to CEPOL and EUROPOL, as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>FRA-ECTHR handbook updated;</li> <li>At least two new reports (or updates of past reports) on policy relevant issues produced;</li> <li>Research findings published in paper and/or electronic form;</li> <li>(if requested by EU institutions) up to three legal opinions produced;</li> <li>Approximately 50 news items published;</li> <li>Tailor-made input legislative, policy or other documents provided to EU institutions in 20 instances;</li> <li>Fundamental rights expertise provided to EASO, eu-LISA, EBCGA and/or other EU agencies on ten files, with a particular focus on child protection and vulnerable people;</li> <li>Guide to FRA materials on EU IT systems and biometrics and possibly other areas of work;</li> <li>EBCGA and EASO Consultative Forum meetings attended and expertise shared;</li> <li>Training and other requested support delivered to Schengen evaluators.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>EU institutions, bodies and agencies</li> <li>Member States authorities</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	2.92	Research and Data	190,000	-	-
Contract Agents	2.14	Technical Assistance & Capacity building	85,000	-	15,000
SNEs	0.19	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>5.25</b>	Communications & Events	-	-	-
			<b>Total</b>	<b>275,000</b>	-
					15,000

## C 1.2 – Periodic overviews of migration related fundamental rights concerns

<i>Strategic programme C: MIGRATION AND ASYLUM</i> Area of activity 1: <i>Migration, borders, asylum and integration of refugees and migrants</i>	PRIORITY 1	Start date: 28/09/2015	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows up on the Agency's data collection activities on the fundamental rights situation of asylum applicants and beneficiaries of international protection in 15 EU Member States and two candidate countries, which started end September 2015 and was last an activity of the project 'Providing fundamental rights expertise in the area of home affairs'. The periodic online publications provide up to date overviews of legal and practical fundamental rights challenges at national level in the fields of asylum, border management and return, based on field and desk research.

Even if the number of people arriving in the EU in an unauthorised manner has continuously dropped, this has not led to a decrease in fundamental rights concerns. Issues appear to be more persistent and have in parts even deteriorated. With these reports, FRA adds a fundamental rights perspective for practitioners and policy makers working on migration. FRA will therefore continue its reporting. The overviews will become more analytical, potentially supported by visualisations, for example using maps and graphs. The periodicity of FRA's overviews on migration-related fundamental rights concerns will be quarterly and will continue to cover the most relevant countries, aiming to include half of EU Member States.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
➤ Collect and analyse data; ➤ Draft reports.	➤ Four online publications of periodic overviews of migration related fundamental rights concerns; ➤ Annual review of migration related fundamental rights concerns in 2019
<b>TARGET GROUPS AND BENEFICIARIES</b>	
➤ EU institutions, bodies and agencies ➤ Member States authorities ➤ International organisations and civil society	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	0.85	Research and Data	-	-	-
Contract Agents	1.15	Technical Assistance & Capacity building	130,000	-	70,000
SNEs	0.05	Institutional Cooperation & Networks	-	-	-
<b>Total</b>	<b>2.05</b>	Communications & Events	-	-	-
		<b>Total</b>	<b>130,000</b>	-	70,000

<b>C 1.3 – Providing fundamental rights expertise to address operational challenges</b>								
<i>Strategic programme C: MIGRATION AND ASYLUM Area of activity 1: Migration, borders, asylum and integration of refugees and migrants</i>	PRIORITY 1	Start date: 01/01/2017	STATUS: ongoing	TYPE: multiannual				
<b>POLICY RELEVANCE and ADDED VALUE of the PROJECT</b>								
<p>In line with the European Agenda for Migration the European Commission set up the 'Hotspot' approach, according to which relevant EU agencies work on the ground with frontline Member States to swiftly identify, register and fingerprint incoming migrants and channel them into appropriate procedures. Member States run such facilities with a high level of EU support, both in terms of funding as well as operational presence through staff deployed as part of migration management support teams. By the end of 2019, Greece established five such facilities and Italy four. In addition, EASO, EBCGA and EUROPOL supported Cyprus to screen and register new arrivals. EBCGA also run operations in Spain. Deployed teams are required to have expertise in protecting fundamental rights. Therefore, capacity permitting, FRA will continue to offer its readiness to support such teams with the necessary expertise.</p> <p>Since 2016 FRA has been undertaking extensive missions to Greece and Italy and a temporary FRA field presence was set up in Greece. The provision of fundamental rights expertise at a field level complemented FRA's upstream support at policy and planning level to the European Commission, EBCGA and EASO.</p> <p>In 2020, 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. FRA's activities will be carried out in close cooperation with the European Commission, relevant EU agencies and national authorities. FRA experts will share promising practices and provide advice to EU actors and national authorities to support them to carry out their tasks in full compliance with the EU Charter. Building on the Agency's work from 2016 onwards, and while remaining open to other fundamental rights challenges, FRA will focus in particular on child protection, preventing and responding to sexual and gender-based violence and the protection of vulnerable people and people at risk.</p>								
<b>PROJECT OBJECTIVES</b>								
<ul style="list-style-type: none"> <li>Provide fundamental rights expertise calibrated to the practical challenges to EU actors and Member State authorities operating on the ground.</li> </ul>								
<b>LINK TO FRA STRATEGIC PILLARS</b>								
This project is linked to the FRA Strategic Pillars 3, 4 and 5.								
<b>PROJECT PLAN FOR 2020</b>								
ACTIVITIES	OUTPUTS							
<ul style="list-style-type: none"> <li>Undertake longer-term missions to (or ensure a regular presence in) selected EU Member States particularly affected by arrivals;</li> <li>Carry out targeted capacity building activities;</li> <li>Carry out targeted research or data analysis activities;</li> <li>Inform regularly the EU and the concerned Member States about FRA's work, emerging fundamental rights challenges and how to address these.</li> </ul>	<ul style="list-style-type: none"> <li>Information on fundamental rights risks and gaps as well as promising practices provided to EU actors and relevant Member States on a regular basis;</li> <li>Tailor-made capacity building activities to address identified gaps and risks</li> </ul>							
<b>TARGET GROUPS AND BENEFICIARIES</b>								
<ul style="list-style-type: none"> <li>EU Member State authorities</li> <li>EU institutions, bodies and agencies</li> </ul>								
<b>RESOURCES PLANNED FOR 2020</b>								
Human Resources	Financial Resources							
	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority					
Temporary Agents	1.15	-	-	-				
Contract Agents	0.50	60,000	-	-				
SNEs	0.01	-	-	-				
Total	<b>1.66</b>	<b>Total</b>	<b>60,000</b>	-				

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

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

Above-mentioned issues will be addressed in 2020 by including the following:

***Multiannual projects in 2020***

- European Union Fundamental Rights Information System (EFRIS)
- Cooperating with Member States and human rights bodies at national level
- Fundamental Rights Platform and cooperation with civil society
- Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies
- Applying the EU Charter of Fundamental Rights in national law and policymaking
- Participation in the EU Framework required by Article 33.2 of the Convention on the Rights of Persons with Disabilities
- Bodies of the Agency

***New projects in 2020***

- In this area, FRA will not start any new project in 2020.

***Expected results***

- The Agency's fundamental rights expertise, resources and convening powers support stronger and more sustainable human rights systems in the EU and its Member States. In 2020, the outputs in this area include a refined EFRIS tool and promotional activities, a report on the situation of National Human Rights Institutions in the EU, the development of a framework of commitments for human rights cities, and an enhanced platform for FRA's civil society engagement. The Agency's work to support awareness and use of the EU Charter of Fundamental Rights will entail a chapter on the Charter's take up at national level in the Fundamental Rights Report 2020 and new thematic sheets illustrating the relevance of the Charter in specific areas, such as for the rights of the child. The Agency's relations to national stakeholders will be deepened by convening FRA's national parliamentary focal points and National Liaison Officers at FRA.

## D 1.1 – EU Fundamental Rights Information System – EFRIS

Strategic programme D : <b>SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: <b>Projects and activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2017	STATUS: <i>ongoing</i>	TYPE: <i>multiannual</i>
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

Legal practitioners and European Union policy makers regularly require evidence on a variety of fundamental rights issues. There is a wide range of data, information and analysis available under the existing monitoring mechanisms and other human rights-related processes at national, European and international levels. However, this wealth of resources is not always easily accessible, and the various mechanisms and processes are not sufficiently inter-linked. Awareness and use of these resources are significantly enhanced by a single access point, bringing together material of relevance to EU Member States. Making these sources accessible and visible in the EU context highlights their importance, contributes to support the activity of the monitoring mechanisms and the impact of their assessments. These mechanisms include several monitoring mechanisms that focus on issues like gender, children and disability. Enhancements of the tool in 2020 will include making searches possible by specific discrimination grounds and in other ways try to highlight these aspects.

The Agency suggested in 2014 (Annual Report) and in 2016 (Opinion on the values of the EU) the development of a 'fundamental rights information system' for the EU, bringing together a variety of resources reporting on human rights issues, in particular, the United Nations (UN), the Organization for Security and Co-operation in Europe (OSCE), the Council of Europe, and the EU. This has been labelled the EU Fundamental Rights Information System (EFRIS). This system serves to enhance transparency and increases awareness about European and international standards. Its added value includes making information on the EU's and Member States' commitment to and compliance with international human rights treaties accessible in an easy to visualize, searchable and up-to-date format. It facilitates an informed assessment by practitioners to more easily make informed assessments of a country's fundamental rights situation in a specific area (for instance as required in the context of mutual recognition in the area of justice and asylum).

As of 2020, EFRIS will be available online, providing a searchable interface structured by topic, right and EU Member State, thus presenting available evidence from existing monitoring mechanisms at the different levels. EFRIS also includes formal commitment of Member States to relevant international obligations (party to conventions and additional protocols, acceptance of opt in and outs, complaints procedures etc.).

While maintaining the original sources' intentions and degree of critique, EFRIS presents the findings in a manner that allows as far as possible and where relevant for comparison over time and between Member States and provide guidance on context, including possible limitations of the data, information, and analysis.

The project builds on work carried out by the OHCHR, such as its database Universal Human Rights Index, as well as Council of Europe's HUDOC, and is developed in consultation with these organisations. EFRIS is not an additional database but using technology to bring data from existing ones together.

### PROJECT OBJECTIVES

- Develop and further enhance an online tool which brings together data and information on the fundamental rights situation in the EU;
- Contribute to EU fundamental rights improvements by facilitating access to existing human rights assessments and promoting its use by relevant stakeholders.

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Expansion and updating of online tool;</li> <li>➢ Develop accessible and user-friendly guidance on using the tool;</li> <li>➢ Presentations of the tool at conferences and events;</li> <li>➢ Organisation of one expert/stakeholder meeting with ca. 25 participants.</li> </ul>	<ul style="list-style-type: none"> <li>➢ Refined tool available online;</li> <li>➢ User guide and targeted presentations at relevant events;</li> <li>➢ One stakeholder meeting</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➢ EU institutions (European Parliament, Council, Commission), bodies and agencies;</li> <li>➢ Governmental experts from Member States;</li> <li>➢ Intergovernmental organisations;</li> <li>➢ Civil society.</li> </ul>	

### RESOURCES PLANNED FOR 2020

<b>Human Resources</b>		<b>Financial Resources</b>	<b>1<sup>st</sup> priority</b>	<b>2<sup>nd</sup> priority</b>	<b>3<sup>rd</sup> priority</b>
Temporary Agents	1.05	Research and Data	-	-	-
Contract Agents	0.10	Technical Assistance & Capacity building	-	-	-
SNEs	0.20	Institutional Cooperation & Networks	30,000	-	-
<b>Total</b>	<b>1.35</b>	Communications & Events	80,000	-	-
		<b>Total</b>	<b>110,000</b>	-	-

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

<b>Strategic programme D: SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: Projects and activities covering all MAF areas	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 (Art. 8.2(a)) that FRA must cooperate with governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions (NHRIs). In line with the conclusions of its external evaluation of 2017, the Agency will deepen its involvement in Member States. FRA will further develop its cooperation and coordination with ministries, national parliaments, local and regional authorities, NHRIs, equality bodies and ombuds institutions, including via their networks – the European Network of National Human Rights Institutions (ENNHR), the European Network of Equality Bodies (EQUINET); and the International Ombudsman Institute (IOI). The project has four main strands:

1. *Cooperation and consultation with National Liaison Officers (NLOs)*: The NLOs are the Agency's principle interlocutors in EU Member State governments. Cooperation has a two-way purpose. NLOs channel Member States' feedback to FRA, ensuring that its work is calibrated to the needs of national authorities. At the same time, NLOs serve as entry point within governments, facilitating that the Agency's work feeds into the work of relevant ministries and government offices.
2. *Cooperation with human rights and equality bodies at national level, including research on the situation of NHRIs*: In 2020, FRA will release a report on the situation of NHRIs in the EU, North Macedonia and Serbia. The report will examine issues and challenges related to the NHRIs' capacity to act effectively, including potentials in the EU system. It relies on consultation with NHRIs, ENNHRI, GANHRI, EQUINET, IOI, CoE, OHCHR, ODIHR and the European Commission. Upon release of the report, FRA will strengthen cooperation with NHRIs and relevant stakeholders to identify further courses of action in this area. In doing so, this project supports the EU and its Member States in implementing SDG 16 on *Peace, justice and strong institutions*. The NHRI report includes the gender composition of the respective institutions; it also takes into consideration multiple mandates of NHRIs, such as under the Convention on Rights of Persons with Disabilities and mandates related to the rights of the child.
3. *Cooperation with national parliaments*: FRA has relaunched its cooperation with its informal network of national parliamentary focal points. Pending the availability of funds (3<sup>rd</sup> priority), FRA plans to convene a meeting of this network to facilitate the use of FRA's resources and support the implementation of their mandate concerning the Charter of Fundamental Rights. FRA will support the activity of national parliaments at the parliamentary committee level, by providing evidence and expertise.
4. *Support to strengthen 'human rights cities' in the EU*: FRA will continue its targeted cooperation with cities, experts and cities' networks in 2020 by supporting 'human rights cities' in the EU, in close cooperation with partners such as the Council of Europe, to strengthen the application of human rights standards.

### PROJECT OBJECTIVES

- Cooperate with and provide evidence-based assistance and expertise to national authorities on the basis of the Agency's findings, using the Charter of Fundamental Rights of the EU as the main point of reference, where it applies;
- Cooperate with and provide support to public human rights bodies in EU Member States, North Macedonia, Serbia;
- Promote fundamental rights, including at the local level, in cooperation with cities and their networks.

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Regular cooperation and communication with NLOs;</li> <li>➤ Publication, translation and promotion of the FRA report on the situation of NHRIs, in cooperation with NHRIs and ENNHRI;</li> <li>➤ Cooperation with ENNHRI and EQUINET in activities that provide: (1) strategic EU-wide support to NHRIs and equality bodies; (2) strengthen national capacities to use the potential of the EU Charter of Fundamental Rights;</li> <li>➤ Cooperation with national parliaments;</li> <li>➤ Targeted cooperation with cities' networks (e.g. European Capitals of Culture, Human Rights Cities, CoE Intercultural Cities programme);</li> <li>➤ Ad-hoc meetings with national and local actors on specific fundamental rights issues to share FRA findings and exchange practices across Member States, including in relation to the SDGs.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Two NLO meetings and related meeting reports;</li> <li>➤ Report on the situation of NHRIs in EU Member States, translation into EU languages and (minimum five) national stakeholder meetings to discuss findings;</li> <li>➤ One coordination meeting with ENNHRI and EQUINET and FRA inputs at seminars for equality bodies and NHRIs convened by ENNHRI and EQUINET;</li> <li>➤ One meeting of national parliamentary focal points (3<sup>rd</sup> priority);</li> <li>➤ Draft 'framework of commitments' for European human rights cities, co-drafted with experts and cities;</li> <li>➤ Targeted presentations of FRA findings at national level demand-driven) and FRA Director's country visits.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>➤ EU Institutions and Member States, NHRIs, equality bodies, Ombuds institutions, national parliaments, regional and /local actors</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	Research and Data	-	-	-
Temporary Agents	2.44	-	-	-
Contract Agents	-	-	-	-
SNEs	1.40	220,000	-	-
<b>Total</b>	<b>3.84</b>	<b>20,000</b>	<b>40,000</b>	<b>40,000</b>
	<b>Total</b>	<b>240,000</b>	-	<b>40,000</b>

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

<b>Strategic programme D : SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: Projects and activities covering all MAF areas	<b>PRIORITY 1</b>	<b>Start date: 01/01/2018</b>	<b>STATUS: ongoing</b>	<b>TYPE: multiannual</b>
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The FRA Founding Regulation stipulates (Art. 10) that the Agency closely cooperates with civil society organisations active in the field of fundamental rights, through its 'Fundamental Rights Platform'. This mechanism for exchange of information and pooling of knowledge brings together over 700 organisations at European/international, national, and grassroots level (non-governmental organisations dealing with human rights, trade unions, employer's organisations, relevant social and professional organisations, churches, religious, philosophical and non-confessional organisations, universities and other qualified experts). With regard to the Agency's work, the Fundamental Rights Platform undertakes a number of key tasks, such as suggestions to the Management Board on the Annual Work Programme; feedback and suggestions to the Management Board on the Fundamental Rights Report; contributions to FRA projects from inception to delivery; input through a range of consultations; cooperation in awareness raising. Civil society organisations also play a crucial role as human rights defenders for the realisation of a variety of the Sustainable Development Goals (SDGs), whose implementation the Agency seeks to support. For example, of direct relevance for the Agency's data collection on civic space is SDG indicator 16.10.1 regarding violent attacks against human rights defenders.

The focus of FRA's work with FRP and civil society in 2020 will be:

- a) Running and further development of FRP to increase its potential and impact;
- b) Developing FRP thematic work further (civic space, strategic litigation, communicating rights)
- c) Consultations, notably on FRA's Annual Report and on its Work Programme (as per FRA Founding Regulation);
- d) Undertaking a data collection to update the Agency's findings on challenges facing civil society working on human rights in the EU, including on the situation of women human rights defenders;
- e) Integrating inputs from FRP organisations working on cross-cutting issues, including rights of the child, disability and gender, into FRA's thematic work where relevant.

To achieve synergy with other civil society related initiatives and programmes at EU and international level, the project will be implemented in consultation with the European Commission and international partners, including the Council of Europe, OSCE/ODHIR and OHCHR, as well as in partnership with key civil society networks.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<b>Running and further development of FRP:</b> <ul style="list-style-type: none"> <li>➤ Exchange of information and knowledge on- and offline;</li> <li>➤ Thematic/expert meetings;</li> <li>➤ Implementing consultations with the FRP;</li> <li>➤ Regular exchange with civil society organisations;</li> <li>➤ Cooperation with civil society at national level and their European networks, including in relation to implementation of SDGs;</li> <li>➤ Supporting civil society input into FRA projects;</li> <li>➤ Capacity building webinars;</li> <li>➤ Data collection, awareness-raising and providing expertise on civic space issues;</li> <li>➤ Collecting up-to-date information and data on challenges facing civil society working on human rights in the EU (repeat FRP consultation from 2018 and 2019, and FRANET data collection depending on budget availability);</li> <li>➤ Raising awareness of, and providing expertise based on, the Agency's findings related to civic space challenges in EU Member States;</li> <li>➤ Enhanced coordination with International Organisations (Council of Europe, OSCE/ODIHR, OHCHR);</li> <li>➤ Identification of support needs by FRP organisations and developing or facilitating capacity building in specific areas (strategic litigation, communicating rights).</li> </ul>	<ul style="list-style-type: none"> <li>➤ One meeting of civil society networks and organisations participating in the FRP, focussing on cross-cutting issues of relevance to FRA's cooperation with civil society and paying particular attention to rights of child, gender and disability issues;</li> <li>➤ One smaller thematic meeting with civil society experts and meeting report (on strategic litigation or civic space);</li> <li>➤ Output on civic space consultation of FRP organisations;</li> <li>➤ Presentations and stakeholder conversations about FRA findings related to civic space issues;</li> <li>➤ Regular consultations on FRA topics/themes;</li> <li>➤ New, enhanced FRP database;</li> <li>➤ New FRP factsheet;</li> <li>➤ Webinars for civil society organisations (based on need).</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➤ Civil society organisations</li> <li>➤ EU Institutions and Member States, as well as International Organisations (as regards civic space issues).</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents 1.25	Research and Data	-	-	77,000
Contract Agents 1.10	Technical Assistance & Capacity building	-	-	-
SNEs 0.20	Institutional Cooperation & Networks	70,000	-	20,000
<b>Total 2.55</b>	Communications & Events	10,000	-	-
	<b>Total</b>	<b>80,000</b>	-	<b>97,000</b>

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

Strategic programme D : <b>SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: <b>Projects and activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency cooperates closely with EU institutions, agencies and other bodies at EU level, which are key beneficiaries of FRA's data and evidence-based advice and expertise. Regular exchange with actors at EU level helps FRA to define, develop and coordinate its work priorities in the way that ensures best policy relevance and timeliness of the Agency's work, is complementary to the work of other institutions and bodies and makes best use of existing synergies. The cooperation and consultation with relevant partners is an essential element in any of the Agency's projects throughout a project's lifecycle. In addition, the Agency undertakes a number of cooperation activities that cut across all of the Agency's thematic work, taking the form of coordination meetings, ad-hoc working parties, or EU expert seminars in various fields of the Agency's work, as appropriate and needed. This relates to cooperation with the following institutions and bodies at EU and international level: European Parliament; Council of the EU; European Commission; EU Agencies, in particular Justice and Home Affairs Agencies; Committee of the Regions, European Economic and Social Committee; intergovernmental organisations including the Council of Europe, United Nations and the OSCE. A focus of the cooperation with the UN lies in promoting implementation and monitoring of the human rights dimensions of the 2030 Sustainable Development Goals (SDGs).

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Provision of timely evidence-based assistance and expertise to the agency's institutional stakeholders at the EU and international levels;</li> <li>Meetings with institutions, bodies and agencies at EU and international levels to coordinate activities and achieve synergies;</li> <li>Consultation of relevant stakeholders to receive feedback on the utility and impact of the Agency's work;</li> <li>Presentations in EU and international fora to raise awareness on FRA's work and findings, and share promising practices;</li> <li>Regular, policy-relevant and timely information sharing and exchange with EU institutions, agencies and bodies;</li> <li>Cooperation, coordination and communication between FRA and international bodies, including the Council of Europe, UN and OSCE, on FRA's work and cross-cutting issues such as the SDGs;</li> <li>Stakeholder meetings and consultations, as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>FRA contributions to legislative and policy discussions at EP, Council and Commission;</li> <li>References to the Agency and its findings in relevant EP, Council and Commission policy documents (e.g. EP annual report on the situation concerning fundamental rights in the EU, Council conclusions on the application of the Charter of Fundamental Rights);</li> <li>Improved cooperation, coordination and communication between with EU and international stakeholders;</li> <li>Stakeholder meeting reports;</li> <li>Timely feedback by EU and international stakeholders to FRA's programming and outputs.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>EU Institutions, bodies and agencies</li> <li>Intergovernmental organisations (CoE, UN, OSCE)</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources		1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	3.11	Research and Data		-	-	-
Contract Agents	1.47	Technical Assistance & Capacity building		-	-	-
SNEs	0.68	Institutional Cooperation & Networks		100,000	-	25,000
Total	5.26	Communications & Events		-	-	-
			Total	100,000	-	25,000

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

<b>Strategic programme D : SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: Projects and activities covering all MAF areas	PRIORITY 1	Start date: 01/01/2019	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

Research and practical experience show that one of the major hurdles in the implementation of the Charter is the difficulties for practitioners to understand when the Charter applies and when not. In 2018, the Agency published a handbook providing hands-on guidance to national law and policy makers in this regard. The handbook offers practical advice on how to check whether a concrete legislative file falls within the scope of EU law, whether it interferes with Charter entitlements, and whether such a limitation of Charter rights can be justified. In 2020, FRA will continue to disseminate and promote the handbook amongst relevant stakeholders in order to maximise its impact and relevance. It will also update and further expand its Charterpedia database with relevant national case law and examples of Charter use in national legislative procedures. Finally, it will continue producing country factsheets on the use of the Charter in Member States in the respective national languages.

