



2021-2023

PROGRAMMING DOCUMENT



Contents

| | |
|---|------------|
| List of Acronyms | 2 |
| Mission Statement | 3 |
| FRA’s Vision | 3 |
| FRA’s Mandate | 3 |
| GENERAL CONTEXT | 5 |
| MULTI-ANNUAL PROGRAMMING 2021-2023 | 9 |
| ANNUAL WORK PROGRAMME 2021 | 35 |
| Area of activity 1: Equality and non-discrimination | 39 |
| Area of activity 2: Integration and social inclusion of Roma | 47 |
| Area of activity 3: Racism, xenophobia and related intolerance | 49 |
| Area of activity 4: Rights of the Child | 54 |
| Area of activity 1: Information society and, in particular, respect for private life and protection of personal data | 58 |
| Area of activity 2: Judicial cooperation, except in criminal matters | 64 |
| Area of activity 3: Victims of crime and access to justice | 71 |
| Area of activity 1: Migration, borders, asylum and integration of refugees and migrants | 77 |
| Area of activity: Supporting human rights systems across all MAF areas | 83 |
| Area of activity: Communicating rights across all MAF areas | 92 |
| ANNEXES | 103 |
| ANNEX I: Organisational chart | 104 |
| ANNEX II: Resource allocation per Activity 2021 | 105 |
| ANNEX III: Financial resources outlook 2021-2023 | 109 |
| ANNEX IV: Human Resources - Quantitative | 115 |
| ANNEX V: Human Resources – Qualitative | 129 |
| ANNEX VI: Environment management | 139 |
| ANNEX VII: Building policy – Year 2020 | 141 |
| ANNEX VIII: Privileges and immunities | 142 |
| ANNEX IX: Evaluation of the FRA | 143 |
| ANNEX X: Strategy for the organisational management and internal control systems including their anti-fraud strategy | 144 |
| ANNEX XI: Plan for grant, contribution or service-level agreements | 146 |
| ANNEX XII: Risks Year 2021 | 148 |
| ANNEX XIII: Strategy for cooperation with third countries and international organisations | 150 |
| ANNEX XIV: Performance Measurement Framework | 153 |
| ANNEX XV: Procurement plan Year 2021 (Financing Decisions) | 172 |
| ANNEX XVI Support Activities | 185 |

List of Acronyms

CEPOL The European Union Agency for Law Enforcement Training

CJEU Court of Justice of the European Union

CoE Council of Europe

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

CoR European Committee of the Regions

CRC UN Convention on the Rights of the Child

CRPD UN Convention on the Rights of Persons with Disabilities

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

EASO European Asylum Support Office

EBCGA (Frontex) European Border and Coast Guard Agency

ECDC European Centre for Disease Prevention and Control

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

ECRI European Commission against Racism and Intolerance

ESC (1996) European Social Charter (1996 revised)

EctHR European Court of Human Rights

EDPS European Data Protection Supervisor

EEA European Economic Area

EESC European Economic and Social Committee

EFTA European Free Trade Association

EIGE European Institute for Gender Equality

EIO European Investigation Order

EJNC European Judicial Cybercrime Network

EJTN European Judicial Training Network

ELI European Law Institute

ENISA European Union Agency for Network and Information Security

ENNHRI European Network of National Human Rights Institutions

ENO European Network of Ombudsmen

EP European Parliament

EQUINET European Network of Equality Bodies

EU European Union

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

EUROJUST - European Union Agency for Criminal Justice Cooperation

EUROPOL European Police Office

ESIF European Structural and Investment Funds

FMO Financial Mechanism Office of the EEA and Norway Grants

FRA European Union Agency for Fundamental Rights

FRANET FRA research network

GDPR General Data Protection Regulation

ICCPR International Covenant on Civil and