In line with the Agency's strategic objective to support the strengthening of the capacity of national and local human rights actors, FRA will provide support and trainings to promote the use of the EU Charter at different levels of governance. In doing so, FRA will build on its own data collection and analysis (regarding application of the Charter at national level) and feedback from relevant stakeholders, such as national human rights institutions. It will also seek to achieve synergies with Commission-funded programmes and projects related to the Charter, as well as with initiatives of Presidencies of the Council of the EU whenever they decide to organise activities on the Charter. The Agency's Charter focus is reinforced by links to national constitutional law and international human rights law and complements existing awareness-raising initiatives of international or national actors related to national or international human rights law. The EU Charter is essential as the key EU document on all fundamental rights, including important aspects like gender, children and disability, on which the Agency will place particular emphasis in this project.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Increasing awareness of the applicability of the EU Charter by promoting the Charter Handbook;</li> <li>Updating and expanding Charterpedia;</li> <li>Capacity building on the Charter by providing relevant institutions, in particular national human rights institutions, with expertise on the EU Charter;</li> <li>Contributing to EU Presidency and European Commission conferences and events on the Charter; Dissemination of Charter country factsheets that explain the role of the Charter in the national context (in the respective national language);</li> <li>Collecting and analysing data on the use of the Charter at national level in the Fundamental Rights Report 2020.</li> </ul>	<ul style="list-style-type: none"> <li>Focus chapter on the 10 year of the Charter in the Fundamental Rights Report 2020;</li> <li>Charter handbook translations, layout and printing (3<sup>rd</sup> priority);</li> <li>Thematic sheets on the Charter, including one on persons in situations of vulnerability (e.g. children);</li> <li>FRA contributions to events and conferences related to the EU Charter;</li> <li>Charter capacity building at national level for different target audiences, in cooperation with national human rights institutions;</li> <li>Charter awareness raising and communication activities (e.g. via social media channels).</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>Legislators at EU and national level</li> <li>Civil servants at national level</li> <li>Judicial authorities</li> <li>EU agencies</li> <li>Bodies with a human rights remit at national level</li> <li>Civil society and academia</li> <li>Interested public (communication activities)</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	2.00	Research and Data	77,000	-	-
Contract Agents	0.05	Technical Assistance & Capacity building	20,000	-	40,000
SNEs	0.20	Institutional Cooperation & Networks	5,000	-	-
<b>Total</b>	<b>2.25</b>	Communications & Events	5,000	-	30,000
			<b>Total</b>	<b>107,000</b>	-
					70,000

## D 1.6 – Participation in the EU Framework required by Article 33.2 of the Convention on the Rights of Persons with Disabilities

Strategic programme D: <b>SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: <i>Projects and activities covering all MAF areas</i>	PRIORITY 1	Start date: 01/01/2017	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

The European Union (EU) is party to the United Nations Convention on the rights of persons with disabilities (CRPD). To the extent of its competences, the EU has an obligation to monitor the respect, protection, promotion and fulfilment of the rights of persons with disabilities. In this regard, the EU has put in place a framework composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA. The EU Framework cooperates and coordinates its activities with the work of the Commission which is the EU's focal point for the implementation of the CRPD. This role is important in view of the large number of activities of EU Institutions, bodies and agencies to implement the CRPD.

To guide its work, the EU Framework developed a coordinated work programme including activities implemented by several framework members together or by the framework as a whole. The Framework also meets regularly to share information and coordinate joint activities, such as the annual meeting between the EU Framework and national mechanisms established under Article 33(2) on national implementation and monitoring of the CRPD. FRA participates in these activities in its statutory role as member of the Framework and provides its input into the Framework's activities in line with its mandate and the role assigned under Council Document 6170/17 "Revised EU-level Framework Required by Article 33.2 of the UN Convention on the Rights of Persons with Disabilities". As FRA currently exercises the role of Secretariat of the framework, it is also responsible for the preparation and coordination of the meetings.

In line with its role in this monitoring framework, FRA collects and analyses relevant data as part of its work on equality and non-discrimination on the ground of disability. This data is collected in a manner that it can be disaggregated on the basis of gender and age and thereby also help address multiple/intersectional discrimination. Efforts will be undertaken to mainstream disability issues in the analysis of data from the Agency's surveys. In addition, the Agency develops indicators and benchmarks in close cooperation with the European Commission, applying the structure-process-outcome model developed by Office of the United Nations High Commissioner for Human Rights (OHCHR). FRA also participates in the ENNHRI Working Group on CRPD, which includes all Article 33(2) bodies in the EU, including the EU Framework. FRA contributes to the promotion of the CRPD by mainstreaming disability within other thematic areas of its work and addressing the rights of persons with disabilities as a specific component of its awareness-raising activities.

In 2015, the EU's implementation of the CRPD during 2011-2013 (following EU accession to the convention) was reviewed by the CRPD Committee. In view of the next review (in 2021), the Agency will organise an expert meeting to ensure that all necessary data is gathered by the EU Framework and its national partners (e.g. national frameworks and civil society) to allow the CRPD Committee to make informed observations on EU compliance with the CRPD. Building on FRA's analysis of the situation in the EU contained in the Fundamental Rights Report and on its existing research (e.g. in the area of de-institutionalisation), the meeting will also explore how FRA, as member of the Framework, can further contribute with evidence and analysis.

### PROJECT OBJECTIVES

- To collaborate with members of the EU CRPD Framework to implement the framework's work programme;
- To support, in cooperation with members of the EU Framework, the promotion, protection and monitoring of the CRPD by the EU with data, analysis and evidence-based conclusions deriving from its projects focused on the rights of persons with disabilities, as well as awareness-raising materials; gender-specific challenges will be taken into account in this work;
- To follow up and support the activity of the European Commission as focal point of the EU, in cooperation with members of the EU Framework and within the remit of the Framework as it relates to the concluding observations of the CRPD Committee in relation to the EU and EU Member States when they implement EU law;
- To cooperate with and complement the work of national monitoring mechanisms, as a member of the EU Framework and, where relevant, in conjunction with the focal point.

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Participation in meetings of the EU CRPD Framework and external events to which Framework members are invited (such as the Annual Work Forum on the implementation of the CRPD);</li> <li>➢ Participation in activities following-up to the CRPD Committee's concluding observations, in close cooperation with the Commission as Focal Point;</li> <li>➢ Organisation of one meeting with CRPD/disability rights experts in view of the next EU CRPD review.</li> </ul>	<ul style="list-style-type: none"> <li>➢ Outputs as per agreement in the EU CRPD Framework;</li> <li>➢ Expert meeting on complementarity of data gathered by the EU Framework and its national partners.</li> </ul>
TARGET GROUPS AND BENEFICIARIES	<ul style="list-style-type: none"> <li>➢ CRPD stakeholders, including rights holders and organisations advocating for and representing persons with disabilities</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	0.50	Research and Data	-	-	-
Contract Agents	0.69	Technical Assistance & Capacity building	-	-	-
SNEs	-	Institutional Cooperation & Networks	25,000	-	-
Total	1.19	Communications & Events	-	-	-
		Total	25,000	-	-

## D 1.7 - Bodies of the Agency

Strategic programme D : <b>SUPPORTING HUMAN RIGHTS SYSTEMS</b> Area of activity 1: <b>Projects and activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2007	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Management Board meetings;</li> <li>➤ Management Board retreat (to introduce incoming MB members to their role, to undertake a midterm review of the Agency's multi-year strategy);</li> <li>➤ Executive Board meetings;</li> <li>➤ Scientific Committee meetings;</li> <li>➤ Translations of MB documents.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Organisation of MB Meetings (3);</li> <li>➤ Organisation of an MB Retreat;</li> <li>➤ Organisation of Executive Board Meetings (5);</li> <li>➤ Organisation of Scientific Committee Meetings (4)</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>➤ FRA internal stakeholders, Management Board and Scientific Committee members</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.01	Research and Data	-	-	-
Contract Agents	0.50	Technical Assistance & Capacity building	-	-	-
SNEs	-	Institutional Cooperation & Networks	280,000	-	20,000
<b>Total</b>	<b>1.51</b>	Communications & Events	-	-	-
		<b>Total</b>	<b>280,000</b>	-	20,000

## Strategic programme E

## COMMUNICATING RIGHTS

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

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

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

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

#### *Multiannual projects in 2020*

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

#### *New projects in 2020*

- FRA will start its project 'Fundamental Rights Forum 2021' preparing the event to be held in the spring of 2021.

#### *Expected results*

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

## E 1.1 – Annual Reports

<i>Strategic programme E: COMMUNICATING RIGHTS Area of activity 1: Projects and activities covering all MAF areas</i>	PRIORITY 1	Start date: 01/01/2020	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. It is accompanied by an activity report. The Fundamental Rights Report, which includes a 'Focus section' that examines an issue of particular relevance to policy priorities in the EU, identifies trends over time and includes relevant promising practices. Its findings in respect to the use of the Charter by national courts are included in the European Commission's annual report on the application of the Charter of Fundamental Rights. Furthermore, the Fundamental Rights Report includes a specific chapter on children and the fulfilment of their rights, as well as on the progress of implementing the Convention on the Rights of Persons with Disabilities (CRPD). Where relevant, it presents data disaggregated by sex and highlights the gender dimension. In addition, its overall findings are used by the European Parliament in its report on the situation of fundamental rights in the EU. The Fundamental Rights Report is mentioned in the relevant Council conclusions.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Data collection, analysis and drafting of the Fundamental Rights Report;</li> <li>➤ Production of the Annual Activity Report;</li> <li>➤ Production, translation and dissemination of the Fundamental Rights Report outputs;</li> <li>➤ Targeted communication activities at EU and national level</li> </ul>	<ul style="list-style-type: none"> <li>➤ 1 Fundamental Rights Report;</li> <li>➤ 1 Annual Activity Report;</li> <li>➤ 1 Summary report with opinions in all EU languages;</li> <li>➤ 9 Chapter infographics</li> <li>➤ Online component of the publication;</li> <li>➤ 2 to 3 workshops at national level</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➤ EU Institutions, bodies and agencies</li> <li>➤ National Ministries</li> <li>➤ National Parliaments</li> <li>➤ National Human Rights Institutions &amp; Equality Bodies</li> <li>➤ Civil society organisations</li> <li>➤ International organisations</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	285,000	-	30,000
Temporary Agents	2.19	Technical Assistance & Capacity building		-	-
Contract Agents	0.32	Institutional Cooperation & Networks	-	-	-
SNEs	0.15	Communications & Events	145,000	-	-
<b>Total</b>	<b>2.66</b>	<b>Total</b>	<b>430,000</b>	-	<b>30,000</b>

## E 1.2 – Raising awareness and effectively promoting rights

Strategic programme E: <b>COMMUNICATING RIGHTS</b> Area of activity 1: <b>Projects and activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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### 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 its '10 keys to effectively communicating human 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 2020, the Agency will further promote and expand its e-Media Toolkit, to build capacity among media professionals in reporting on migration and asylum issues. Media professionals will benefit from face-to-face training or using webinars in the toolkit's application. In addition, communicators from national human rights institutions, equality bodies and civil society organisations will also be invited to make use of the toolkit and its training opportunities. If successful, the toolkit methodology may be used to develop other online training toolkits, for example on communicating rights or the Charter.

FRA will organise two EU Presidency conferences, 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.

In addition, the Agency will follow up on calls to action included in the Chair's Statement of the 2018 Fundamental Rights Forum and start preparations for the Fundamental Rights Forum in 2021(see dedicated project fiche).

The Agency will continue to communicate fundamental rights, based on set communication priorities for 2020 and informed by its survey and research findings. This will include social media campaigns to promote on the one hand the outcome of specific projects and on the other more generally fundamental rights. In this context, FRA has established a closed Facebook group of human rights communicators to exchange information and experiences on human rights communication. The Agency intends to organise and participate at face-to-face meetings of human rights communicators. In 2020, FRA will follow up on the human rights communicators' network meeting of October 2019.

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Cooperation with the Croatian and German Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities;</li> <li>Carry out strategic communication campaigns, including social media;</li> <li>Engage and strategically work together with human rights communicators to improve the delivery of human rights messages;</li> <li>Expanding the e-learning.fra.europa.eu platform;</li> <li>Capacity building and training of human rights communicators and media professionals using FRA's toolkits (e.g. media toolkit, Charterpedia, guide on unlawful ethnic profiling etc.)</li> </ul>	<ul style="list-style-type: none"> <li>2 EU Presidency conferences;</li> <li>Communication campaigns on set priorities (including audio, visual and audio-visual products);</li> <li>Regular exchange of information between human rights communicators (online and face-to-face);</li> <li>Additional case examples and courses in the e-Media Toolkit;</li> <li>Training sessions</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>EU institutions, bodies and agencies</li> <li>Member States authorities</li> <li>International organisations</li> <li>Human Rights Communicators</li> <li>Media, in particular journalists, influencers and bloggers</li> <li>General public</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.85	Research and Data	-	-	-
Contract Agents	1.29	Technical Assistance & Capacity building	-	-	-
SNEs	-	Institutional Cooperation & Networks	-	-	-
Total	3.14	Communications & Events	200,000	-	100,000
		Total	200,000	-	100,000

## E 1.3 – Production and dissemination of FRA output

Strategic programme E: <b>COMMUNICATING RIGHTS</b> Area of activity 1: <b>Projects and activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2020	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA disseminates the results of its work and raises public awareness (Founding regulation, Art. 4, a and h) through a range of communication activities. These aim to ensure that its work reaches the appropriate audiences at the right time in an appropriate format through the appropriate channels. Communication priorities set for 2020 will guide the Agency's communications and dissemination, ensuring a coherent approach across the wide range of activities. In its communication and dissemination activities, the Agency will pay particular attention to gender, children and youth, and the needs of persons with disabilities. Production and dissemination activities are carried out both online and offline (print). In this context, a great number of research-related deliverables are produced – as listed under the different project fiches outlined in the previous sections. The Agency uses strategic communication services to ensure timely, relevant and high impact driven dissemination of its findings. In addition, the Agency will continue to produce a number of information products, including awareness-raising material, and disseminate it to the Agency's stakeholders.

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➢ Develop, maintain and update FRA's website in order to make it more attractive, user friendly, and accessible;</li> <li>➢ Improve the data visualisation and other online tools (e.g. Media toolkit; European Fundamental Rights Information System);</li> <li>➢ Producing and disseminating major reports and other types of publications related to the Agency's activities;</li> <li>➢ Produce communication material additional to major reports, such as In Briefs, infographics and brochures;</li> <li>➢ Disseminate relevant output to specific audiences at events and through mailing lists, provided also by the Publications Office of the European Union;</li> <li>➢ Ensure efficient stock management of publications;</li> <li>➢ Media monitoring and press clipping service;</li> <li>➢ Produce translations of FRA deliverables in as many EU languages as financial resources allow;</li> <li>➢ Develop FRA's corporate identity and branding.</li> </ul>	<ul style="list-style-type: none"> <li>➢ FRA website;</li> <li>➢ Data explorer (visualisation) for selected surveys;</li> <li>➢ Translations of outputs into EU languages;</li> <li>➢ New corporate visual identity and branding;</li> <li>➢ Media monitoring;</li> <li>➢ Communication products;</li> <li>➢ Various types of print material;</li> <li>➢ Dissemination and stock management.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➢ EU institutions, bodies and agencies</li> <li>➢ Member States authorities</li> <li>➢ International organisations</li> <li>➢ Civil society organisations</li> <li>➢ General public</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	<i>Research and Data</i>	-	-	-
Temporary Agents	3.10	-	-	-
Contract Agents	1.23	-	-	-
SNEs	-			
<b>Total</b>	<b>4.33</b>	<b>514,000</b>	<b>-</b>	<b>200,000</b>
	<b>Total</b>	<b>514,000</b>	<b>-</b>	<b>200,000</b>

## E 1.4 Fundamental Rights Forum 2021

<b>Strategic programme E: COMMUNICATING RIGHTS</b> Area of activity 1: <b>Projects and activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2020	STATUS: <b>NEW</b>	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS	TARGET GROUPS AND BENEFICIARIES
<ul style="list-style-type: none"> <li>➤ Developing a timeline of activities until the agreed date in the spring of 2021 to situate the Forum on the map of international, regional and national events;</li> <li>➤ Selecting and reserving a specific venue for the Fundamental Rights Forum 2021;</li> <li>➤ Conceptualising and organising a series of citizen dialogues to inform the discussions at the Forum;</li> <li>➤ Strategic communication activities to maximise reach and engagement with stakeholders and target audiences.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Concept for Fundamental Rights Forum 2021;</li> <li>➤ Citizen dialogues in selected Member States;</li> <li>➤ Reservation of location</li> </ul>	<ul style="list-style-type: none"> <li>➤ International and intergovernmental human rights organisations</li> <li>➤ Policymakers (EU, national, regional/local level)</li> <li>➤ Lawmakers (EU and national)</li> <li>➤ Human rights bodies (NHRIs, equality bodies)</li> <li>➤ Human rights experts and think tanks</li> <li>➤ Civil society organisations, including religious and faith-based NGOs, as well as the arts</li> <li>➤ Service sector and victim support organisations and networks</li> <li>➤ Business sector and industries, including social partner organisations</li> <li>➤ Youth organisations and influencers</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
Temporary Agents	1.17	Research and Data	-	-	
Contract Agents	1.24	Technical Assistance & Capacity building	-	-	
SNEs	0.80	Institutional Cooperation & Networks	-	-	
<b>Total</b>	<b>3.21</b>	Communications & Events	140,000	-	360,000
		<b>Total</b>	<b>140,000</b>	-	360,000

## O 1.1 Performance, Monitoring and Evaluation

<b>Other activities covering all MAF areas</b>	PRIORITY 3	Start date: 01/01/2017	STATUS: ongoing	TYPE: multiannual
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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 PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Regarding outputs the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data, e.g. on the projects implemented by the FRA. At the level of outputs the main sources of information to be used include standard reporting templates and surveys of participants;</li> <li>Evaluations (ex-ante, interim and ex-post) which are conducted by an independent external evaluator, include surveys, interviews and desk research data supported by focus group meetings organised for the evaluated projects.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation Reports;</li> <li>Mid-term review of FRA Strategy 2018-2022</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	
			-	-	90,000	
Temporary Agents	2.15		-	-	-	
Contract Agents	-		-	-	-	
SNEs	-		-	-	-	
<b>Total</b>	<b>2.15</b>		<b>Total</b>	<b>-</b>	<b>90,000</b>	

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

<b>Other activities covering all MAF areas</b>	PRIORITY 1	Start date: 01/01/2018	STATUS: ongoing	TYPE: 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.

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

### PROJECT OBJECTIVES

This project is linked to all FRA Strategic Pillars.

### LINK TO FRA STRATEGIC PILLARS

This project is linked to all FRA Strategic Pillars.

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
➤ 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	➤ Data collection, communication and stakeholder communication activities.
<b>TARGET GROUPS AND BENEFICIARIES</b>	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority	
			-	-	-	
Temporary Agents	0.20		-	-	-	
Contract Agents	-		-	-	-	
SNEs	-		60,000	-	-	
Total	0.20		<b>Total</b>	<b>60,000</b>	-	

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

<b>TITLE IV - Other operational activities</b>	PRIORITY 3	Start date: 01/01/2018	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

FRA will provide advice at an overall strategic level to the Programme Operators as well as in the preparation and implementation of the agreed programmes, through sharing its expertise and, inter alia, assist the Beneficiary State in applying European standards on fundamental rights. Programme development support as IPO will include the provision of advice and technical assistance on, for example: the development of the programmes' Concept Notes, participation in kick-off meetings, stakeholder consultations, programme agreement meetings; written input on the programme design, as well as advising on issues related to risk management and communication. FRA will also provide input to the draft Programme Agreement upon request of the FMO. In its role as IPO, FRA will also provide support during the programme implementation period, to ensure that the Programmes benefit from FRA good practices, recommendations and expertise related to policy analysis, peer support for national reform and policy dialogue. This will include participating in the Cooperation Committee of each Programme and providing input to the development of calls for projects, assessing applications received under the calls for projects, taking part in Selection Committee meetings and in the full selection process, as well as any other relevant activity at programme level. FRA may also contribute to the exchange of experience and capacity-building, the communication plan of the programme, outreach seminars, providing advice to relevant entities, raising awareness and increasing transparency of information about funding opportunities, project beneficiaries and achievements. FRA will also facilitate project implementation under agreed Programmes by providing advice to relevant entities, for instance, the Office of the Government Agent before the European Court of Human Rights, Ministry of Justice of the Czech Republic, regarding the project on awareness raising on the jurisprudence of the European court of Human rights and other international human rights obligations of the Czech Republic. FRA will continue to provide advice and strategic assessments to the FMO and the Donors also 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 programmes. In providing advice and strategic assessments to the FMO and the Donors, FRA will place particular emphasis on ensuring the implementation of fundamental rights relating to non-discrimination on the basis of gender and to gender equality. FRA will also provide support to projects at national level relating to the implementation of the rights of the child, as well as the rights of persons with disabilities whenever possible.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Programme development and implementation support in programmes of three Beneficiary States, through input to Concept Note development and participation in kick-off, stakeholder and programme development meetings, and advice and assistance in project implementation;</li> <li>Programme implementation support in programmes, through participation in Cooperation Committee, selection of projects, various meetings and other strategic cooperation;</li> <li>Provide strategic advice to both Programme Operators and inter alia to Member States in applying European standards on fundamental rights;</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Technical assistance provided to programmes in the Czech Republic, Greece and a third Beneficiary State of the EEA and Norway Grants to be determined;</li> <li>Strategic advice provided to the FMO and Donors through written and oral inputs;</li> <li>Contribution to a number of programme development and implementation meetings, including membership of Programme Cooperation Committees and Selection Committees</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
EU Member State authorities and Roma communities in up to three beneficiary states of the EEA and Norway Grants	

### RESOURCES PLANNED FOR 2020

Human Resources		Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
		Research and Data	-	-	107,143
Temporary Agents	-	Technical Assistance & Capacity building	-	-	107,143
Contract Agents	4	Institutional Cooperation & Networks	-	-	-
SNEs	-	Communications & Events	-	-	-
<b>Total</b>	<b>4</b>	<b>Total</b>	<b>-</b>	<b>-</b>	<b>214,286</b>

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

<b>TITLE IV - Other operational activities</b>	PRIORITY 3	Start date: 10/06/2019	STATUS: ongoing	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

All 28 EU Member States have transposed the comprehensive EU legal framework for promoting equality and non-discrimination into national law. Translating the legislation into policies and monitoring the implementation require robust equality data. The European Handbook on Equality Data (revised in 2016) defines the conceptual and terminological framework in the field. As a next step and acknowledging the importance of equality data, the High Level Group on non-discrimination, equality and diversity set up the Subgroup on Equality Data in February 2018 with the view to support Member States in their efforts to improve the collection and use of equality data. In line with its mandate to develop methods and standards to improve the comparability, objectivity and reliability of data at the European level, FRA facilitates this sub-group, which produced in 2018 'Guidelines on improving the collection and use of equality data'. In parallel, FRA is actively participating in the UNECE Task Force on developing methodologies for collecting data on hard-to-reach populations. Both the Guideline and the recommendations of the Task Force provide detailed insights on what needs to be done for collecting and using equality data. The next step in this multi-layered process is to build the national capacity for implementing these insights with specific responses on how comparable equality data can be generated in the specific national policy and data standards contexts. Due to FRA's relevant research work and expertise on inter alia, collecting quantitative data (through representative surveys) and qualitative research (on Roma participation and on labour exploitation), the Agency was invited to join the Bulgarian National Statistical Institute as a project partner in the project. All the data will be disaggregated by age and gender. Moreover, the survey will have targeted components to address the specific challenges children and women at risk of domestic violence face. Given the potential replicability of the project results in other EUMS, the relevant stakeholders include the European Parliament; Council of the EU; European Commission; National authorities (National Statistical Institutes in EUMS and Western Balkan countries with observer status at FRA, NRCPs; NHRIs/Equality Bodies); Specialised Agencies; EU Agencies; EUROSTAT, Civil Society and the Council of Europe and members of the Ad Hoc Committee of Experts on Roma and Traveller Issues (CAHROM). In 2019, FRA conducted the planned methodological work on conceptualisation of existing experience and provided technical assistance in preparation of the survey (planned for Q2/2020) including the identification of the groups to be surveyed and developing a "discrimination and victimisation" survey module.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Technical assistance in implementing the "Discrimination and harassment" module in the survey;</li> <li>➤ Technical assistance in the implementation of the survey;</li> <li>➤ Technical assistance in the analysis of data (profiles of the 28 regions);</li> <li>➤ Building the capacity of stakeholders at national and local level to apply data in the policy-making process;</li> <li>➤ Communicate research findings to key policy makers at EU, as well as national level and other relevant stakeholders;</li> <li>➤ Review translations of working materials and reports;</li> <li>➤ Participate in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Methodologies for monitoring indicators, reporting templates, country profiles;</li> <li>➤ 'Discrimination and harassment thematic module integrated in the survey instrument;</li> <li>➤ Expert advice to stakeholders;</li> <li>➤ Analyses of data;</li> <li>➤ Equality indicators profiles;</li> <li>➤ SDG indicators populated;</li> <li>➤ Reports drafted;</li> <li>➤ Communication materials (presentations and other inputs) prepared and disseminated.</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➤ National governments</li> <li>➤ Statistical offices and other actors involved in the production of data and data analysis</li> <li>➤ Civil society actors working on social inclusion of vulnerable and hard-to-reach populations</li> </ul>	

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1 <sup>st</sup> priority	2 <sup>nd</sup> priority	3 <sup>rd</sup> priority
	<i>Research and Data</i>	-	-	-
Temporary Agents	<i>Technical Assistance &amp; Capacity building</i>	-	-	99,244
Contract Agents	<i>Institutional Cooperation &amp; Networks</i>	-	-	-
SNEs	<i>Communications &amp; Events</i>	-	-	-
<b>Total</b>	<b>Total</b>	-	-	99,244

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

<b>TITLE IV - Other operational activities</b>	PRIORITY 3	Start date: 01/01/2020	STATUS: <b>NEW</b>	TYPE: multiannual
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### POLICY RELEVANCE and ADDED VALUE of the PROJECT

To promote and protect the rights of the child, all policies and actions with an impact on children must be designed, implemented and monitored in line with the best interests of the child. FRA's research on child-friendly justice has shown that children involved in criminal or civil judicial proceedings are often not heard in a safe and child-friendly environment and that practices, including minimum age for child participation with respective procedural safeguards, differ greatly across EU Member States, not ensuring their best interests. The project identified gaps in the Polish context. EU directives in the area of victim's rights, trafficking and sexual abuse, sexual exploitation and child pornography and procedural safeguards for children suspected or accused of a crime as well as the Brussels IIa Regulation (Recast) clearly postulate the age appropriate treatment of children in judicial proceedings ensuring their protection and participation. Drawing on FRA's relevant research work and expertise on children and justice, the Agency was invited to join the Polish Ministry of Justice as a project partner in a pre-defined EEA/N Grants-funded project on child hearings as part of a concept note to increase the effectiveness and efficiency of the judicial system. FRA shall contribute to the Polish *project promoters'* goals to increase general awareness, professional knowledge and skills of professionals and authorities on child-friendly justice, also drawing from material the Agency has produced, through developing standards and guidelines, training materials, and conducting trainings and awareness raising activities.

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>➤ Co-draft common standards for interviewing children;</li> <li>➤ Co-design training courses for professionals;</li> <li>➤ Co-develop training modules and education material;</li> <li>➤ Communicate developed output (training and education material, guidance and standard) to key stakeholders at European, national and regional level;</li> <li>➤ Support training of professionals to ensure child-friendly judicial proceedings;</li> <li>➤ Facilitate contacts between international experts and key European actors with project promoter;</li> <li>➤ Review translations of output and FRA material, such as the Handbook on Rights of the Child and trafficking guide</li> <li>➤ Publish additional material;</li> <li>➤ Participate in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Methodologies for capacity building and technical assistance in the area of child participation in judicial proceedings developed and implemented;</li> <li>➤ Expert advice on child-friendly justice provided to stakeholders;</li> <li>➤ Reports, guidance and standards drafted, published and disseminated;</li> <li>➤ Communication materials (presentations and other inputs) prepared and disseminated;</li> <li>➤ Training modules and education material developed, using different channels of communication (print, online, videos)</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
<ul style="list-style-type: none"> <li>➤ National and regional authorities</li> <li>➤ Civil society</li> <li>➤ Professionals</li> <li>➤ Children</li> </ul>	

### RESOURCES PLANNED FOR 2020

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

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

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

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

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

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

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

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Deploy three fundamental rights officers in Greece;</li> <li>Discuss and coordinate activities with the Greek Ombudsman;</li> <li>Carry out targeted technical assistance and capacity building activities for stakeholders at the central level and on the ground, with particular focus on the protection of vulnerable groups, including children;</li> <li>Organise meetings and events;</li> <li>Monthly visits to Reception and Identification Centres (hotspots);</li> <li>Draft and share bi-monthly reports on main fundamental rights issues and recommendations on how to proceed;</li> <li>Carry out targeted research or data analysis activities.</li> </ul>	<ul style="list-style-type: none"> <li>At least one capacity building activity per month (e.g. training, awareness raising sessions, meetings or other events) for stakeholders in Greece;</li> <li>Fundamental rights expertise shared with actors on the ground during field visits;</li> <li>Regular fundamental rights reports reflecting the situation in the hotspots;</li> <li>Requests for fundamental rights expertise responded to</li> <li>Guidelines, checklists, brochures and other materials to facilitate future work by the Ombudsman</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>European Commission, EASO, EBCGA, and other JHA agencies</li> <li>Hellenic authorities: Reception and Identification Service; Asylum Service, Police, Ministry of Labour, National Rapporteur on Trafficking in Human Beings, the Greek Ombudsman,</li> <li>UNHCR, IOM, civil society organisations</li> </ul>

### RESOURCES PLANNED FOR 2020

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

## F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsperson capacity-building

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

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

FRA's reporting on fundamental rights concerns and its know-how of law and policies re. fundamental rights compliance which can be applied by the public administration, as well as FRA's experience in sharing promising practices and advice, will contribute to enhanced Ombudsperson's and authorities knowledge and skills. Civil society organisations working in the fields mentioned should also benefit from the cooperation. This project complements project F 1.4 by strengthening the Ombudsperson capacity building capabilities beyond the fields of migration and asylum, facilitating fundamental rights mainstreaming and effectiveness also in regions outside Athens. 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 law, including to multiple discrimination, and likely victims of various forms of violence, such as women, children, and persons with disabilities.

### PROJECT OBJECTIVES

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

### LINK TO FRA STRATEGIC PILLARS

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

### PROJECT PLAN FOR 2020

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Conduct of workshops with Ombudsman staff re. the EU Charter and EU law and case law as contained in FRA's Handbooks and other relevant FRA reports, the Charterpedia, and EFRIS;</li> <li>Collection of FRA publications and development of other tools to facilitate the use of FRA's findings and opinions in capacity building activities, including of the Ombudsman staff, authorities and CSOs;</li> <li>Selective participation in capacity building meetings of Ombudsperson staff with the authorities and CSOs.</li> </ul>	<ul style="list-style-type: none"> <li>Fundamental rights advice and expertise provided mainly through trainings and meetings with Ombudsman staff and State authorities;</li> <li>FRA tools, handbooks and printed and electronic materials distributed to the Ombudsman, State authorities and CSOs</li> </ul>
<b>TARGET GROUPS AND BENEFICIARIES</b>	
	<ul style="list-style-type: none"> <li>Greek Ombudsperson staff</li> <li>Greek public authorities</li> <li>Civil society organisations (CSOs) active in Greece</li> </ul>

### RESOURCES PLANNED FOR 2020

Human Resources	Financial Resources	1st priority	2nd priority	3rd priority
		Research and Data	-	-
Temporary Agents	Technical Assistance & Capacity building		-	73,507
Contract Agents	Institutional Cooperation & Networks	-	-	-
SNEs	Communications & Events	-	-	-
<b>Total</b>	<b>Total</b>		-	73,507

SECTION 4



# ANNEXES

## ANNEX I Resource allocation per Activity 2020

	STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES					STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES		
	HUMAN RESOURCES				FINANCIAL RESOURCES			
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority	
<b>Area of activity: Equality and non-discrimination</b>								
A 1.1 Roma Survey 2020	0.58	0.70	0.04	<b>1.32</b>	2,000,000			-
A 1.2 – EU Survey on immigrants and descendants of immigrants	1.02	0.10	0.04	<b>1.16</b>	1,000,000			-
A 1.3 EU LGBTI Survey II	0.68	0.30	0.56	<b>1.54</b>	60,000			20,000
A 1.4 – 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"	1.41	0.18	0.83	<b>2.42</b>	20,000			-
<b>ACTIVITY GRAND TOTAL</b>	<b>3.69</b>	<b>1.28</b>	<b>1.47</b>	<b>6.44</b>	<b>3,080,000</b>			20,000
<b>Area of activity: Integration and social inclusion of Roma</b>								
A 2.1 – Technical assistance and capacity building in the area of "Integration and social inclusion of Roma"	2.62	0.77	0.14	<b>3.53</b>	55,000			-
A 2.2 – Roma and Travellers survey: supporting Roma participation and inclusion	0.64	0.10	0.34	<b>1.08</b>	75,000			35,000
<b>ACTIVITY GRAND TOTAL</b>	<b>3.26</b>	<b>0.87</b>	<b>0.48</b>	<b>4.61</b>	<b>130,000</b>			35,000
<b>Area of activity: Racism, xenophobia and related intolerance</b>								
A 3.1 – Antisemitism: Data collection and analysis	0.39	0.07	0.03	<b>0.49</b>	5,000			23,000
A 3.2 – Racism and ethnic discrimination: data collection and analysis	0.57	0.07	0.26	<b>0.90</b>	8,000			6,000
A 3.3 – Capacity building and technical assistance in the area of hate crime	0.67	0.75	1.14	<b>2.56</b>	40,000			40,000
A 3.4 – Update of FRA's online database on anti-Muslim hatred	0.36	0.02	0.35	<b>0.73</b>	80,000			-
A 3.5 – Additional activities in the area of "Racism, xenophobia and related intolerance"	1.13	0.10	0.23	<b>1.46</b>	10,000			-
<b>ACTIVITY GRAND TOTAL</b>	<b>3.12</b>	<b>1.01</b>	<b>2.01</b>	<b>6.14</b>	<b>143,000</b>			69,000
<b>Area of activity: Rights of the Child</b>								
A 4.1 – Providing fundamental rights expertise on child protection and participation	1.57	0.07	0.14	<b>1.78</b>	25,000			200,000
A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child	0.80	0.00	0.10	<b>0.90</b>	40,000			-
A 4.3 Children and young people's experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys	0.50	0.00	0.00	<b>0.50</b>	58,000			-
<b>ACTIVITY GRAND TOTAL</b>	<b>2.87</b>	<b>0.07</b>	<b>0.24</b>	<b>3.18</b>	<b>123,000</b>			200,000
<b>STRATEGIC PROGRAMME A GRAND TOTAL</b>	<b>12.94</b>	<b>3.23</b>	<b>4.20</b>	<b>20.37</b>	<b>3,476,000</b>			324,000
<b>STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES</b>								
	HUMAN RESOURCES				FINANCIAL RESOURCES			
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority	
<b>Area of activity: Information society and, in particular, respect for private life and protection of personal data</b>								
B 1.1 – Advising on how to prevent unlawful profiling	0.95	0.28	0.10	<b>1.33</b>	50,000			50,000
B 1.2 – Providing advice on European data protection law	0.47	0.10	0.20	<b>0.77</b>	-			425,000
B 1.3 – Artificial Intelligence, Big Data and Fundamental Rights	0.55	1.60	0.20	<b>2.35</b>	215,000			-
B 1.4 – Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"	0.87	0.47	0.20	<b>1.54</b>	10,000			5,000
B 1.5 – Handbook on European law relating to cybercrime and fundamental rights	0.30	0.17	0.40	<b>0.87</b>	5,000			-
<b>ACTIVITY GRAND TOTAL</b>	<b>3.14</b>	<b>2.62</b>	<b>1.10</b>	<b>6.86</b>	<b>280,000</b>			480,000
<b>Area of activity: Judicial cooperation, except in criminal matters</b>								
B 2.1 – Presumption of Innocence: procedural rights in criminal proceedings	0.50	1.00	0.10	<b>1.60</b>	10,000			-

B 2.2 - Additional activities in the area of "Judicial cooperation, except in criminal matters"	1.54	0.52	0.10	<b>2.16</b>	10,000		5,000
B 2.3 - The impact of counter-terrorism legislation on fundamental rights	1.12	0.60	0.10	<b>1.82</b>	171,000		-
<b>ACTIVITY GRAND TOTAL</b>		<b>3.16</b>	<b>2.12</b>	<b>0.30</b>	<b>5.58</b>	<b>191,000</b>	-
Area of activity: Victims of crime and access to justice							5,000
B 3.1 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights	2.11	0.35	0.20	<b>2.66</b>	150,000	-	150,000
B 3.2– Justice for all: Equal access to criminal justice for all victims of crimes against the person?	0.87	0.30	0.10	<b>1.27</b>	5,000	-	-
B 3.3 – Business and human rights: access to remedy improvements	0.40	0.95	0.10	<b>1.45</b>	15,000	-	10,000
B 3.4 – Additional activities in the area of "Victims of crime and access to justice"	1.02	0.20	0.02	<b>1.24</b>	5,000	-	-
B 3.5- Providing ad-hoc fundamental rights expertise in the area of justice for and security of citizens	0.42	0.45	0.10	<b>0.97</b>	10,000	-	-
<b>ACTIVITY GRAND TOTAL</b>		<b>4.82</b>	<b>2.25</b>	<b>0.52</b>	<b>7.59</b>	<b>185,000</b>	-
<b>STRATEGIC PROGRAMME B GRAND TOTAL</b>	<b>11.12</b>	<b>6.99</b>	<b>1.92</b>	<b>20.03</b>	<b>656,000</b>	-	645,000
<b>STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM</b>							
	<b>HUMAN RESOURCES</b>				<b>FINANCIAL RESOURCES</b>		
	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	2.92	2.14	0.19	<b>5.25</b>	275,000	-	15,000
C 1.2 – Periodic overviews of migration related fundamental rights concerns	0.85	1.15	0.05	<b>2.05</b>	130,000	-	70,000
C 1.3 – Providing fundamental rights expertise to address operational challenges	1.15	0.50	0.01	<b>1.66</b>	60,000	-	-
<b>ACTIVITY GRAND TOTAL</b>		<b>4.92</b>	<b>3.79</b>	<b>0.25</b>	<b>8.96</b>	465,000	-
<b>STRATEGIC PROGRAMME C GRAND TOTAL</b>	<b>4.92</b>	<b>3.79</b>	<b>0.25</b>	<b>8.96</b>	<b>465,000</b>	-	85,000
<b>STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS</b>							
	<b>HUMAN RESOURCES</b>				<b>FINANCIAL RESOURCES</b>		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
Area of activity: Projects and activities covering all MAF areas							
D 1.1 – EU Fundamental Rights Information System – EFRIS	1.05	0.10	0.20	<b>1.35</b>	110,000	-	-
D 1.2 – Cooperation with Member States and human rights and equality bodies at national level	2.44	0.00	1.40	<b>3.84</b>	240,000	-	40,000
D 1.3 – Fundamental Rights Platform and cooperation with civil society	1.25	1.10	0.20	<b>2.55</b>	80,000	-	97,000
D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	3.11	1.47	0.68	<b>5.26</b>	100,000	-	25,000
D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making	2.00	0.05	0.20	<b>2.25</b>	107,000	-	70,000
D 1.6 - Participation in the EU Framework to promote, protect and monitor the CRPD	0.50	0.69	0.00	<b>1.19</b>	25,000	-	-
D 1.7- Bodies of the Agency	1.01	0.50	0.00	<b>1.51</b>	280,000	-	20,000
<b>ACTIVITY GRAND TOTAL</b>		<b>11.36</b>	<b>3.91</b>	<b>2.68</b>	<b>17.95</b>	<b>942,000</b>	-
<b>STRATEGIC PROGRAMME D GRAND TOTAL</b>	<b>11.36</b>	<b>3.91</b>	<b>2.68</b>	<b>17.95</b>	<b>942,000</b>	-	252,000
<b>STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS</b>							
Area of activity: Projects and activities covering all MAF areas							
	<b>HUMAN RESOURCES</b>				<b>FINANCIAL RESOURCES</b>		
	TA	CA	SNE	TOT	1st priority	2nd priority	3rd priority
E 1.1 – Annual Reports	2.19	0.32	0.15	<b>2.66</b>	430,000	-	30,000
E 1.2 – Raising awareness and effectively promoting rights	1.85	1.29	0.00	<b>3.14</b>	200,000	-	100,000
E 1.3 – Production and dissemination of FRA output	3.10	1.23	0.00	<b>4.33</b>	514,000	-	200,000
E 1.4 Fundamental Rights Forum 2021	1.17	1.24	0.80	<b>3.21</b>	140,000	-	360,000
<b>ACTIVITY GRAND TOTAL</b>		<b>8.31</b>	<b>4.08</b>	<b>0.95</b>	<b>13.34</b>	<b>1,284,000</b>	-
<b>STRATEGIC PROGRAMME E GRAND TOTAL</b>	<b>8.31</b>	<b>4.08</b>	<b>0.95</b>	<b>13.34</b>	<b>1,284,000</b>	-	690,000

<b>STRATEGIC PROGRAMME E GRAND TOTAL</b>	<b>8.31</b>	<b>4.08</b>	<b>0.95</b>	<b>13.34</b>	<b>1,284,000</b>	-	690,000
<b>STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES</b>							
Other activities covering all MAF areas							
O 1.1 Performance, Monitoring and Evaluation	2.15	0.00	0.00	<b>2.15</b>	-	-	90,000
O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders	0.20	0.00	0.00	<b>0.20</b>	60,000	-	-
<b>ACTIVITY GRAND TOTAL</b>	<b>2.35</b>	<b>0.00</b>	<b>0.00</b>	<b>2.35</b>	<b>60,000</b>	-	90,000
<b>Title IV Other Operational Activities</b>							
F 1.1. Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	-	4	-	4	-	-	214,286
F 1.2. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights	-	-	-	-	-	-	99,244
F 1.3 –Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings	-	-	-	-	-	-	250,000
F 1.4 – Technical assistance to Greece in the field of migration	-	-	-	-	-	-	296,800
F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman capacity-building	-	-	-	-	-	-	73,507
<b>ACTIVITY GRAND TOTAL</b>	-	<b>4</b>	-	<b>4</b>		-	<b>933,837</b>

**TITLE 3 OPERATIONAL EXPENDITURE**

	ALLOCATED HUMAN RESOURCES				FINANCIAL RESOURCES BUDGET		
	TA	CA	SNE	Total HR	Budget I Priority	Overheads	Total cost
<b>STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES</b>							
Area of activity 1: Equality and non-discrimination	3.69	1.28	1.47	6.44	<b>3,080,000</b>	941,248	<b>4,021,248</b>
Area of activity 2: Integration and social inclusion of Roma	3.26	0.87	0.48	4.61	<b>130,000</b>	673,782	<b>803,782</b>
Area of activity 3: Racism, xenophobia and related intolerance	3.12	1.01	2.01	6.14	<b>143,000</b>	897,401	<b>1,040,401</b>
Area of activity 4: Rights of the Child	2.87	0.07	0.24	3.18	<b>123,000</b>	464,778	<b>587,778</b>
<b>STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES</b>							
Area of activity 1: Information society and, in particular, respect for	3.14	2.62	1.10	6.86	<b>280,000</b>	1,002,634	<b>1,282,634</b>
Area of activity 2: Judicial cooperation, except in criminal	3.16	2.12	0.30	5.58	<b>191,000</b>	815,553	<b>1,006,553</b>
Area of activity 3: Victims of crime and access to justice	4.82	2.25	0.52	7.59	<b>185,000</b>	1,109,328	<b>1,294,328</b>
<b>STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM</b>							
Area of activity 1: Migration, borders, asylum and integration of	4.92	3.79	0.25	8.96	<b>465,000</b>	1,309,562	<b>1,774,562</b>
<b>STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS</b>							
Area of activity 1: Projects and activities covering all MAF areas	11.36	3.91	2.68	17.95	<b>942,000</b>	2,623,510	<b>3,565,510</b>
<b>STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS</b>							
Area of activity 1: Projects and activities covering all MAF areas	8.31	4.08	0.95	13.34	<b>1,284,000</b>	1,949,728	<b>3,233,728</b>

STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES							
Other activities covering all MAF areas	2.35	-	-	2.35	<b>60,000</b>	343,468	<b>403,468</b>
<b>ACTIVITIES GRAND TOTAL</b>	<b>51</b>	<b>22</b>	<b>10</b>	<b>83</b>	<b>6,883,000</b>	<b>12,130,991</b>	<b>19,013,991</b>
Operational reserves	-	-	-	-	-	-	-
<b>TOTAL OPERATION</b>	<b>51</b>	<b>22</b>	<b>10</b>	<b>83</b>	<b>6,883,000</b>	<b>12,130,991</b>	<b>19,013,991</b>
Support activities	21	11	-	32	-	4,677,009	4,677,009
<b>GRAND TOTAL</b>	<b>72</b>	<b>33</b>	<b>10</b>	<b>115</b>	<b>6,883,000</b>	<b>16,808,000</b>	<b>23,691,000</b>

TITLE 4 OTHER OPERATIONAL ACTIVITIES	ALLOCATED HUMAN RESOURCES				FINANCIAL RESOURCES BUDGET	
	TA	CA	SNE	Total HR	Budget I Priority	Budget III Priority
F 1.1. Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	-	4	-	4	-	214,286
F 1.2. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights	-	-	-	-	-	99,244
F 1.3 –Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings	-	-	-	-	-	250,000
F 1.4 – Technical assistance to Greece in the field of migration	-	-	-	-	-	296,800
F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsperson capacity-building	-	-	-	-	-	73,507
<b>GRAND TOTAL</b>		<b>4</b>		<b>4</b>		<b>933,837</b>

## ANNEX II Financial resources outlook 2020-2022

**TABLE 1 – REVENUE**

<b>Revenues</b>	<b>2019</b>		<b>2020</b>	
	<b>Revenues estimated by the Agency</b>		<b>Budget Forecast</b>	
<b>EU contribution</b>	22,088,000		23,326,000	
<b>Other revenue</b>	783,576		365,000	
<b>Total revenues</b>	<b>22,871,576</b>		<b>23,691,000</b>	

<b>REVENUES</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>		<b>VAR 2020 / 2019</b>	<b>Envisaged 2021</b>	<b>Envisaged 2022</b>
	<b>Executed Budget</b>	<b>Revenues estimated by the Agency</b>	<b>As requested by the Agency</b>	<b>Budget Forecast<sup>3</sup></b>			
<b>1. REVENUE FROM FEES AND CHARGES</b>	-	-	-			-	-
<b>2. EU CONTRIBUTION</b>	22,135,000	22,088,000	23,326,000		106%	23,791,820	24,267,116
of which Administrative (Title 1 and Title 2)	15,498,420	17,045,000	16,808,000		99%	17,144,160	17,487,043
of which Operational (Title 3)	6,636,580	5,043,000	6,518,000		129%	6,647,660	6,780,073
of which assigned revenues deriving from previous years' surpluses	117,316	168,288			-	-	-
<b>3. THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)</b>	536,429	539,576	365,000		68%	373,000	381,000
of which EFTA	321,429	181,576	-		-	-	-
of which Candidate Countries	215,000	358,000	365,000		102%	373,000	381,000
<b>4. OTHER CONTRIBUTIONS</b>	244,000	244,000	-		-		

<sup>3</sup> The data in the 'Budget Forecast' column will be provided in 2020, based on the figures of the draft budget of the European Commission

of which delegation agreement, ad hoc grants	-	-	-	-	-	-	-
<b>5. ADMINISTRATIVE OPERATIONS</b>	-	-	-	-	-	-	-
<b>6. REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	-	-	-	-	-	-	-
<b>7. CORRECTION OF BUDGETARY IMBALANCES</b>	-	-	-	-	-	-	-
<b>TOTAL REVENUES</b>	<b>22,915,429</b>	<b>22,871,576</b>	<b>23,691,000</b>		104%	<b>24,164,820</b>	<b>24,648,116</b>

**TABLE 2 – EXPENDITURE**

Expenditure	2019		2020	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1	14,400,000	14,400,000	14,598,000	14,598,000
Title 2	2,645,000	2,645,000	2,210,000	2,210,000
Title 3	5,645,000	5,645,000	6,883,000	6,883,000
Title 4	181,576	181,576	-	-
<b>Total expenditure</b>	<b>22,871,576</b>	<b>22,871,576</b>	<b>23,691,000</b>	<b>23,691,000</b>

EXPENDITURE	Appropriations						
	Executed Budget 2018	Budget 2019	Draft Budget 2020	VAR 2020 / 2019	Envisaged in 2021	Envisaged 2022	
<b>Title 1 Staff Expenditure</b>	<b>13,329,907</b>	<b>14,400,000</b>	<b>14,598,000</b>			<b>102%</b>	<b>102%</b>
						<b>14,889,960</b>	<b>15,187,759</b>
11 Salaries & allowances	11,530,873	12,475,000	12,547,000		101%	12,797,940	13,053,899
- of which establishment plan posts	8,644,161	9,355,000	9,498,000		102%	9,687,960	9,881,719
- of which external personnel	2,783,334	3,000,000	3,049,000		102%	3,109,980	3,172,180
12 Expenditure relating to Staff recruitment	82,775	74,000	61,000		82%	62,220	63,464
13 Mission expenses	115,897	85,000	95,000		112%	96,900	98,838
14 Socio-medical infrastructure	132,658	155,000	72,000		46%	73,440	74,909

<sup>4</sup> The data in the ‘Budget Forecast’ column will be provided in 2020, based on the figures of the draft budget of the European Commission

15 Training	190,953	265,000	250,000		94%	255,000	260,100
16 External Services	103,377	120,000	180,000		150%	183,600	187,272
17 Receptions and events	1,707	3,000	3,000		100%	3,060	3,121
18 Social welfare	1,171,667	1,223,000	1,300,000		106%	1,326,000	1,352,520
19 Other Staff related expenditure	0	0	90,000		0%	91,800	93,636
<b>Title 2</b> <b>Infrastructure and operating expenditure</b>	<b>2,168,513</b>	<b>2,645,000</b>	<b>2,210,000</b>		<b>84%</b>	<b>102%</b>	<b>102%</b>
20 Rental of buildings and associated costs <sup>5</sup>	1,341,734	1,430,000	1,253,000		88%	1,278,060	1,303,621
21 Information and communication technology	657,494	769,000	649,000		84%	661,980	675,220
22 Movable property and associated costs	4,992	128,000	81,000		63%	82,620	84,272
23 Current administrative expenditure	36,858	148,000	96,000		65%	97,920	99,878
24 Postage / Telecommunication s	104,503	143,000	100,000		70%	102,000	104,040
25 Meeting expenses	6,036	11,000	13,000		118%	13,260	13,525
26 Running costs in connection with operational activities	16,896	16,000	0		0%	0	0
27 Information and publishing	0	0	0		0%	0	0
28 Studies	0	0	18,000		0%	18,360	18,727
<b>Title 3</b> <b>Operational expenditure</b>	<b>7,013,814</b>	<b>5,645,000</b>	<b>6,883,000</b>		<b>122%</b>	<b>102%</b>	<b>102%</b>
31 Fair and equal societies	0	0	3,476,000		0%	3,545,520	3,616,430
32 Just, digital and secure societies	1,020,233	1,047,000	656,000		63%	708,900	723,078
33 Migration and asylum	1,631,335	735,000	465,000		63%	474,300	483,786
34 Supporting Human Rights Systems	0	0	942,000		0%	960,840	980,057
35 Communicating rights	0	0	1,284,000		0%	1,269,900	1,295,298
36 Justice	218,386	445,000	0		0%	0	0

<sup>5</sup> Including possible repayment of interest; detailed information as regards building policy provided in Table in Annex III.

37 Horizontal operational activities	3,841,452	2,405,000	60,000		2%	61,200	62,424
38 Bodies of the Agency and consultation mechanisms	302,407	665,000	0		0%	0	0
39 Reserve for Title 3	0	348,000	0		0%	0	0
<b>Title 4</b>						<b>102%</b>	<b>102%</b>
<b>Other operational expenditure</b>	<b>10,017</b>	<b>181,576</b>	<b>0</b>		<b>0%</b>	<b>0</b>	<b>0</b>
40 Cooperation Agreements	10,017	181,576	0		0%	0	0
<b>TOTAL EXPENDITURE</b>	<b>22,522,251</b>	<b>22,871,576</b>	<b>23,691,000</b>		<b>104%</b>	<b>24,164,820</b>	<b>24,648,116</b>

**TABLE 3 – BUDGET OUTTURN AND CANCELLATION OF APPROPRIATIONS**

Budget outturn	2016	2017	2018
➢ Revenue actually received (+)	21,603,837	22,852,250	22,915,429
➢ Payments made (-)	- 15,881,760	- 16,546,789	- 17,318,353
➢ Carry-over of appropriations (-)	- 5,965,240	- 6,549,461	- 5,886,076
➢ Cancellation of appropriations carried over (+)	201,117	117,566	213,442
➢ Adjustment for carryover of assigned revenue appropriations from previous year (+)	244,000	244,000	244,000
➢ Exchange rate differences (+/-)	783	- 250	- 154
➢ Adjustment for negative balance from previous year (-)	-	-	-
<b>Total</b>	<b>202,737</b>	<b>117,316</b>	<b>168,288</b>

## ANNEX III Human Resources - Quantitative

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

Staff population		Actually filled as of 31.12.2017	Authorised under EU budget 2018	Actually filled as of 31.12.2018	Authorised under EU budget for year 2019	Envisaged Filled as of 31.12.2019	Draft budget for year 2020	Envised in 2021	Envised in 2022
Officials	AD	-	-	-	-	-	-	-	-
	AST	-	-	-	-	-	-	-	-
	AST/SC	-	-	-	-	-	-	-	-
TA	AD	46	47	47	48	47	48	50	50
	AST	24	25	24	24	24	24	24	24
	AST/SC	-	-	-	-	-	-	-	-
<b>Total</b>		<b>70</b>	<b>72</b>	<b>71</b>	<b>72</b>	<b>71</b>	<b>72</b>	<b>74</b>	<b>74</b>
CA GF IV		14	20	15	20	15	20	22*	22
CA GF III		11	10	11	10	11	10	10	10
CA GF II		5	2	5	2	4	2	2	2
CA GFI		-	-	-	-	-	-	-	-
Total CA		<b>30</b>	<b>32</b>	<b>31</b>	<b>32</b>	<b>30</b>	<b>32</b>	<b>34</b>	<b>34</b>
SNE		<b>8</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>10</b>
Structural service providers		-	-	-	-	-	-	-	-
<b>TOTAL</b>		<b>108</b>	<b>113</b>	<b>110</b>	<b>114</b>	<b>110</b>	<b>114</b>	<b>118</b>	<b>118</b>
External staff for occasional replacement		-	-	1	1	3**	3**	3**	3**

**TABLE 2 – MULTI -ANNUAL STAFF POLICY PLAN YEAR 2020-2022**

Category and grade	Establishment plan in EU Budget 2018		Filled as of 31/12/2018		Modifications in year 2017 in application of flexibility rule		Establishment plan in voted EU Budget 2019		Modifications in 2019 in application of flexibility rule		Establishment plan in Draft EU Budget 2020 <sup>6</sup>		Establishment plan 2021		Establishment plan 2022	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AD 15	-	1	-	-	-	-	-	1	-	-	-	1	-	1	-	1
AD 14	-	1	-	2	-	-	-	1	-	-	-	3	-	4	-	4
AD 13	-	2	-	2	-	-	-	2	-	-	-	3	-	3	-	4
AD 12	-	6	-	3	-	-	-	7	-	-	-	2	-	4	-	5
AD 11	-	-	-	1	-	-	-	5	-	-	-	5	-	7	-	9

<sup>6</sup> The Agency is proposing the revision of the grades of its posts in 2018 in order to ensure equal opportunities for career progression

AD 10	-	12	-	5	-	-	-	9	-	-	-	10	-	12	-	10
AD 9	-	12	-	9	-	-	-	12	-	-	-	11	-	9	-	9
AD 8	-	4	-	11	-	-	-	8	-	-	-	8	-	5	-	5
AD 7	-	6	-	11	-	-	-	2	-	-	-	2	-	3	-	3
AD 6	-	3	-	3	-	-	-	1	-	-	-	3	-	2*	-	-
AD 5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AD</b>	-	<b>47</b>	-	<b>47</b>	-	-	-	<b>48</b>	-	-	-	<b>48</b>	-	<b>50</b>	-	<b>50</b>
AST 11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
AST 10	-	1	-	-	-	-	-	1	-	-	-	4	-	4	-	3
AST 9	-	4	-	2	-	-	-	3	-	-	-	2	-	3	-	5
AST 8	-	3	-	4	-	-	-	5	-	-	-	3	-	4	-	4
AST 7	-	6	-	1	-	-	-	7	-	-	-	7	-	5	-	6
AST 6	-	10	-	7	-	-	-	7	-	-	-	6	-	6	-	4
AST 5	-	-	-	7	-	-	-	1	-	-	-	2	-	2	-	1
AST 4	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
AST 3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST</b>	-	<b>25</b>	-	<b>24</b>	-	-	-	<b>24</b>	-	-	-	<b>24</b>	-	<b>24</b>	-	<b>24</b>
AST/SC1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST/SC</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	-	<b>72</b>	-	<b>71</b>	-	-	-	<b>72</b>	-	-	-	<b>72</b>	-	<b>76</b>	-	<b>76</b>

\* As from 2021 the Agency envisages an increase of the Establishment plan with two AD6 and two FGIV posts.

\*\* Two CA GF IV posts recruited under the Financial Mechanism Office (Norwegian Funds). In addition, the Agency will recruit another two GF IV in 2020 in order to address the requirements of its agreement with the FMO

One CA GF III posts recruited under FTE.

#### 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.

## A. NEW TASKS AND GROWTH OF EXISTING TASKS

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

### NEW WORK ON ARTIFICIAL INTELLIGENCE AND FUNDAMENTAL RIGHTS

As of 2020, the Agency will need to enhance its research capacity in fields related to Artificial Intelligence (AI) and its impact on fundamental rights, which has significant implications for both the public and private sector with respect to human dignity, equality, non-discrimination, privacy, data protection, freedom of expression and good administration (to name a few impacted rights). Since 2018, the Agency has been a member of the Commission's High Level Expert Group on AI, where its on-going project work on AI and fundamental rights, including FRA's research focus papers in this field, provides valuable input into the work of this group. As the discussion in this area moves from ethics to rights, and the EU institutions are looking at options for legislation in this field, the Agency is receiving increasing demands from EU institutions and Member States to contribute with its fundamental rights expertise to this area. The Agency is currently engaged in one research project on AI and fundamental rights, which looks at specific AI 'uses cases' in the public and private sector, and proposes to mainstream AI into its work across different areas – given that AI impacts horizontally across all areas of life. To this end, the Agency would benefit from having more staff with the requisite skillsets in the field of data analytics and related knowledge of machine engineering to work alongside its existing fundamental rights experts in areas that are of increasing importance across all themes addressed by the Agency – from equality and non-discrimination through to migration. This would align the Agency's work with one of the main priorities of the new Commission, and would ensure that the Agency's work remains fit for the digital age.

### INCREASING HIGH DEMAND FOR THE AGENCY'S SURVEY DATA COLLECTION AND ANALYSIS

The success of the Agency's large-scale quantitative surveys has resulted in requests to undertake enhanced data collection and to repeat surveys – as this typically provides unique data in key fundamental rights areas that is otherwise not collected at the Member State and EU level. For the period 2019-2021, the Agency has been requested to bring forward – by two years – its survey data collection on immigrants and their descendants, which will encompass a new and separate round of data collection on Roma. During the same period, the Agency will be undertaking analysis and publishing results from three other surveys; namely, its second LGBTI survey; its six Member State Roma and Travellers' Survey; and the EU-wide Fundamental Rights Survey. *As a result, FRA will be managing an unprecedented five surveys at the same time.* In order to effectively develop and manage these surveys and other areas of data collection and analysis that the Agency is implementing in parallel – which draws on staff working in the field of statistics and data analysis – the Agency requires additional financial and, in particular, human resources. This is essential in order to produce statistical data in a timely manner so that results can be used by the Commission, EP and Council in key policy areas. To this end, the Agency has a small team of staff with the requisite statistical skillset to work on surveys, and would benefit from the allocation of more staff with this skillset to enhance the quicker turnaround of survey results.

### MIGRATION

The Agency is heavily involved in the areas of migration, integration and refugee protection as the level of requests for the Agency's support and expertise from Member States and EU institutions has increased steeply. Requests addressed to the Agency include legal opinions on pending EU legislation and policy files, support when developing the impact assessment and other input for future legislative proposals, the implementation of EU strategies and action plans, the mainstreaming of fundamental rights in the Schengen evaluation system, and support on the ground to address fundamental rights challenges in the 'hotspots'. Most notably, the Agency has in recent years responded to frequent requests for legal opinions in the area of asylum, as well as regarding EU information systems for migration and security. The cooperation with other JHA agencies, such as EBCGA, EASO and eu-LISA is becoming formalised as the broadened mandates of eu-LISA and EBCGA foresee. In addition, EBCGA's and EASO's new fundamental rights responsibilities result in requests to FRA to assist in fundamental rights capacity building, such as training of fundamental rights monitors. The Agency employed staff on extended missions to Greece, but also to Spain and Italy examining, especially, 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 envisaging a number of activities since 2017. Considering the rapid growth of EBCGA and EASO, both in terms of their tasks and capabilities, and the constant need of deploying staff in hot spots, the Agency will need to reinforce its operational support by expanding the pool of its in-house experts.

### INCLUSION, NON-DISCRIMINATION, HATE CRIME

The Agency is requested by EU institutions to provide data and analysis of key developments in regard to racism, xenophobia, antisemitism and related intolerance, as regards discrimination and hate crime. This requires extensive data collection and analysis on discrimination in particular on grounds ethnic or racial origin, religion or belief, sexual orientation or gender identity, disability and age in core areas of social life, such as employment, education, health,

housing and societal participation. In parallel, the Agency has increased the scope of its work on racism both in terms of data collection mainly through its large scale surveys, and also by providing technical assistance to EU Member States as requested by the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance in order to improve police recording and data collection of hate crime incidents. The combat against hate crime, which negatively affects migrant and refugee integration efforts but also the situation of Jewish, Muslim and LGBTIs communities, remains high on the EU political agenda. Given the acuteness of hate crime affecting minorities, it can be expected that the Agency will be asked in the future to be even more active in this field. Already, the Agency contributes by developing targeted analysis based on statistical data from its surveys, and by facilitating a dedicated Sub-group of Member States, part of the Commission's High Level Group on combating racism, xenophobia and other forms of intolerance. This work is expected to grow in importance, as Member States improve their capacity to record and collect data on hate crime. In parallel, the area of migrant integration is becoming of critical importance as recent refugees and migrants participate more actively in education and the labour market in many Member States.

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

The EU Council tasked the Agency to participate with the European Parliament, European Ombudsman and European Disability Forum in the EU Framework to promote, protect and monitor the UN Convention on the Rights of Persons with Disabilities (CRPD). The tasks assigned to the Agency include data collection and analysis, as well as awareness raising. The Agency carried out two major projects and acted as Chair and Secretariat of the Framework. The Agency has been asked to focus on collecting data regarding deinstitutionalisation and the use of European Structural and Investment Funds (ESIF), and to contribute in training national ESIF management authorities in regard to their obligations to comply with the EU Fundamental Rights Charter and the UN CRPD Convention. In light of the upcoming periodic review of the EU's implementation of the CRPD, it can be expected that FRA will be asked to contribute to addressing the list of issues identified by the UN.

## B. EFFICIENCY GAINS

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

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

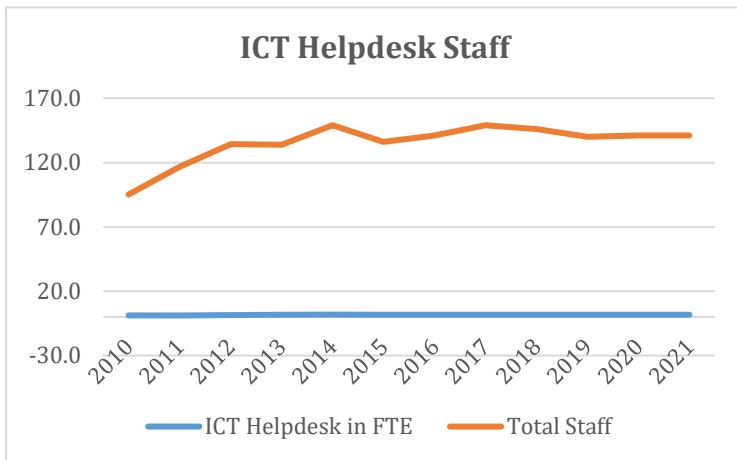
In relation to that, it appears that service transformation and re-design of processes are crucial to achieve both technical and allocative efficiency and to unlock transformational improvements in efficiency. To this end, the Agency has implemented a number of actions that resulted in an increase of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

### **Cluster I: Digital Services and Facilities**

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

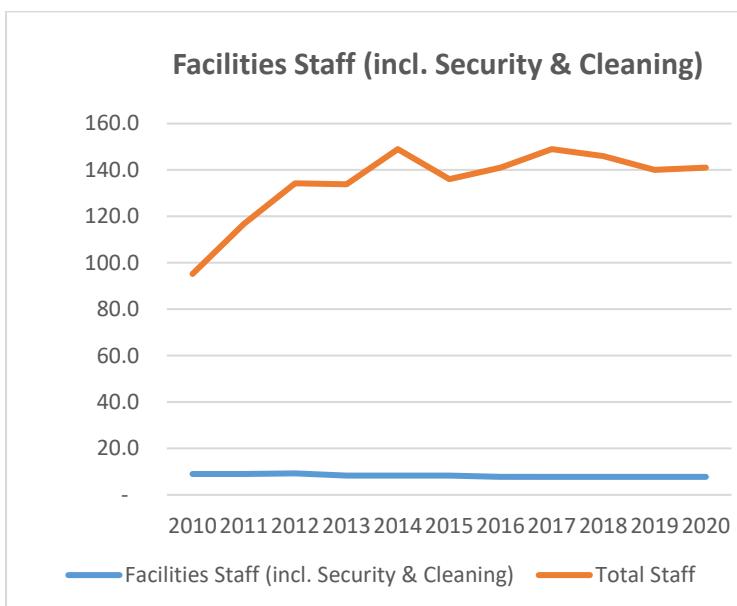
The Agency is looking to further optimise its resource utilisation as it plans to utilise cloud services within 2020 and hence be able to provide more services with the same resources. Potential use of cloud-based analytics can also contribute to the growing needs of the Agency.

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



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

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



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

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

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

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

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

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 datacenter cooling system is heat-exchange based system, which reduced electricity consumption to more than 60%.
4. The Agency implements a recycling “waste material” programme and also ensures that any old equipment is properly recycled or reused (where applicable).
5. It is currently looking to replace the whole lighting system to a presence-based, energy saving, light emitting diode (LED) based to reduce its consumption.

## **Cluster II: Quality Management System**

1. The continuous development of the implemented Quality Management System, built on the principle of Plan Do Check Act, offers avenues for refining the effectiveness and efficiency of the Agency’s internal processes. Supplementary, following the restructuring process (Nov. 2018), a planned action for revising the internal processes is going to provide the opportunity for simplifying the workflows, and optimising the tasks performance and the use of the internal resources.
2. The financial circuits for Title I have been simplified with a reduction in the chain of control as well some control functions have been merged FVA/AO. This has increased the level of efficiency while maintaining the necessary level of compliance as proven by the positive results of the external audits (COA, IAS).
3. In the process for project implementation, the planning phase has been simplified with a new integrated approach. This will allow a standardised implementation of the projects and an increase of productivity via the reduction of coordination meetings replaced with the use of existing project management system.
4. A process for ex post controls has been designed following a risk based approach with the introduction of quality techniques using a robust analysis of statistical data retrieved during the budget execution. This will allow the execution of controls on a sample of selected transactions combining different dimensions of risk. A significant increase of productivity is expected by reduction of the working hours for controls otherwise performed on samples of all the budget lines.
5. During the last years a process for execution of compliance checks has been consolidated to integrate in selected areas similar tests performed by external auditing bodies. The process analyses the correct execution of the workflows while assessing the achievement of the objectives in relation to the use of existing resources.
6. Following the adoption of a new Guide to missions, and as result of an internal assessment, a proposal has been made for initiating the rationalisation of missions (justification, duration, frequency, added value, number of persons participating to the same mission, capacity of teleconference). It is expected to reduce significantly the costs generated by missions and the loss of productivity hours caused by, travel, transfers and other time-out.

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

1. The integrated planning approach provides with a description of the overall planning, monitoring, reporting and evaluation activities that are described in only one process within the same cycle: this entails the description of how to integrate the several tasks linked to the PMEER cycle and the multi-level Internal/external stakeholder involvement within this cycle. The approach creates synergies and coherence during all the stages of programming, project management, evaluation and reporting under the definition of a single cycle encompassing the whole planning processes and tools. Such cycle covers the drafting of the newly introduced programming documents, the definition of new projects, the harmonization of the several internal and external stakeholder consultations, as well as the steps to implement all FRA projects and the preparation of simplified monitoring reports and their subsequent evaluation.

Importantly, the approach has been revised in 2019 based on the lessons learnt from 2016 and to optimise and streamline the existing processes and tools within the planning cycle. The new approach has been strengthened to reflect the recent restructuring based on enhanced cross-unit cooperation. The process has been simplified to improve clarity on the decision making process and about the roles (internally/externally), as well as to raise awareness on tasks, timeframe and deadlines.

The ultimate goal of such integrated approach is to contribute to the optimisation of the use of resources, potential workload decreases and increase of productivity.

2. Since 2011, a Performance Measurement Framework has been put in place, a tool including the so called Key Performance Indicators (KPIs) that contains output, short-term and long-term impact indicators, linked to FRA mandate and objectives and that are used to plan, monitor, evaluate and report FRA's multi-annual objectives and, especially, operational projects and their products. The framework has been revised and fine-tuned in the last few years and is integrated into FRA Programming Documents (from 2017-2019). As a result of internal performance monitoring we undertake the following monitoring activities:
  - At the strategic level, on the occasion of the review of FRA strategy, we prepare documents on main achievements and preliminary impact analyses of FRA strategic and thematic objectives with the aim to support discussion of the Management Board on the revision of FRA Strategy
  - At the thematic level, to check the progress at the level of the MAF areas (every 6 months) including information from our project management system concerning main categories of outputs, key milestones etc.
  - At the project level, to internally gather data for each single project included into the Annual Work Programme concerning their outputs and KPI (as basis for the elaboration of Performance statistics summarized in the Consolidated Annual Activity Report).
3. In addition to some of the reports that have been already mentioned/annexed linked to the previous point (monitoring) the following are the main reports on Performance related issues:
  - Mid-term review Report, drafted every 5 years as a result of the stock taking exercise at the strategic level. This report is discussed and adopted by the Management Board, and published It should be mentioned that the next one will be prepared in 2020 (mid-term review of FRA Strategy 2018-2022) and it will assess the achievement of KPI/target at the level of multi-annual objectives as they are planned in the FRA Programming Documents 2018-2020.
  - Annual Activity Report, where in addition to the achievements made in terms of strategic priorities, multi-annual objectives, thematic areas, operational activities and outputs, an overview of the results and KPIs is provided into the Annex I 'Core Business Statistics' (which is in any case based on the monitoring done at the project level, as explained above in the Performance monitoring).
4. FRA has implemented evaluations of projects and cross-cutting activities since 2011. As an important source of information for the FRA to deliver against targeted results, to address problems as well as to improve learning through review of projects and strengthen accountability we perform, on an annual basis, the following (external) evaluations of projects:
  - Ex-ante evaluations, a forward looking assessment of a project's objectives, activities and allocation of resources. (see one recent example attached – Annex 8)
  - Interim evaluations, conducted whilst a project is on-going and aimed at improving the relevance of the intervention (see one recent example attached – Annex 9)
  - Ex-post evaluations, to assess the extent to which the impacts of a project have been achieved as intended (see one recent example attached – Annex 10)

The results of the evaluations are presented and discussed internally, involving several actors, and are summarised and published into the Annual Activity Report.

Since 2017, FRA is joining the Inter-agency Framework contract on Evaluations, which will provide single framework contract for the provision of evaluation services for several EU Agencies (EUROFOUND, SRB, CDT, EIOPA, EU-OSHA, ETF, and EASA) and will lead to the better use of the existing capacity for the continued implementation of the principle agreed under the Common Approach principle, including the sharing and the development of synergies among Agencies to increase effectiveness and impact.

#### **Cluster IV: Human Resources Management**

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

1. The optimisation of the Agency's organisational structure. In the light of the staff reduction, it was necessary to reinforce the Agency's impact and overall organisational effectiveness by introducing synergies that optimised the use of FRA's resources while sustaining its operational capabilities. To achieve this, the Agency changed its organisational structure in 2016 by joining two support departments under one entity "Corporate Services". In November 2018 another organisational structure was established to cluster expertise and further strengthen outputs. One additional operational Unit was established to strengthen inter-departmental

- project co-operation and enhance capacity for real-time responses without endangering multiannual research.
2. The use of inter-institutional framework contracts in the areas of Learning and Development, and other administrative services for instance insurances for staff and externals within the Agency's premises.
  3. The Agency introduced modern IT tools to allow direct access to and full automation of key HR processes for instance for the management of leave, part-time and parental leave requests, staff performance and appraisal, learning and development. Currently, the Agency is in the process of joining the tools under a single portal, encompassing services offered by PMO, JSIS, DG HR and DIGIT.
  4. The preparatory work for the implementation of SYSPER in order to streamline and automate certain human resources management processes.
  5. The enhanced PMO service level agreement having as aim to gain efficient use of the existing capacity.

Modernisation of HR tools, optimisation of its processes, and its Service Level Agreement (SLA) with PMO enabled the Agency to decrease the staff working within the HR domain. However it is evident from the Table below, while the number of the service receivers at FRA steeply increased, the Agency managed not only to retain the number of the HR staff but even decreased it further bringing the overall ratio to the level of 0,91:40 in 2017 and i.e.: 0,77:40 in 2018. By comparison, the European Commission's the estimated target for efficiencies and synergies gains in the whole HR community is to reach a HR ratio of 1:407, by 2019.



Year	HR Staff	Total Staff
2010	7.8	95.2
2011	7.8	116.7
2012	8.9	134.3
2013	7.1	133.9
2014	7.1	149.0
2015	5.3	136.0
2016	5.5	141.0
2017	3.4	149.0
2018	2.8	146.0
2019	2.8	140.0
2020	2.8	141.0
2021	2.8	141.0

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

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

However, while the extra capacity obtained so far by improving several processes and generated via other efficiency initiatives in order to cover the reduction of posts, the demand for human resources is increasing. This is due to the need to address face the complexity of our work and the ever-growing workload linked to FRA core activities.

Although FRA will continue its efforts towards further efficiency gains, we expect that in 2020-2022 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.

<sup>7</sup> Communication to the Commission: Synergies and Efficiencies in the Commission - New Ways of Working; SEC(2016) 170 final. 4.4.2016.

## NEGATIVE PRIORITIES/DECREASE OF EXISTING TASKS

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

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

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

<b>1) New work on Artificial Intelligence and Fundamental Rights – encompassing all MAF areas</b>	<i>Human resources needs for 2020-2022</i>
<p>FRA has started to work on the topic of artificial intelligence (AI), big data and fundamental rights. Any reduction in staff will jeopardise the Agency's ability to continue to deliver data and analysis in this area. Given the increased focus on AI related research and industry applications in the EU – all of which have fundamental rights implications – the Agency is increasingly called on to provide its fundamental rights assessment; including, most recently, its work on facial recognition, as well as its long-standing work with eu-LISA on biometric data collection and its applications. For example, FRA is a member of the Commission's High-Level Expert Group on AI, and has initiated an EU project on AI and fundamental rights implications – which will develop 'use cases' of key public sector services and private industry areas where AI is playing an important role. The Agency plans to mainstream its work in relation to AI to the different fundamental rights fields covered under the Agency's multi-annual thematic framework; beginning in 2020 with the initiation of work on access to social rights in the digital age, focusing on the impact on the elderly.</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 impact on all areas of its work – from asylum and migration, through to the rights of the child and hate crime.</p>	<b>1 AD data analyst 1 CA data analyst</b>
<p><b>2) FRA's large-scale survey data collection and analysis – at risk</b></p> <p>In 2020 the Agency will be engaged in five large-scale quantitative surveys that are at various phases; namely:</p> <ul style="list-style-type: none"> <li>• The survey on immigrants and descendants of immigrants;</li> <li>• the Roma Survey 2020;</li> <li>• the LGBTI II survey;</li> <li>• the Roma and Travellers' Survey;</li> <li>• the Fundamental Rights Survey.</li> </ul> <p>In addition, the Agency is asked to provide information and data analysis from its past surveys – such as the EU-wide violence against women survey and the second survey of Jewish respondents in the EU. Increasing demands to undertake highly complex and resource intensive surveys at more regular intervals and to undertake new surveys, including providing re-analysis of existing survey data, is placing the Agency's small statistical team under significant pressure. The Agency is at risk of not being able to deliver on its groundbreaking and unique survey data collection without the recruitment of new staff with the requisite skill sets that do not exist in-house outside the members of a small survey team (six core members). This may mean that surveys planned for 2020 and beyond may fail to deliver on their overall goals.</p>	<b>1 AD data analyst 1 CA data analyst</b>

<b>3) On the ground fundamental rights assistance on migration issues</b>	<i>Human resources needs for 2020-2022</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 EBCGA and EASO - as well as to the Greek authorities, and is in the process of developing practical guidance and initiating training for key actors to ensure fundamental rights compliance. FRA staff who are deployed on mission to Greece currently provide expert advice with respect to: child protection (focusing on unaccompanied minors); the identification of vulnerable people; and the respect of procedural safeguards in asylum, detention, and return proceedings. These activities could be conducted also in other Member States, where needs are emerging, like Spain, Cyprus, Malta and Italy, to ensure the respect of fundamental rights, but the agency does not have currently enough human resources to cover this.</p> <p>In 2020, 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><b>3 CA FG IV legal/social experts</b> – to be deployed in the hotspots (Greece and Italy)</p>

<b>4) Supporting the EC with fundamental rights expertise in the planning and implementation of Schengen evaluations</b>	<i>Human resources needs for 2020-2022</i>
<p>The European Commission has regularly requested FRA to submit an annual risk assessment pursuant to Article 8 of Regulation (EU) No.1053/2013 and to participate as an observer to all on-site missions evaluating the EU return acquis. FRA has undertaken this task with regard to 10 EU Member States to date. FRA also supports EBCGA and CEPOL during the training of evaluators (six training events in 2015 and 2016). Staff cuts would substantially undermine the work done so far to mainstream fundamental rights in Schengen evaluations.</p>	<p><b>1 AD legal expert</b> (to support the work of the Commission and other Agencies with respect to Schengen evaluations and related activities with respect to FRA project work; for example – on detention)</p>

<b>5) Providing fundamental rights assistance and capacity-building to support EBCGA</b>	<i>Human resources needs for 2020-2022</i>
<p>FRA has been tasked with developing guidance and tools, as well as delivering training for a pool of forced return monitors to support EBCGA in ensuring the participation of well-trained monitors in EBCGA joint forced return operations, as required by Article 8.6 of the Return Directive (2008/115/EC). The absence of this activity would result in a pool of monitors who would be ill equipped to carry out their functions, which would be detrimental to both returnees as well as escort police.</p>	<p><b>0,5 AD legal/policy expert</b> (to develop guidance and tools as well as delivering systematic training for a pool of forced return monitors)</p>

<b>6) Providing indicators and benchmarks evidence and analysis, as well as awareness raising, within the CRPD Monitoring Framework (Article 33.2, UN Convention on the Rights of Persons with Disabilities)</b>	<i>Human resources needs for 2020-2022</i>
<p>Reduction of staff may jeopardise this task affecting the ability of the Union to effectively monitor implementation of the first and only UN human rights convention it has acceded to, which would bear a serious reputational risk for the EU.</p>	<p><b>1 AD6-7 legal / social / policy experts</b> (working on UN CRPD issues related to our FRA's function in the EU Monitoring Framework)</p>

<b>7) Assisting Member States (MS) in developing core indicators and data collection methods to enable efficient reporting on the situation of Roma in the EU (Council Recommendation of 9-10/12/2013 on effective Roma integration measures)</b>	<i>Human resources needs for 2020-2022</i>
<p>FRA has delivered unique statistical data on Roma inclusion , as well as indicators and a reporting tool used by 22 Member States to report to the Commission on progress made. In addition, FRA has supported individual Member States in developing more effective monitoring and evaluation processes in regard to Roma integration. Any reduction in the current human resources would jeopardise the work undertaken by FRA in response to the Council Recommendation of 9-10/12/2013 on effective Roma integration measures.</p>	<p><b>1 AD6 social/policy experts</b> (working on the development of indicators and support for monitoring &amp; evaluation activities, including training in respect to ESIF);  <b>1 AD6-8 data analyst</b> (working on Roma/equality data collection and analysis).</p>

## ANNEX IV Human Resources - Qualitative

### A. RECRUITMENT POLICY

The Agency employs temporary agents 2(f) with the exception of the Director, who is temporary agent 2(a), contract agents 3(a), and seconded national experts who are seconded to the Agency and remain in the employment of their seconding organisation. Detailed rules on the employment of temporary agents 2(f) are set out in the general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of employment of other servants of the European Union (EB decision 2015/01 of 23 September 2015). Employment of contract agents is governed by EB decision 2019/03 of 16 May 2019. Employment of seconded national experts is governed by the rules on seconded national experts (MB decision 2017/01 of 11 April 2017) which are based on the Commission's ones adapted to the Agency's requirements.

The FRA in order to meet its objectives has identified the following generic job profiles:

- Advisers: undertake duties such as coordination, representation, analysis and advice, which represent a high added value for the Agency. They require special qualities of the person concerned and, in particular, special expert knowledge and special experience and the capacity to provide guidance of high added value. Typically these posts would be filled by Temporary Agents in the bracket AD13-AD14.
- Middle Managers (Heads of Unit): 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 and upcoming key political events and 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 with 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 SC6 Contract Agents Function Group II.

In addition to the abovementioned generic profiles, the Agency in order to increase its efficiency and effectiveness in 2012 adopted a decision (Decision HRP/030/2012) on the assignment of Heads of Sectors. Their role is to coordinate and supervise specific activities undertaken by staff in the sector they are responsible for. This function is only present in the Corporate Services Unit.

In terms of type of contract and recruitment grade for the different type of functions presented above, FRA has identified all temporary agent posts, with the exception of the Director, as posts of long-term duration.

#### a. Temporary agents on long term employment

Temporary agents, 2(f), are used for most roles, both managerial and operational, in the Agency, except of the role of Director and those roles that are filled by contract agents. The criteria of the Agency in the identification of the posts as being of a long-term duration are the following:

- for posts covering tasks of a permanent nature as resulting from the mandate and Work Programme of the Agency; and
- to safeguard continuous expertise in the specific areas of human rights

Long-term temporary agents will be recruited at the levels indicated below in order to permit a long term career development:

- AST/SC1 to AST/SC2 for the secretaries and clerks function group (AST/SC)<sup>8</sup>
- 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 Officer develops the skills of a Project Manager over time and by the time of promotion to AD 7 in due course will be expected to assume all aspects of the role of Project Manager.

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

Temporary agent posts are filled through the following processes:

- internal selection
- inter-agency mobility
- open selection

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

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

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

### **Temporary agents on short/medium term employment**

The post of the Director is of a fixed period of five years and could be extended once for a period of three years (ref. Article 15 (3) of the Regulation establishing the Agency No 168/2007 of 15 February 2007) and hence is considered short term.

#### **b. Contract agents on long term employment**

Contract agents are engaged by the Agency mainly to carry out support roles and for assistance with operational activities. They are engaged as officers, assistants or agents in the areas of HR, project management, organisation of events, contract and finance, data protection and Internal Control, facilities and operations. In deciding on the posts to be filled by contract agents on long term employment the Agency takes into consideration if there are posts available in the adopted establishment plan and whether there are needs to be fulfilled based on the Agency's working priorities, as well as new tasks requested by key stakeholders.

The criteria used to identify contract agents for long term employment are the following:

- Reinforcement of capacities in specific areas of expertise where there is a need of additional resources;
- Reinforcement of existing capacities in support functions as necessary.

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<sup>8</sup> The Agency will consider requesting such posts progressively in the future (i.e. with departures, retirements, new recruitments)

Contract agents are usually initially offered a contract of two years renewable for another limited period up to five years. A second renewal is for an indefinite contract provided the first two contracts covered a total period of five years without interruption. Renewals of contract will depend on the future business needs for the function occupied, performance and budgetary availability.

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

The selection procedures for the recruitment of Contract Agents follow the EB Decision 2019/03. In addition, the Agency signed in 2010 a Service Level Agreement with the European Personnel Selection Office by which it may uses the database of successful candidates to fulfil vacant contract agent positions.

### **Contract agents on short/medium term employment**

The criteria used to identify contract agents for short term employment are the following:

- to work with specific, time limited projects, and
- to cover needs such as staff going on maternity and parental leave and staff on long sick leave.

In deciding on the posts to be filled by contract agents on short/medium term of employment, the following factors are considered:

- there is a short- or medium-term project where the appointment of a permanent resource is not justified
- 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**

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

At the time of writing, the reclassification exercise 2019 is planned to be launched soon.

Category and grade	Staff in activity at 1.01.2018		How many staff members were promoted / reclassified in 2018		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16	-	-	-	-	-
AD 15	-	-	-	-	-
AD 14	-	2	-	-	-
AD 13	-	--	-	-	-
AD 12	-	5	-	-	-
AD 11	-	1	-	-	-
AD 10	-	5	-	-	-
AD 9	-	7	-	-	-
AD 8	-	12	-	2	5.59
AD 7	-	11	-	-	-
AD 6	-	3	-	-	-
AD 5	-	-	-	-	-
<b>Total AD</b>	-	<b>46</b>	-	-	-
AST 11	-	-	-	-	-
AST 10	-	-	-	-	-
AST 9	-	2	-	-	-
AST 8	-	4	-	1	6.51
AST 7	-	1	-	-	-
AST 6	-	8	-	-	-
AST 5	-	7	-	-	-
AST 4	-	2	-	-	-
AST 3	-	-	-	-	-
AST 2	-	-	-	-	-
AST 1	-	-	-	-	-
<b>Total AST</b>	-	<b>24</b>	-	-	-
AST/SC1	-	-	-	-	-
AST/SC2	-	-	-	-	-
AST/SC3	-	-	-	-	-
AST/SC4	-	-	-	-	-
AST/SC5	-	-	-	-	-
AST/SC6	-	-	-	-	-
<b>Total AST/SC</b>	-	-	-	-	-
<b>Total</b>	-	<b>70</b>	-	-	-

**Table 2 - Reclassification of contract staff**

At the time of writing, the 2019 reclassification exercise is planned to be launched soon.

Function Group	Grade	Staff in activity at 1.01.2018	How many staff members were reclassified in 2018	Average number of years in grade of reclassified staff members
CA IV	18	-	-	-
	17	-	-	-
	16	-	-	-
	15	3	-	-
	14	9	1	3.71
	13	2	-	-
CA III	12	1	-	-
	11	1	-	-
	10	5	-	-
	9	2	-	-
	8	2	2	4.29
CA II	7	1	-	-
	6	1	-	-
	5	3	-	-
	4	-	-	-
CA I	3	-	-	-

	2	-	-	-
	1	-	-	-
<b>Total</b>		30	-	-

### The Agency's policy on performance appraisal and promotion/reclassification – short description

The FRA implements a comprehensive annual career development programme. An individual career development plan is drawn up at the beginning of the year laying down clear, meaningful and measurable objectives with robust performance indicators in relation to the work programme. A performance appraisal in terms of efficiency, abilities and conduct is done at the beginning of the next year on the basis of the performance indicators in the annual development plan. The performance dialogue exercise supports the development of people and improves organisational performance.

The FRA adopted by analogy the Commission Decision on appraisal (EB decision 2013/02 of 12 December 2013 and Commission Decision C(2014)2226 final of 7 April 2014 for contract agents) including the changes introduced by the amended Staff Regulations that came into force on 1 January 2014 (e.g. the appraisal report should include an overall assessment on whether the jobholder's performance has been satisfactory).

FRA's policy with respect to reclassification is articulated in the EB Decision 2016/01 of 26 February 2016 for temporary staff and in the EB Decision 2016/05 of 7 October 2016 for contract agents.

For the coming years the FRA will closely monitor the reclassification rates so as to respect as much as possible the rates indicated in Annex IB of the Staff Regulations.

The outcome of the appraisal exercise also leads to the learning and development plan based on the identified needs in order to cater for career development. A learning and development plan is designed every year based on these specific needs and in line with FRA's strategic priorities and its learning and development policy. The latter integrates the policy on the financial support scheme of studies for its staff members. It is FRA's policy that all staff is given equal access to appropriate training according to the needs and budget availability. In-house, local and external training courses take place as well as e-learning. In 2018 the average number of training days per staff was 6 In 2017 the average number of training days per staff was 5 including language training.

## C. MOBILITY POLICY

### Internal mobility

Following the adoption in September 2015 of the new policy on the engagement and use of temporary agents 2(f), each time the Agency decides to fill in a vacant post TA 2f, the post may be filled by internal mobility, by mobility between Union Agencies or by external selection procedure. Internal mobility includes internal publication or transfer in the interest of the service. In 2018, the Agency published five posts internally.

### Mobility among agencies (Inter-agency Job Market)

With the entry into force of the new policy on the engagement of temporary agents 2f, the inter-agency job market forms an integral part of the new policy. In 2018, FRA published zero posts through the inter-agency job market.

### Mobility between the agencies and the institutions

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

### Traineeship

Following the revision of the Rules governing the Traineeship at FRA entered into force on November 16th 2017, FRA offers traineeships once a year starting on 1 October. The traineeship may last a minimum of 3 and a maximum of 12 months. Trainees are awarded a monthly grant corresponding to 25% of an AD5/step 1 temporary agent salary, reflecting the policy for trainees at the European Commission. The traineeship programme is addressed mainly to recent university graduates. It aims to provide trainees with an understanding of the objectives and activities of the Agency, a practical experience and knowledge of the day-to-day work of the FRA and the possibility to put their learning into practice and contribute to the Agency's mission. In October 2019 the FRA offered traineeships to 27 trainees.

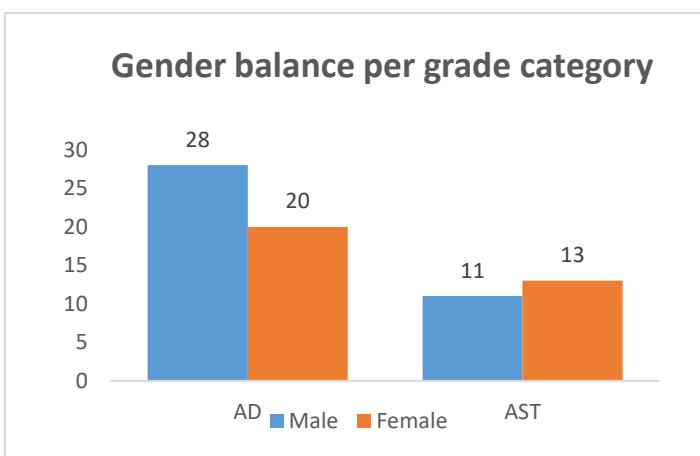
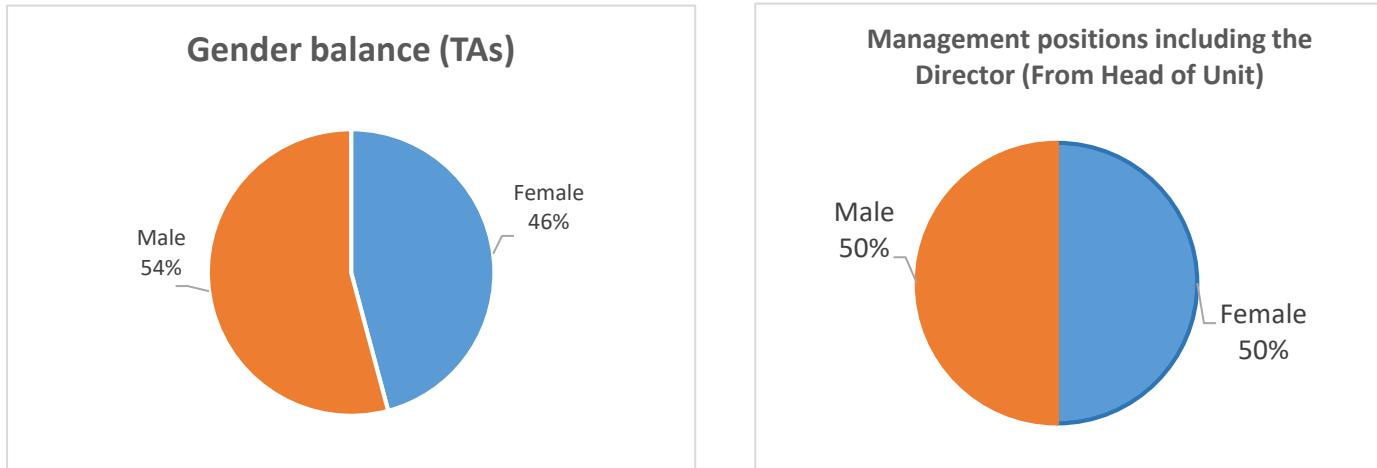
The selection procedure is open and transparent through the publication of a call for applications on the FRA's website. The detailed rules governing the internship programme at FRA may be consulted under the following link: [www.fra.europa.eu/en/about-fra/recruitment/traineeship](http://www.fra.europa.eu/en/about-fra/recruitment/traineeship).

## D. GENDER AND GEOGRAPHICAL BALANCE

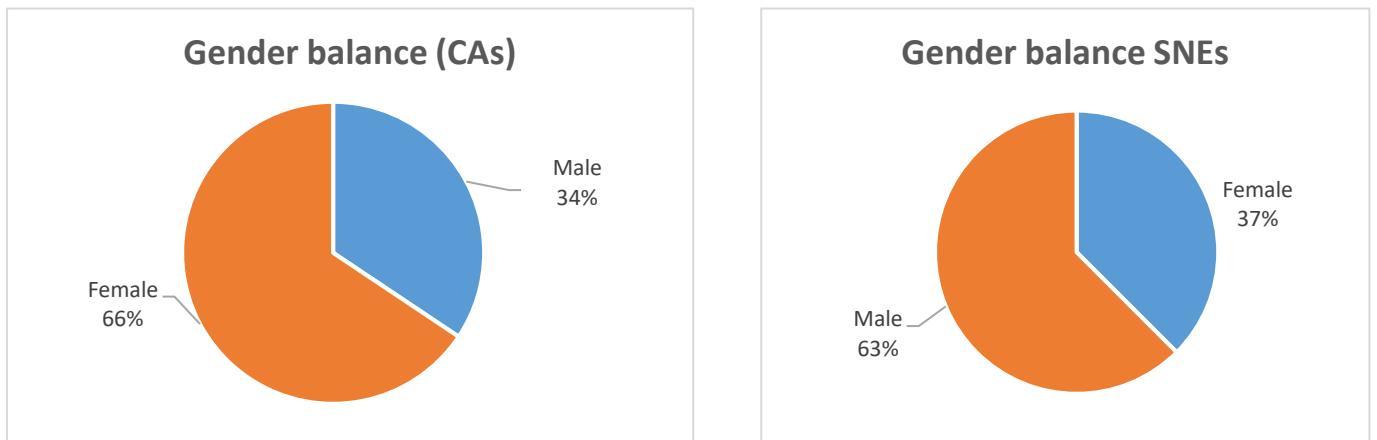
### Gender balance

The charts below illustrate the staff breakdown by contract type and function group and the gender balance in 2018:

#### 1. Temporary Agents:

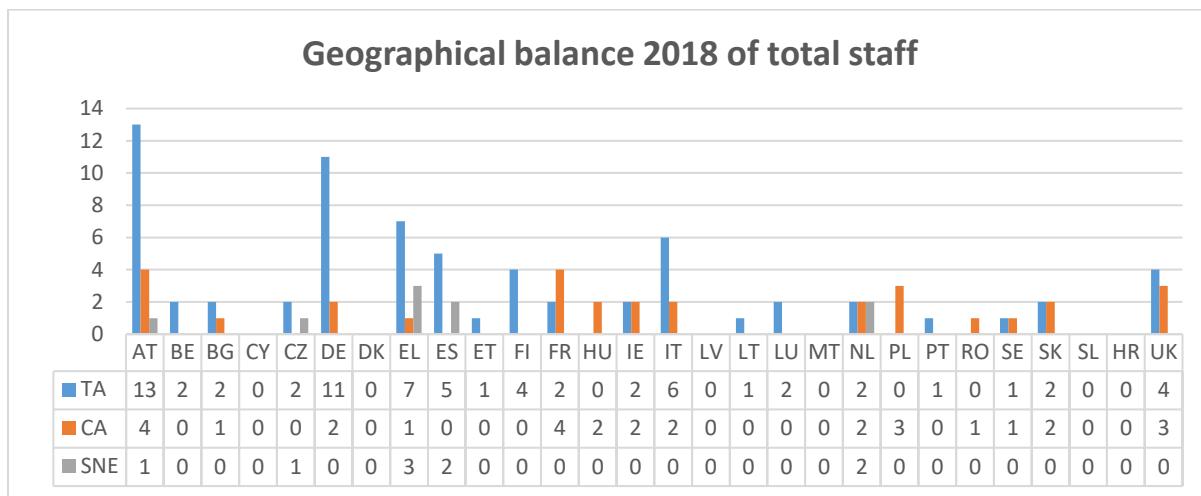


#### 2. Contract Agents



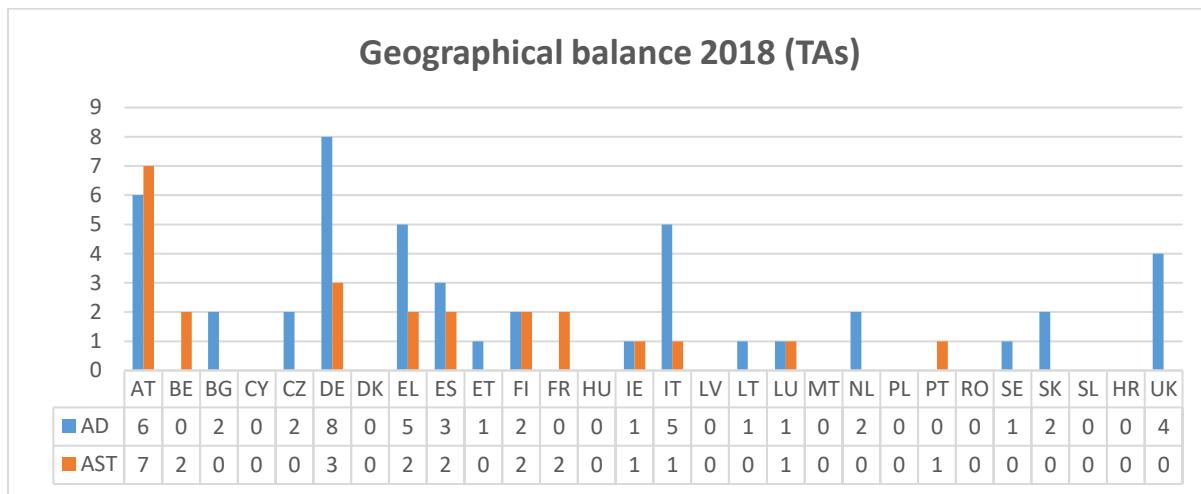
### Geographical balance

In 2018, the workforce of FRA covers 22 nationalities representing out of a total of 28 Member States. FRA will continue its effort to develop and to increase the number of nationalities.

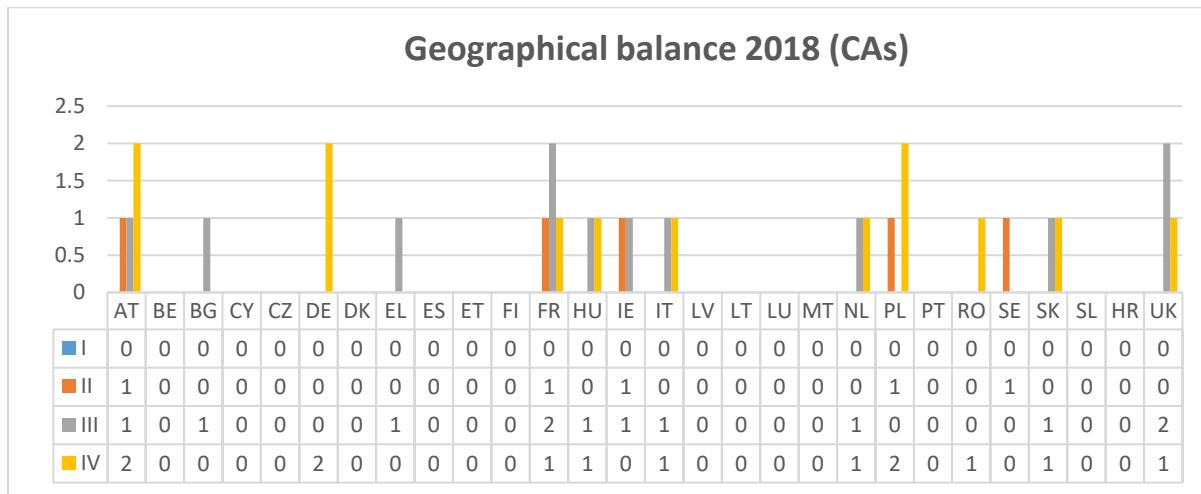


A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

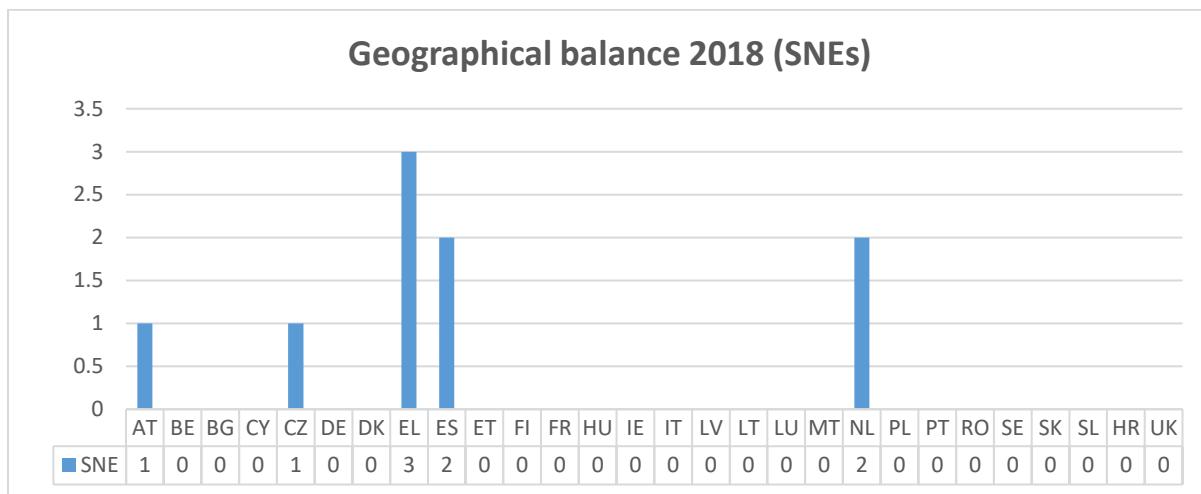
- i) Temporary Agents: a total of 19 nationalities as shown below



- ii) Contract Agents: a total of 14 nationalities as shown below



- iii) Seconded national experts: a total of 5 nationalities as shown below



## E. SCHOOLING

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.

## ANNEX V Building policy

	<b>Name, location and type of building</b>	<b>Other Comment</b>
Information to be provided per building:	Schwarzenbergplatz11, Vienna, AT-1040, Austria	None
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 m <sup>2</sup> for the net office space (i.e. 3704 m <sup>2</sup> ) 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)	804.245,85	None
Type and duration of rental contract	Lease agreement for an initial period of 10 years with the provision for an indefinite period.	Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome of these discussions it may decide to relocate to another building.
Host country grant or support	Based on a letter of intent received from the Austrian authorities, the host country will subsidise the rent by 1/3.	None
Present value of the building	N/A	None

## ANNEX VI Privileges and immunities

<b>Agency privileges</b>	<b>Privileges granted to staff</b>	
	<b>Protocol of privileges and immunities / diplomatic status</b>	<b>Education / day care</b>
The Agency is recognised as an international organisation.	The Director, the Heads of Unit, 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 VII 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

### EVALUATION PLAN 2020

#### EX-ANTE EVALUATION

Project title	Fundamental Rights Forum 2021
Type	Project
Strategic programme/Area of Activity	COMMUNICATING RIGHTS/Projects and activities covering all MAF areas
Project Description	See Section III
Year of origination	2020

#### EX-POST EVALUATION

Project title	EU LGBTI Survey II
Type	Project
Strategic programme/Area of Activity	FAIR AND EQUAL SOCIETIES/Equality and non-discrimination
Project Description	See Section III
End year	To be completed in 2020

Project title	Severe labour exploitation – workers' perspectives (SELEX II)
Type	Project
Strategic programme/Area of Activity	MIGRATION/Migration, borders, asylum and integration of refugees and migrants
Project Description	Please refer to the "FRA Programming Document 2019-2021"
End year	2019

Project title	The right to independent living of persons with disabilities
Type	Project

Strategic programme/Area of Activity	EQUALITY/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
Project Description	Please refer to the "FRA Programming Document 2019-2021"
End year	2019

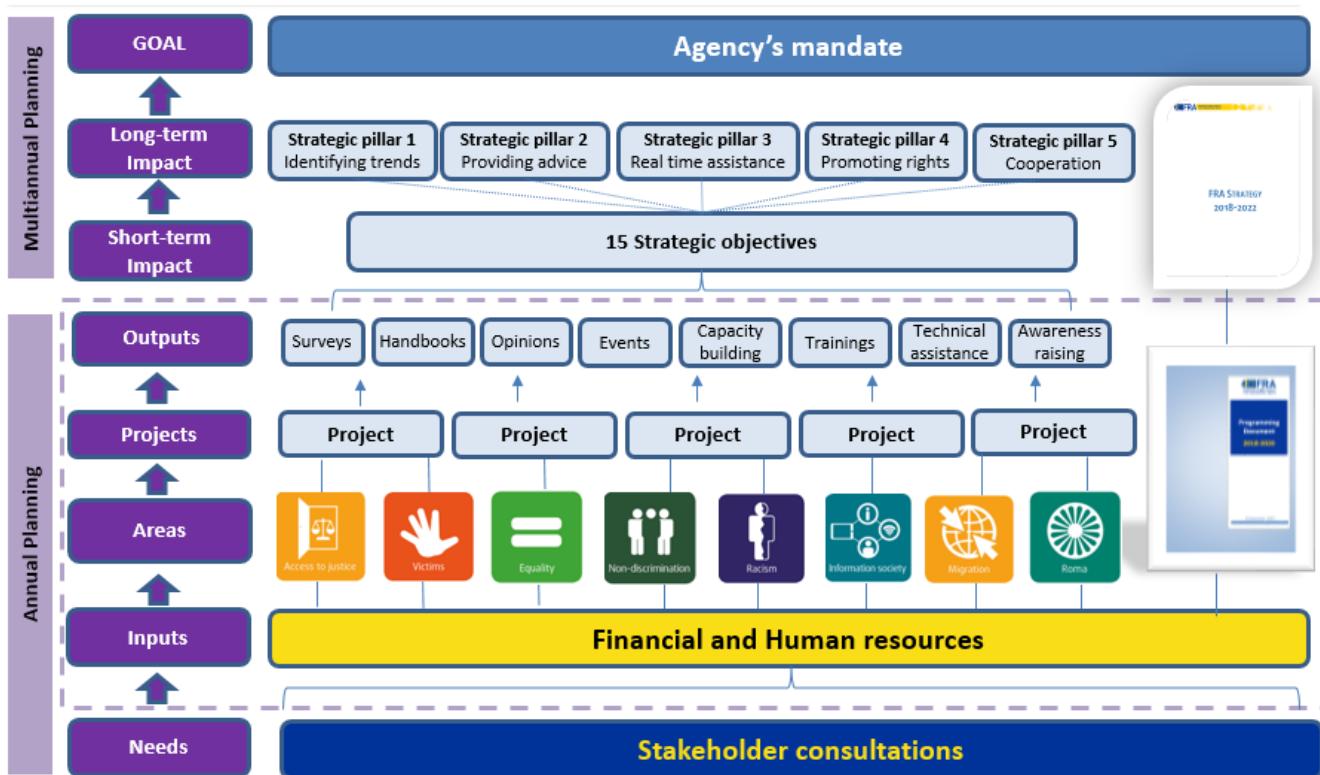
<b>Project title</b>	<b>Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis</b>
Type	Project
Strategic programme/Area of Activity	MIGRATION/Migration, borders, asylum and integration of refugees and migrants
Project Description	Please refer to the "FRA Programming Document 2019-2021"
End year	2019

<b>Project title</b>	<b>Data collection on Roma Integration</b>
Type	Project
Strategic programme/Area of Activity	EQUALITY/Integration and social inclusion of Roma
Project Description	Please refer to the "FRA Programming Document 2019-2021"
End year	2019

## ANNEX VIII Performance Measurement Framework

Performance indicators are at the heart of the planning, monitoring, evaluation and reporting activities of the FRA. The indicators set in the Performance Measurement Framework (PMF) are used to measure FRA's performance. The PMF contains project level indicators describing the planned output of each project (number or reports, number of participants in each event etc.) and short term, long term and aspirational indicators, most of which can only be measured after the completion of project activities. The PMF is linked to both the Strategic plan and Annual Work Programmes. FRA's PMF is organised in a way, which supports the analysis of performance (i.e. monitoring and evaluation as well as reporting activities) at different levels of the Agency, i.e. project, activity, thematic area and at strategic levels.

*Figure 1: Overview of the link among the Programming Document, Performance Measurement Framework and Target Repository*



FRA's PMF includes an intervention logic and a list of the performance indicators along with the corresponding objective, judgment criterion, measures and sources and tools. The PMF brings all performance-related information and data under a logical framework. The FRA intervention logic illustrates the logical relationships between the resources (or inputs), activities, outputs and impacts of the intervention.

The indicator framework is directly linked to the FRA's logic model and accordingly provides a framework for measuring the extent to which FRA activities result in outputs and impacts. Each indicator is related to an objective, judgement criterion and a measure:

- An objective is what an activity or a set of activities are aiming to achieve,
- A judgement criterion specifies an aspect of the FRA activities that will allow its merits or successes to be assessed; and,
- A measure specifies the unit of measurement and associated calculations to inform the value of the indicator or a judgement based on those criteria.

Indicators are differentiated by level of achievements (i.e. output, short term, long term and aspirational impacts) as per the levels of activities depicted in the logic model.

The multiannual planning perspective is incorporated in Section II of this document and the annual in Section III. Section II outlines the Agency's long-term approach towards Fundamental Rights concerns and sets specific objectives.

Section III provides information on the nature and objectives of projects and cross cutting activities to be carried out on an annual basis as well as the allocated human resources and available budgets. The annual planning is directly connected to the multiannual planning in terms of objectives and activities.

The PMF is linked to both the annual and multiannual planning. Each project is contributing towards the achievement of the strategic objectives of FRA.

## A. FRA'S KEY PERFORMANCE INDICATORS

The table below contains the range of indicators identified to assess the results and achievements of FRA's activities. The indicators are differentiated by level of achievements – output, short-term impact, long-term impact and aspirational impact – and follow the levels of the intervention logic.

Output Indicators
I1 Number of hearings or presentations to institutional stakeholders across levels of governance
I2 Percentage of responses to requests for opinions and other advice
I3 Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]
I4 Number of good practices identified (per Thematic Area)
I5 Number of publications produced (per thematic area)
I6 Number of relevant stakeholders receiving FRA information
I7 Number of stakeholders receiving a copy of the publications
I8 Number of documents produced whose purpose is to present methods and standards (including sets of indicators)
I9 Number of networking events organised
I10 Number of participants in FRA events
I11 Number of material and tools produced related to awareness raising activities
Short-term Indicators
I12 Proportion of key stakeholders that consider evidence and opinions provided by FRA are- relevant - reliable- of high quality- useful
I13 Proportion of key stakeholder and experts who consider that reliable, relevant and high quality information resulting from FRA Data collection, research and analysis activities is delivered to intended target group[by type of outputs]
I14 Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society
I15 Proportion of FRP and other network members/ stakeholders who consider the networking/collaboration activities organised by FRA to be useful to their organisation in order to promote fundamental rights
I16 The proportion of stakeholders who agree/strongly agree that FRA's awareness raising activities contributes to a greater shared understanding of trends in fundamental rights
I17 Proportion of stakeholders who came into contact with FRA as a result of the communication activities
I18 Proportion of outputs [publications, opinions, communications, etc.] translated in all 24 official languages of the EU
I19 Proportion of stakeholders who consider that they would not have found out about FRA if the latter was less active in communicating
I20 Proportion of media coverage of FRA's activities [by type of awareness raising material and media channel
Long-term Indicators
I21 Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings, Opinions and other policy advice directly influenced policy development in a manner which reflects the desired impacts of the Agency
I22 The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings contributes to the development of policies and legislation in a manner which reflects the desired impacts of the Agency
I23 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the development of legislation and policies in a manner which contributes to the desired impacts of the Agency
I24 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the implementation of legislation and policies in a manner which contributes to the desired impacts of the Agency
I25 Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation
Aspirational Indicators
I26 Proportion of stakeholders who agree that FRA's range of activities influenced EU and Member States legislation and policies related to fundamental rights practice (a) at EU level (b) at MS level [By type of activities]
I27 Proportion of stakeholders who agree that FRA's range of activities have actively contributed to the implementation of fundamental rights legislation and policies in practice (a) at EU level (b) at MS level [By type of activities]
I28 Proportion of stakeholders who consider that existing legislation and policies are effective in guaranteeing fundamental rights
I29 Proportion of stakeholders who consider that EU and Member State institutions effectively respect, protect and promote Fundamental Rights
I30 Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights
I31 Proportion of EU citizens who know about their fundamental rights and the Charter

## B. MULTI-ANNUAL PROGRAMMING 2020-2022: INDICATORS AND TARGETS PER OBJECTIVE

The table below contains the relevant indicators and targets identified for each strategic pillar and objectives illustrated in Section 2 "Multi-Annual Programming 2020-2022". The indicators are recalled by a code, as explained in the table above.

<b>Pillar 1: Identifying trends: collecting and analysing comparable data and evidence</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
1.1) Generating comparable, robust and reliable data and evidence to identify trends in the fulfilment of fundamental rights	Assessed separately for every individual project	Minimum target: 70%	Minimum target: 70%	Average target: 50%
1.2) Developing and using fundamental rights indicators to benchmark gaps and achievements	Assessed separately for every individual project	I12		
1.3) 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	Assessed separately for every individual project;	I13	I22	I26
<b>Pillar 2: Contributing to better law making and implementation: providing independent advice</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
2.1) Strengthening FRA's role as an independent core actor in informing EU law and policymaking	Assessed separately for every individual project	I13	I21	I26
2.2) Providing, upon request by EU institutions, opinions on the compatibility of legislative proposals with fundamental rights	Assessed separately for every individual project	I12	I22, I23	I27
2.3) Providing fundamental rights advice to EU Member States when they are implementing EU law drawing on FRA expertise and evidence	Assessed separately for every individual project	I12	I24	I27
<b>Pillar 3: Supporting rights-compliant policy responses: providing real-time assistance and expertise</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
3.1) Strengthening the delivery of real-time advice, assistance and expertise to EU institutions and Member States	Assessed separately for every individual project	I13	I21	I26
3.2) Informing EU and national authorities on fundamental rights risks in priority areas	Assessed separately for every individual project	I12, I13	I22	I26
3.3) Supporting on the ground responses to fundamental rights challenges	Assessed separately for every individual project	I12, I14	I24	I27
<b>Pillar 4: Effectively promoting rights, values and freedoms</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational

		I16	I21	I31
4.1) Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%
4.2) Creating a safe and inclusive space for dialogue with key and new actors to respond pressing human rights challenges and shape critical agendas	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%
4.3) Ensuring smart communications to maximise the effect of FRA outputs	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%

**Pillar 5: Strengthening cooperation with national and local fundamental rights actors:  
working with communities of support**

Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
5.1) Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level	Assessed separately for every individual project	Average target: 70%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%
5.2) Supporting further the strengthening of the capacity of national and local human rights actors	Assessed separately for every individual project	Average target: 50%	Minimum target: 50% (EU level) Average target: 30% (MS level)	Average target: 50%
5.3) Assisting national authorities in developing data collection to create evidence-based approaches to rights protection and promotion across EU Member States	Assessed separately for every individual project	Average target: 70%	Minimum target: 70%	

## C. ANNUAL PROGRAMMING 2020: INDICATORS AND TARGETS PER PROJECT

The table below contains the list of the multi-annual and new projects described in Section 3 "Work Programme 2020". For each project, several indicators and the relevant have been identified, in order to assess their achievements and impact.

STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES					
Area of activity 1: Equality and non-discrimination					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators <sup>910</sup>	Target
A 1.1 Roma Survey 2020	Research outputs	Survey/Questionnaire	Finalised Roma survey questionnaire	I8	1
	Research outputs	Research Methodology	Initial proposals for analysis of the survey data that would be done in 2021; Draft of output design	I8	2
A 1.2 – EU Survey on immigrants and descendants of immigrants	Research outputs	Research Guideline	Background information on sampling frames and survey groups	I3	1
	Research outputs	Survey/Questionnaire	Final survey questionnaire	I3	1
	FRA organised events	Stakeholder meeting	Stakeholder consultation on the survey	I10	20
	FRA external events	Formal presentation to EU institutions	Survey methodology presentation to the EC	*	1
	FRA external events	Formal presentation to EU institutions	Survey methodology presentation to the EC	I6	15
A 1.3 - EU LGBTI Survey II	Publications	Report	The main results report produced and available online (Downloads within the first week after launch)	*****	1000
	Publications	Report	Main results report with key findings Opinions and recommendations	I12	>50 %
	Research outputs	Survey/Questionnaire	LGBTI Survey questionnaire published	I24	>50 %
		Research Methodology		I13	>50 %
	FRA external events	Launch event	Survey results launch event organised by the European Commission in coordination with FRA	I13	>50 %
				I1	1
	Communication outputs	Tools	Online data visualisation of the LGBTI Survey	I11	1: The Survey data explorer is well received and visited regularly - number of visits
	Communication outputs	Campaigns/ website campaign	Strategic communication campaign on the research findings in different formats	I20	
					Mainstream appeal and impact of the FRA LGBTI Survey results communication campaign

<sup>9</sup> Please refer to the list of indicators described in Annex X, Section A "FRA'S KEY PERFORMANCE INDICATORS"

<sup>10</sup> With the aim of monitoring the achievements and impact of FRA's projects, we are piloting some indicators such as: \* Number of formal/oral inputs to EU institutions and Member states; \*\* Number of formal/oral inputs to other stakeholders; \*\*\* Number of capacity building activities organised/co-organised by FRA; \*\*\*\* Number of FRA participations in external events without formal presentations; \*\*\*\*\* Number of press releases/news/posts; \*\*\*\*\* Number of downloads.

A 1.4 – 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”	Publications	Report	Selected publications (or parts thereof) updated – as required	I5	2
	Publications	Legal opinion	Preparation and presentation of relevant opinions, papers, presentations and other input, as requested.	I5	1
	Written / oral input	Paper	Expert advice to stakeholders	*	5

**Area of activity 2: Integration and social inclusion of Roma**

Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
A 2.1 – Technical assistance and capacity building in the area of “Integration and social inclusion of Roma	Research Outputs	Set of Indicators	Post 2020 Roma outcome indicators	I11	1
	Written / oral input	Paper	Overview of the opportunities and limitations of impact assessment of Roma policies (in the framework of the Roma Working Party - COM request)	I8	1
	Capacity building activities	Capacity building Workshop	Thematic sessions at the NRCP meetings in the framework of the Roma Working Party - COM request	*	2
	Capacity building activities	Training	Training for NRCPs on the application of the revised online data collection tool for monitoring process of Roma integration in EUMS	***	2
A 2.2 Roma and Travellers survey: supporting Roma participation and inclusion	Publications	Report	Selected results report	I5	1
	Publications	In brief/Factsheet	Country briefs	I5	6
	Publications	Report	Online technical report	I5	1
	Research outputs	Survey/Questionnaire	Online survey questionnaire	I5	1
	Research outputs	Set of Indicators	Indicators on Roma inclusion for the Commission	*	1
	FRA organised events	Stakeholder meeting	Consultation meeting with the Stakeholders	I9	6
	FRA external events	Launch event	Country launch events	I1	3
	Capacity building activities	Capacity building Workshop	Workshops on demand	I9	5
	Communication outputs	Infographic	Infographic to support country briefs	I11	6
	Communication outputs	News/Press release	News/Press release for the launch of the main report	*****	1

**Area of activity 3: Racism, xenophobia and related intolerance**

Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
A 3.1 – Antisemitism: Data collection and analysis	Publications	Periodic update/Series	Annual review of the antisemitism data available	I5	1
				*****	500
	Research	Data analysis	Data collection for the annual review	I3	1
	FRA external events	Formal presentation to EU institutions	Working group on antisemitism	I1	1

	Communication outputs	News/Press release	News item on publication	I5	1
A 3.2 – Racism and ethnic discrimination: data collection and analysis	Publications	Paper	The state of equality: 20 years after the adoption of the Equality Directives	I5	1
	Research outputs	Data analysis	Analysis of the FRA surveys' data and FRANET information request	I3	1
	Written / oral input	Thematic analysis	Input to EC report on the application of the equality directives	*****	200
A 3.3 - Capacity building and technical assistance in the area of hate crime	Publications	Paper	Paper on reviewed practices concerning third party hate crime reporting	I5	1
	Research outputs	Standard	Standards/key guiding principles for third party reporting identified	I8	6
	Written / oral input	Thematic analysis	Good reporting practices identified	I4	10
	Written / oral input	Other Inputs given in the context of bilateral meetings	Inputs given to raise awareness about the issue and FRA's assistance	**	2
	FRA organised events	Stakeholder meeting	Meetings of the Working group on hate crime coordinated by FRA	I9	2
	FRA external events	Group meeting with EU institutions and Member states	Cooperation with EP ARDI, EC coordinators	*	2
	FRA external events	Conference/Forum	Responding to external invitations	I1	2
	Capacity building activities	Capacity building Workshop	The core of hate crime TACB - hate crime diagnostic workshops	***	6
	Capacity building activities	Awareness raising event	Awareness raising seminars co-organised with MSs, representing a good practice	I10	200
	Communication outputs	Q&A	Explaining victim surveys to our stakeholders - MSs and CSOs	***	3
A 3.4 - Online database on anti-Muslim hatred	Research outputs	Fieldwork research/ mapping	The anti-Muslim Hatred Database if updated annually via MS, national, regional and local level mapping of relevant case law and research	I3	30
	Communication outputs	Database	The anti-Muslim Hatred Database if updated annually	I13	>50%
A 3.5- Additional activities in the area of "Racism, xenophobia and related intolerance"	Publications	Report	Selected publications (or parts thereof) updated – as required	I5	1
	Publications	Legal opinion	Preparation and presentation of relevant opinions, papers, presentations and other input, as requested.	I5	1
	Written / oral input	Paper	Expert advice to stakeholders	*	5
<b>Area of activity 4: Rights of the Child</b>					
A 4.1 – Providing fundamental rights expertise on child protection and participation	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
	Written / oral input	Review of strategies/resolutions/ other documents	Reviews of output by key cooperation partners, internationally (EP, COM, CoE, UNICEF, EUROCHILD) and nationally (such as DE and HR presidency)	*	20
	Written / oral input	Review of training materials etc.	Contributions to training to EP and COM staff and professional groups	**	10

	FRA external events	Formal presentation to EU institutions	Presentations on child poverty, migration, justice, mainstreaming RoC at EP, Council, COM	I1	8
	FRA external events	Conference/Forum	Key conferences by presidencies, COM, CoE, UNICEF, Eurochild	*	8
	Capacity building activities	Capacity building Workshop	Training to EP and COM staff and professional groups	***	8
	Capacity building activities	Awareness raising event	Raising awareness on FRA's work and mainstreaming Rights of the Child to key partners, professional groups, civil society, children and their parents	***	4
	Communication outputs	News/Press release	News/Press release around major events launches international days (youth, sexual abuse, rights of the child a.o.)	*****	10
	Communication outputs	Tools	Manuals, guidance, checklist on data on children, trafficking, child-friendly hearings, mainstreaming a.o.	I11	10
A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child	FRA organised events	Stakeholder meeting	Kick-off meeting with the contractor	I9	1
	FRA organised events	Stakeholder meeting	Regular meetings with CoE to discuss the project (as is a joint project with them)	I9	3
A 4.3 – Children and young people's experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys	Publications	Report	Main report on young ages	I5	1000
	Publications	Summary	Summary report on young ages	I5	1000
	Research outputs	Fieldwork research/ mapping	Analysis of young age groups for surveys on Fundamental Rights, LGBTI, Roma travellers, EU-MIDIS II, Anti-semitism	I8	5
	Research outputs	FRANET report	Reports on data analysis of surveys	I8	5
	Capacity building activities	Capacity building Workshop	Training modules for key stakeholders on available data on children and young adults	***	4
	Communication outputs	Infographic	Infographs on key findings	I11	20
	Communication outputs	Database	Database for young age groups from respective surveys	I11	5

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

Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
B 1.1 – Advising on how to prevent unlawful profiling	Capacity building activities	Capacity building Workshop	Input to hearings, consultations	*	2
	Capacity building activities	Other capacity building events	Capacity building workshops in the Member States	I19	2
	Communication outputs	Video	Video	*****	1,000
B 1.2 – Providing advice on European data protection law	Publications	Handbook	Translation	I18	6
	Written / oral input	Paper	Presentation	*	3
B 1.3- Artificial Intelligence, Big Data and Fundamental Rights	Publications	Report	Main results report	I5	1
	Research outputs	Fieldwork research/ mapping	Outputs from the research project, including mapping of national laws in the area of AI, results	I3	3

		from interviews with companies and public administration and main results report			
Research outputs	Research Methodology	Reports from feasibility assessment for conducting an online experiment or simulation study	I8	1	
FRA organised events	Launch event	Launch event of results	I9	1	
FRA external events	Formal presentation to EU institutions	Contribution to formal policy processes in the area of AI through presenting results from FRA research	*	2	
FRA external events	Networking event	Participation at and contribution to events discussing governance of AI and related topics	**	3	
B 1.4 – Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"	Publications	Report	Selected publications (or parts thereof) updated	I5	1
	Written / oral input	Paper	Preparation and presentation of relevant opinions, papers, presentations and other input	I8	1
B 1.5 – Handbook on European law relating to cybercrime and fundamental rights	Written / oral input	Paper	In-house analysis	I5	1
<b>Area of activity 2: Judicial cooperation, except in criminal matters</b>					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
B 2.1 – Presumption of Innocence: procedural rights in criminal proceedings	Publications	Report	Comparative report covering situation in Member States	I5	1
	Research outputs	FRANET report	FRANET country reports	I3	6
B 2.2 - Additional activities in the area of "Judicial cooperation, except in criminal matters"	Publications	Report	Expert input to stakeholders	I5	1
	Publications	Legal opinion	Expert input to stakeholders	I5	1
	Written / oral input	Paper	Expert advice to stakeholders	*	4
B 2.3 – The impact of counter-terrorism legislation on fundamental rights	Research outputs	FRANET report	Country reports	I3	25
<b>Area of activity: Victims of crime and access to justice</b>					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
B 3.1 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights	Publications	Report	Reports presenting the comparative survey results	I5	2
	Research outputs	Research Methodology	Technical report of the survey methodology published	I8	1
	Research outputs	Survey/Questionnaire	Survey questionnaire published	I8	1
	FRA organised events	Launch event	Conference to launch and discuss the first results from the survey	I9	1
	Communication outputs	Tools	Data explorer tool	*****	1,000 users
	Communication outputs	Infographic	Illustration of key survey indicators	I11	1
B 3.2– Justice for all: Equal access to criminal justice for all victims of crimes against the person?	Research outputs	FRANET report	FRANET country reports submitted to us from our FRANET partners	I3	27
B 3.3 – Business and human rights: access to remedy improvements	Publications	Report	Comparative analysis	I5	1
	Research outputs	Data analysis	Data analysis	I4	5

	FRA external events	Formal presentation to EU institutions	Formal presentation to EU institutions	I1	2
B 3.4 – Additional activities in the area of "Victims of crime and access to justice"	Publications	Report	Expert input to stakeholders	I5	1
	Publications	Legal opinion	Expert input to stakeholders	I5	1
	Written / oral input	Paper	Expert input to stakeholders	I8	5
B 3.5 – Providing ad-hoc fundamental rights expertise in the area of justice for and security of citizens	Publications	Legal opinion	Legal opinion in the area of security, if requested by an EU institution	I5	1
	Written / oral input	Other Inputs given in the context of bilateral meetings	Inputs given in the context of bilateral meetings	*	3
	Written / oral input	Paper	Paper	I5	1
	FRA external events	Formal presentation to EU institutions	Formal presentation to EU institutions	*	2
<b>STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM</b>					
<b>Area of Activity: Migration, borders, asylum and integration of refugees and migrants</b>					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
C 1.1 – Providing fundamental rights expertise in the area of home affairs	Publications	Handbook	2014 Handbook with the ECHR updated, five language versions	*****	1,000
	Publications	Report	New reports or updates of past reports	I5	2
	Research outputs	Legal opinion	Up to three legal opinions, if requested	I5	3
	Research outputs	Guide/Manual	Guide to FRA materials on IT systems	I5	1
	Written / oral input	Different forms of written input	Tailor-made input to EU institutions	**	20
	Written / oral input	Different forms of written input	Tailor-made input to JHA agencies	**	10
	Written / oral input	Participation to evaluation mission	Observer at Schengen evaluation on-site missions	*	4
	FRA organised events	Expert meeting	Expert meeting	I9	1
	FRA external events	Forum	EASO and EBCGA Consultative Forum meetings attended	**	4
	FRA external events	Group meeting with EU institutions and Member states	Participation in Council Working Parties, EP hearings, Commission expert groups	I1	10
	FRA external events	Group meeting with EU institutions and Member states	Participation to national events	I1	5
	Capacity building activities	Capacity building events participating as an external expert	Input to training of Schengen evaluators	*	2
	Communication outputs	News/Press release	News items	*****	50
C 1.2 – Periodic overviews of migration related fundamental rights concerns	Publications	Report	Quarterly migration reports	I5	4
	Publications	Report	Annual review of migration related fundamental rights concerns in 2019	I5	1
	Publications	Report	-	I5	1

C 1.3 – Providing fundamental rights expertise to address operational challenges	Written / oral input	Group meeting with EU institutions and Member states	Tailor-made input to EU institutions and JHA agencies	*	8
	Written / oral input	Group meeting with EU institutions and Member states	Tailor-made input to national authorities	**	8
	FRA organised events	Expert meeting	Expert meeting	I9	1
	FRA external events	Group meeting with EU institutions and Member states	Participation in EURTF in Greece	****	5
	FRA external events	Group meeting with EU institutions and Member states	Participation to national events	****	5
	Capacity building activities	Training/Awareness raising event	Training and awareness-raising events	****	5
<b>STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS</b>					
<b>Area of activity: Projects and activities covering all MAF areas</b>					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
D 1.1 – EU Fundamental Rights Information System – EFRIS	FRA external events	Formal presentation to EU institutions	Presentations	*	3
	FRA external events	Country mission	Presentations	***	3
	Communication outputs	Tools	Online tool (number of users)	*****	1000
D 1.2 – Strengthening cooperation with national and local fundamental rights actors	Publications	Report	Report on results of piloting of a 'framework of commitments' for human rights cities in the EU	*	2
	Publications	Paper	One focus paper on the situation of equality bodies and/or on ombuds institutions (possible link to Article 41 of the Charter – "right to good administration")	I6	30
	Publications	Report	NHRIs report	I1	2
	Written / oral input	Thematic analysis	NHRIs report	*	5
	Written / oral input	Thematic analysis	One focus paper on the situation of equality bodies and/or on ombuds institutions (possible link to Article 41 of the Charter – "right to good administration")	I4	15
	FRA organised events	Stakeholder meeting	2 NLO meetings	I6	60
	FRA organised events	Consultation meeting	Advisory Board on NHRIs report meeting	**	10
	FRA organised events	Stakeholder meeting	Meeting of the National Parliamentary Focal Point Network	I9	1
	FRA organised events	Study visit	NHRIs/ Ois/ Ebs study visits of FRA	I9	4
	FRA organised events	Consultation meeting	Principal level meeting ENNHRI-EQUINET-FRA	I12	2
	FRA organised events	Expert meeting	Peer review meeting on human rights cities during the Fundamental Rights Forum 2021	I4	5

	FRA external events	Country mission	Targeted presentations at national level, including FRA Director's country visits, presentations in national parliamentary hearings, at events organised by NHRIs, equality bodies, ombuds institutions, etc.	*	10
	FRA external events	Group meeting with EU institutions and Member states	Group meeting with EU institutions and Member states	*	5
	Communication outputs	News/Press release	NHRIs report	I7	100
D 1.3 – Fundamental Rights Platform and cooperation with civil society	Publications	Flyer	Flyer about FRP: a small flyer (A5) describing what the Fundamental Rights Platform is	I7	1000
	Publications	In brief/Factsheet	FRP consultation on civic space - summary: a short factsheet with graphs and figures, detailing the results from the FRP consultation on civic space	I7	1000
	Research outputs	Data analysis	Analysis of outcomes from consultations (analysis from FRP consultation on work programme, civic space, and other FRP consultations as applicable)	I3	3
	Written / oral input	Other Inputs given in the context of bilateral meetings	Informal input to European Commission and European Parliament, notably in the area of civic space	*	3
	Written / oral input	Other Inputs given in the context of bilateral meetings	Formal and informal input, notably to CoE, OHCHR and other IGOs, as well as to civil society organisations	**	5
	FRA organised events	Stakeholder meeting	One meeting on civic space, one meeting in strategic litigation, one meeting on communicating rights	I9	3
	FRA external events	Formal presentation to EU institutions	Presentations on civic space	*	2
	FRA external events	Country mission	Presentations on civic space	*	2
	FRA external events	Conference/Forum	Invitation for FRA to speak at international Fora, on civic space and on civil society engagement	**	4
	Capacity building activities	Training	Four webinars for FRP (based on FRA work: GDPR, non-discrimination, FRP, civic space)	***	4
				I10	100
D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	FRA external events	Formal presentation to EU institutions	Meetings with MEPs; Presentations at EP committees; Council Presidency events	*	15
	FRA external events	Networking event	Meetings with UN, CoE and OSCE representatives	**	10
D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making	Publications	In brief/Factsheet	Thematic Charter factsheets and In Focus Chapter for FRR	I5	3
	Publications	Report	Translations of Charter Handbook	I5	12
	Research Outputs	FRANET report	FRANET data collection for Fundamental Rights Chapter Focus chapter for FRR 2020	I3	28
	Research Outputs	Dataset	Charterpedia update	Number of visitors/followers on FRA communication channels	9,000
	Written / oral input	Review of training materials etc.	Application of Charter Case Studies	I8	8

	Written / oral input	Review of training materials etc.	Charter handbook video	I11	1
	FRA external events	Formal presentation to EU institutions	Presentation of FRF (Charter Chapter) at Council, EP, national level	*	4
	Capacity building activities	Capacity building Workshop	Charter e-learning toolkit	I11	1
	Capacity building activities	Capacity building Workshop	Charter training workshops at Council EP, and national level	I9	6
	Communication outputs	Database	Charterpedia and Charter app further developments and maintenance	Number of visitors/followers on FRA communication channels	9,000
	Communication outputs	Video	Charter relevant audiovisual material for social media	I11	10
	Publications	Report	Meeting reports of Framework meetings	I5	4
D 1.6 – Participation in the EU Framework required by Article 33.2 of the Convention on the Rights of Persons with Disabilities	Written / oral input	Thematic analysis	Draft of Analysis of implementation of UNCRPD	**	1
D 1.7 - Bodies of the Agency	FRA organised events	Stakeholder meeting	Organisation meetings of the Management Board (3)	I9	3
	FRA organised events	Stakeholder meeting	Organisation meetings of the Executive Board (5)	I9	5
	FRA organised events	Stakeholder meeting	Organisation meetings of the Scientific Committee (4)	I10	11

**STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS****Area of activity: Projects and activities covering all MAF areas**

Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
E 1.1 – Annual Reports	Publications	Fundamental Rights Report	All MAF areas	I3	1
	Publications	Summary	All MAF areas	I3	1
	Publications	Report	Annual Activity Report	I3	1
	Research outputs	FRANET report	28 EU MSs, Serbia and North Macedonia	I5	30
	FRA organised events	Workshop	2 to 3 workshops at national level	I9	2 -3
	FRA external events	Formal presentation to EU institutions	2-3 formal presentations	*	2 -3
	Communication outputs	Infographic	Development of chapter infographics	I3	9
E 1.2 – Raising awareness and effectively promoting rights	Publication	Toolkit	Web-based toolkits, e.g. media toolkit	I11	1
	FRA organized event	Conference	2 EU Presidency conferences (Croatia and Germany)	I9	3
		Communicators meeting	One Communicators meeting		
	FRA organized event	Other capacity building events	Webinars, conferences/meetings and training sessions	I6	300 - 400
	Communication Output	Website content			
	Communication output	Video	Audio products	I11	10

	Communication output	Tools	Audio visuals	I11	20
	Communication output	Social Media	Regular exchange of information between human rights communicators	I6	100
			Social media campaigns	I11	2
E 1.3 – Production and dissemination of FRA output	Communication outputs	FRA website	FRA website (visits )	I6	650,000
	Communication outputs	Tools	Data explorer (visualisation) for selected surveys (page views )	I6	100,000
	Communication outputs	Publication	Translation of outputs into EU languages	I18	15% for FR and DE content 5% for other languages
	Communication outputs	Website content	Media monitoring	I11	52
	Communication outputs	Communication outputs	Communication products	I11	50
	Communication outputs	Promotional material	Various types of print material	I11	2,000
	Communication outputs	Publication	Dissemination and stock management (print publications)	I6	800,000
	Communication outputs	New corporate visual identity and branding	New corporate visual identity and branding	I5	20
E 1.4 Fundamental Rights Forum 2021	FRA organised events	Forum	Organisation of the Fundamental Rights Forum 2021	I10	500
	FRA organised events	Conference	Citizens Dialogues organised in selected MS leading to the Fundamental Rights Forum 2021	I9	4
				I16	>50%
	Communication outputs	Flagship meeting	Fundamental Rights Forum 2021 in Vienna	I11	At least 4 videos
<b>STRATEGIC PROGRAMME O - OTHER OPERATIONAL ACTIVITIES</b>					
<b>Other activities covering all MAF areas</b>					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
O 1.1. Performance, Monitoring and Evaluation		Report	Evaluation Reports	NA	
		Review of strategies	Mid-term review of FRA Strategy 2018-2022	NA	
O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders	Research outputs	Data Collection	Data collection	NA	
<b>Other Operational Expenditure</b>					
Projects	PMF Indicators' path and assigned targets				
	Output category	Output type	Output description	Output Indicators	Target
F.1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021	Written / oral input	Review of strategies/resolutions/other documents	Reviews of the draft call for proposals and other related documents needed for implementation of the NG programme in CZ	*	3
	Written / oral input	Review of reporting tools	Review of tools developed to facilitate the implementation of international standards at national level	*	1

	FRA organised events	Stakeholder meeting	Programme Cooperation Committee Meeting	I9	1
	FRA external events	Country mission	Meeting of the Cooperation committee and meetings of the monitoring committees for the call for proposal	****	3
	FRA external events	Country mission	Meeting with the Czech Ministry of Justice re. the development of tools to facilitate the implementation of international HR standards at national level	**	1
F 1.2 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights	Publications	Report	Overview of the 28 Districts in Bulgaria (based on data from the survey) published with BNSI	I5	1
	Research Outputs	FRANET report	The two FRANET "short thematic reports" will be integrated in one and published online	I5	1
	Research Outputs	Set of Indicators	Set of indicators for Roma populated with data from the survey in Bulgaria	I8	1
	FRA external events	Launch event	Presentation of the report on the 28 districts to national stakeholders	I8	1
F. 1.3 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Polish Ministry of Justice for ensuring child-friendly justice in civil and criminal proceedings	Research outputs	Fieldwork research/ mapping	Mapping of international and Polish standards on child hearings; analysis of Polish legal context; analysis of practices	I3	4
	Research outputs	FRANET report	Reporting on two study visits and two conferences	I8	4
	Written / oral input	Review of training materials etc.	Reviews of training materials, guidance, education material and training curriculum	*	8
	FRA external events	Country mission	Coordination meetings in Poland and study visits	*	6
	Capacity building activities	Capacity building Workshop	Trainings on child-friendly hearings	***	4
	Communication outputs	Tools	Training modules on child-friendly hearings	I11	4
F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Technical assistance to Greece in the field of migration	Capacity building activities	Other capacity building events	Capacity building activities on priority Fundamental Rights issues (i.e child protection)	I9	12
	Written / oral input	Report	Internal reports every two months	I8	6
	Capacity building activities	Other capacity buildings events	Guidelines, checklist, etc.	I11	4
F 1.5 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsperson capacity-building	Written / oral input	Review of training materials etc.	FRA Materials to be revised to adapt them to the needs of the Greek Ombudsperson and Authorities	*	3
	Capacity building activities	Capacity building Workshop	Training of Ombudsperson Staff on the EU Charter and EU law and policies concerning Fundamental Rights	*	2
	Capacity building activities	Other capacity building events	Joint missions with the Greek Ombudsperson staff to meet the Greek authorities	*	40

## D. KEY PERFORMANCE INDICATORS FOR THE DIRECTOR

In line with the Commission Guidelines on key performance indicators (KPI) for directors of EU decentralised agency, the following objectives, indicators and targets for the FRA's Director are identified:

OBJECTIVE	KPI	TARGET
<b>Work programme fully implemented throughout the year and such implementation is reflected in the Annual Activity Report for such a year</b>	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	80%
	Timely achievement of objectives of the Programming document	80%
	Timely submission of documents foreseen for publication in the AWP/Programming document/Annual activity report and in particular of the (annual) Fundamental Rights Report, in cooperation with the Scientific Committee	80%
<b>Swift, timely and full use of the financial and human resources allocated by the budgetary authorities</b>	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%
<b>Timely implementation in the adequacy and effectiveness of internal control systems</b>	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
	Review of agency publications	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%
<b>Evidence of the level of staff wellbeing</b>	Organisation of satisfaction surveys / engagement surveys within the Agency	1 every three years
	Annual average days of short term sick leave per staff member	< 8
	Member of staff complaining under Article 90 (2) SR per 100 staff members	< 5
<b>External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders</b>	Formal presentations to the European Parliament and Council (incl. its preparatory bodies)	> 4
	Country visits to present the Agency's work	4
	Number of interviews or mentions of FRA Director in different media outlets	12 in a year
	Cooperation meetings with the Agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform)	> 200 bilateral meetings > 15 stakeholder meetings at FRA 1 NLO meeting > 6 visits to EU institutions, bodies and agencies

## ANNEX IX Risks Year 2020

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

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

- risk
- type
- possible consequence
- likelihood of occurrence on a five level scale.
- potential impact (objectives, financial, reputation) on a five level scale.

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	
E	New data protection regulation not applied. – Accountability principle	Loss of confidence in the Agency. Reputational risk in case of an incident	Medium 3	Significant 3	Significant 3	Significant 3	Medium 9	CS	Review and adaptation of existing internal process to meet the new data protection regulation provisions Awareness raising amongst MT and staff Appointment of the Deputy Data Protection Officer
E	Brexit impact in terms of budget and staffing due to absence of information.	Decisions taken based on incomplete information. Budgetary constraints. Inability to reallocate resources due to the lack of personnel.	High 4	Major 4	Major 4	Significant 3	High 16	CS/DIR	Ensure strict monitoring via networking and official information by the EC. Early detection of potential consequences in terms of budget and staff cuts. Inform continuously the UK staff members.
E	Negative perception on the relevance and impact of the Agency's evidence based advice at EU level following establishment of new EC and European Parliament.  Persistent delay in establishing contacts with the new EP members and new EC>	Loss of confidence in the Agency. Political pressure.	Medium 3	Significant 3	Significant 3	Major 4	Medium 12	ALL	New EC and a new Parliament would require a new strategy to update the new members of parliament on FRA's work and priorities. One of the roles of the new function of Policy Analysts will be to continuously analyse the EU policy priorities and to ensure effective cooperation with EU institutional stakeholders. Establish specific measures for increasing visibility and addressing both the new EP and EC members. Briefings, welcome packages, meetings.

## ANNEX X Procurement plan Year 2020 (Financing Decisions)

### STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES

#### Area of activity: Equality and non-discrimination

##### A 1.1 – Roma Survey 2020

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 2,000,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: survey

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 2

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 1,000,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: survey

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: research

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

##### A 1.3 - EU LGBTI Survey II

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 60,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 4

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

#### A 1.4 – Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 20,000 (1st priority)

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3100 Equality and discrimination

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### 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 2020 amounts to EUR 55,000 (1st priority)

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 6

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

### **A 2.2 – Roma and Travellers survey: supporting Roma participation and inclusion**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 75,000 (1st priority) and EUR 35,000 (3rd priority)

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: research

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: 1

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B0-3130 Integration and social inclusion of Roma

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

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

### **A 3.1 – Antisemitism: Data collection and analysis**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 5,000 (1st priority) and EUR 23,000 (3rd priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

### **A 3.2 – Racism and ethnic discrimination: data collection and analysis**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 8,000 (1st priority) and EUR 6,000 (3rd priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 40,000 (1st priority) and EUR 40,000 (3rd priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

### **A 3.4 – Update of FRA's online database on anti-Muslim hatred**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 80,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 29

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

### **A 3.5 – Additional activities in the area of “Racism, xenophobia and related intolerance”**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 10,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

## **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 2020 amounts to EUR 25,000 (1st priority) and EUR 200,000 (3rd priority)

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 28

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

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 40,000 (1st priority)

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: research

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 58,000 (1st priority)

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B0-3120 Rights of the child

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

## **STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES**

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

#### **B 1.1 – Advising on how to prevent unlawful profiling**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 50,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 6

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

#### **B 1.2 – Providing advice on European data protection law**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 425,000 (3rd priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 10

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

#### **B 1.3– Artificial Intelligence, Big Data and Fundamental Rights**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 215,000 (1st priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: research

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 10,000 (1st priority) and EUR 5,000 (3rd priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

### **B 1.5 – Handbook on European law relating to cybercrime and fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 5,000 (1st priority)

Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

### **B 2.1 – Presumption of Innocence: procedural rights in criminal proceedings**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 10,000 (1st priority)

Budget line: B0-3230 Victims of crime and access to justice

Subject matter of the contracts envisaged: research

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 6

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

### **B 2.2 – Additional activities in the area of “Judicial cooperation, except in criminal matters”**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 10,000 (1st priority) and EUR 5,000 (3rd priority)

Budget line: B0-3230 Victims of crime and access to justice

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3230 Victims of crime and access to justice

Subject matter of the contracts envisaged: technical assistance

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 171,000 (1st priority)

Budget line: B0-3230 Victims of crime and access to justice

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 25

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

## **Area of activity: Victims of crime and access to justice**

### **B 3.1 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 150,000 (1st priority) and EUR 150,000 (3rd priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 8

Indicative timeframe for launching the procurement procedure: Q1 to Q4 2020

### **B 3.2– Justice for all: Equal access to criminal justice for all victims of crimes against the person?**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 5,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: No contracts foreseen

Indicative timeframe for launching the procurement procedure: Choose an item.

### **B 3.3 – Business and human rights: access to remedy**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 15,000 (1st priority) and EUR 10,000 (3rd priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

### **B 3.4 – Additional activities in the area of "Victims of crime and access to justice"**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 5,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 10,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: Choose an item.

Type of contract: Choose an item.

Type of procurement: service

Indicative number of contracts envisaged: No contracts foreseen

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 2020 amounts to EUR 275,000 (1st priority) and EUR 15,000 (3rd priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 29

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

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

#### **C 1.2 – Periodic overviews of migration related fundamental rights concerns**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 130,000 (1st priority) and EUR 70,000 (3rd priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 18

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

### **C 1.3 – Providing fundamental rights expertise to address operational challenges**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 60,000 (1st priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 5

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

## **STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS**

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

#### **D 1.1 – EU Fundamental Rights Information System – EFRIS**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 110,000 (1st priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 240,000 (1st priority) and EUR 40,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 13

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

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 4

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

#### **D 1.3 – Fundamental Rights Platform and cooperation with civil society**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 80,000 (1st priority) and EUR 97,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged Stakeholder event

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged Stakeholder event

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### **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 2020 amounts to EUR 100,000 (1st priority) and EUR 25,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 1st to 4th quarter of the year

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 107,000 (1st priority) and EUR 70,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 28

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

Budget line: B0-3400 Supporting Human Rights systems

B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B0-3400 Supporting Human Rights systems

B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B0-3400 Supporting Human Rights systems

B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

#### **D 1.6 – Participation in the EU Framework required by Article 33.2 of the Convention on the Rights of Persons with Disabilities**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 25,000 (1st priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### **D 1.7- Bodies of the Agency**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 280,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 6

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

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 7

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

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 6

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

## **STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS**

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

#### **E 1.1 – Annual Reports**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 430,000 (1st priority) and EUR 30,000 (3rd priority)

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 29

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

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 4

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

#### **E 1.2 – Raising awareness and effectively promoting rights**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 200,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: B0-3500 Communication and awareness-raising

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 8

Indicative timeframe for launching the procurement procedure: From 1st to 4th quarter of the year

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 3

Indicative timeframe for launching the procurement procedure: From 1st to 4th quarter of the year

#### **E 1.3 – Production and dissemination of FRA output**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 514,000 (1st priority) and EUR 200,000 (3rd priority)

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: New Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 15

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

#### **E 1.4 Fundamental Rights Forum 2021**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 140,000 (1st priority) and 360,000 (3rd priority)

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 4

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

## 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 2020 amounts to EUR 90,000 (3rd priority)

Budget line: B03701 - Research and data collection

Subject matter of the contracts envisaged: evaluation

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### 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 2020 amounts to EUR 60,000 (1st priority)

Budget line: B03701 - Research and data collection

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

### 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 2020 amounts to EUR 214,286 (3<sup>rd</sup> priority)

Budget line: B04000 - Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B04000 - Cooperation with the Financial Mechanism Office

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### F 1.2 – Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021.

#### Technical assistance to NSI Bulgaria for generating data on hard-to-reach populations at risk of violation of their fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 99,244 (3<sup>rd</sup> priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 2

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 250,000 (3<sup>rd</sup> priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 296,800 (3<sup>rd</sup> priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 6

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

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

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 55,000 (3<sup>rd</sup> priority)

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 2

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

Budget line: B04010 - Partnership agreements

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

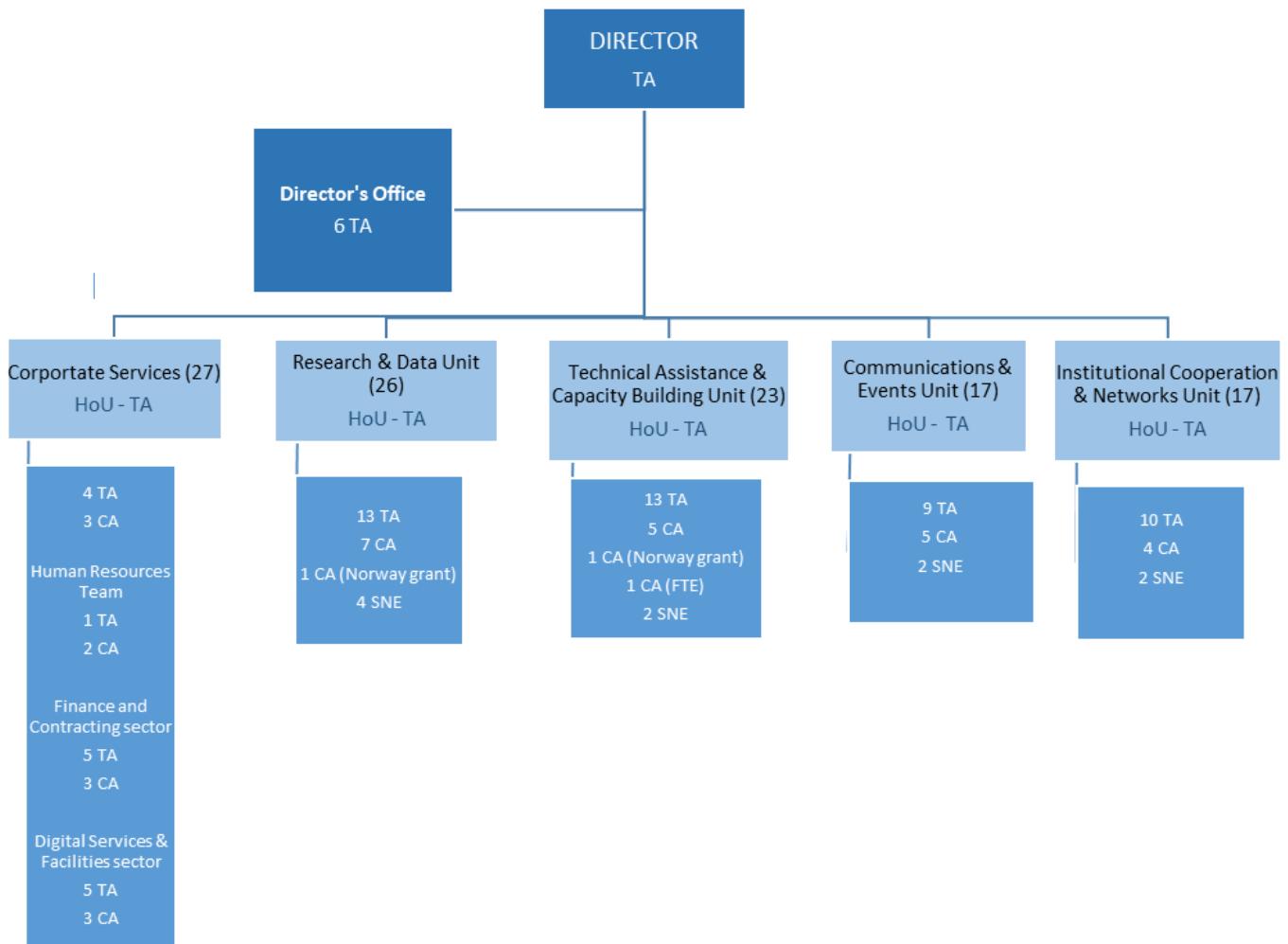
Indicative number of contracts envisaged: 2

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

## ANNEX XI Organizational Chart

Organisational structure:

The structure of the Agency at 01.10.2019 is composed of the Director with his Director's Office (including (a.o.) the Scientific Adviser, Adviser on Communication and Accounting Officer) and five units as shown below:



## ANNEX XII 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 2020				
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 2020				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	5	3	0	8
Budget available	€2,401,000			

#### 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.

<b>Description of the activity in 2020</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
To maintain high level of financial management services	- 700 budgetary commitments - 3,200 payments	- % of budgetary execution - % of outturn - % of delayed payments - Number of ex-post exceptions registered - Fulfilment of recommendations given by IAS/ECA	- >95%  - >95% - <10%  - =< compared to previous year - >95%	- 100%  - 99% - <5%  - =< compared to previous year - 100%
To provide timely and reliable financial management reports	- Monthly execution reports	- No. of days between the end of the month and the publication of the report	- <15	- 7
Increase efficiencies and productivity in the financial circuits	- Paperless workflows	- Time required for the completion of each financial workflows	- Reduced by 10%	- Initially reduced by 5%
Mission management	- Timely process of mission claims - Effective management of the travel agency contract	- % of missions execution  - Timely management of the travel agency	- >80% of the mission claims and invoices from the travel agency are paid within the 30 days deadline	- 90% of the mission claims and invoices from the travel agency are paid within the 30 days deadline
<b>Description of the activity in 2020</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
To provide legal and regular procurement procedures	- 20 tendering procedures - 660 contracts	- No. of failed procedures - No. of complaints from unsuccessful economic operators - No. of complaints after the General Court, presented by bidders and/or contractors - Amount of damages payed	- <5%  - <5%  - <1  <€5,000	- <2%  - <2%  - 0  - €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%
<b>Resources for the activity in 2020</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	5	3	-	8
<b>Budget available</b>	€400.00			

## 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 2020				
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	Prompt action on raised recommendations	- Level of implementation of the plan.	90 % actions taken on the recommendations by the agreed deadline	- 90%

preventive actions, preparation of Audits				
<b>Resources for the activity in 2020</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	1	1		2
<b>Budget available</b>	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.

<b>Description of the activity in 2020</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
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 pillars and objectives	- Mid-term review of FRA Strategy	- No. reports regarding FRA areas of work	- 1 Mid-term review report	- FRA Strategy 2018-2022 is revised
To assess the results achieved in the context of FRA 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	- Stakeholder consultations on relevant planning documents	- No. consultation undertaken - Response rate of FRA stakeholders	- 1 consultation on AWP 2021 - 1 consultation on Director's	- Stakeholder inputs are taken into account during the entire PMER cycle

and consulted within the PMER cycle			note on 2022	
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
<b>Resources for the activity in 2020</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	- <sup>11</sup>	-	-	-
<b>Budget available</b>	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.

<b>Description of the activity in 2020</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
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%	- >90%
	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 - No. of consultations - No. of meetings	- Consultations within the statutory deadlines	- Smooth and timely adoption of policies - Communication to staff

<sup>11</sup> The two 'Temporary Agents – TAs' in Planning are included in the Human Resources of AWP allocated under "Operational Activities"

	Number of meetings ensuring social dialogue		- Accomplishment of all meetings scheduled	
Management of budget title I in collaboration with administration	Monitoring and execution of 2020 budget title I  Drafting 2021 budget title I	- % of budgetary execution  - % of completion of draft 2020 budget title I	- >100%	- 95%
Implementation of the Equality and Diversity Strategic Action plan 2016-2020	Prioritisation of 2020 activities	- % of implementation of the annual plan	- >90% annual plan implemented	- 80%
Running the internships and study visitors programmes	Smooth running of programmes in compliance with the regulatory framework	- Average occupancy rate	- 90%	- 90%
<b>Legal services</b>				
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
<b>Resources for the activity in 2020</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	3	4	0	7 <sup>12</sup>
<b>Budget available</b>	N/A			

### Director's office and advisers

Please find the key performance indicators (KPI) and targets for the director in Annex X.

The Director's Office supports the Director in day-to-day administration, in representing the Agency externally, and in ensuring that the agency's overall objective and related tasks, set out in the founding Regulation, are achieved efficiently and effectively and in accordance with the multi-annual strategic priorities defined by the Management Board of the agency.

The advisers support the director in his tasks by providing expertise on issues concerning research – data collection and analysis - and communication. In this context, they participate in internal and external meetings and events.

<b>Description of the activity in 2020</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
- Enhancing relevance and impact of FRA evidence and advice on fundamental rights	- Fiches - Briefings - Notes - Evaluation reports - Country Specific	- Delivery of Timely and accurate information  - Meetings arranged with the key interlocutors that	- Representatives of national administrations  - Representatives of human rights structures	- Incorporation of fundamental rights considerations in future policy responses and

<sup>12</sup> 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)

at the national and local level	Information - Events - Dialogue	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	- Civil society - Local government	action - Access for the Agency to government controlled facilities or locations - Increase and broadening of Agency's contacts - Agreement with key interlocutors on follow up activities and action - Incorporation of fundamental rights considerations in training and education modules
- Informing EU and national authorities on fundamental rights risks in priority areas	- Briefings - Notes - Country Specific information - Dialogue	- Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors	- Representatives of national administrations - European Commission Representatives - EU Agencies	- Incorporation of fundamental rights considerations in future policy responses and action - Access for the Agency to government controlled facilities or locations - Incorporation of fundamental rights considerations in training and education modules
- Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU	- Fiches - Briefings - Notes - Country specific information - Events - Dialogue	- Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors	- Representatives of national administrations - European Commission Representatives - Representatives of human rights structures - Civil Society - Local government	- Incorporation of fundamental rights considerations in future policy responses and action - Incorporation of fundamental rights considerations in training and education modules
- Creating a safe and inclusive space for dialogue with key and new actors to respond to pressing human rights challenges and shape critical	- Events - Briefings - Dialogue	- Meetings arranged with the key human rights actors under threat	- Civil society - European Commission Representatives	- Activities and events to support threatened human rights actors

agendas				
- Support effective functioning of the Executive Body	- 4 EB meetings - Decisions of the Executive Board - Proposals submitted to the MB	- Number of EB decisions - Number of proposals accepted by the MB - Number of participants in each meeting	- 95 % of the decisions adopted - 95 % of the proposals accepted - Quorum (3 members) in order to take EB decisions	- 100 % of the decisions adopted - 100 % of the proposals accepted - 95 % of all members
<b>Resources for the activity in 2020</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	6	-	0	6
<b>Budget available</b>	N/A			

### Accounting

<b>Description of the activity in 2020</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
Prepare and keep the 2020 annual accounts of the FRA, in line with the financial regulation and the Commission's accounting rules. Maintain and validate the accounting systems.	Completion of the draft and final 2020 accounts while respecting the deadlines mentioned in the Financial Regulation.	- 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 Regulation respected during the year.	- No observations from the ECA/IAS  - Clean audit report of the 2020 annual accounts i.e. no qualifications  - All deadlines respected	- No observations from the ECA/IAS  - Clean audit report of the 2020 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.	- 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.	- No payments delayed due to cash flow problems.  - No payments executed after 3 working days of signature by the Authorising Officer.	- No payments delayed due to cash flow problems.  - No payments executed after 3 working days of signature by the Authorising Officer.
<b>Resources for the activity in 2020</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	1	0	0	1
<b>Budget available</b>	€17,000			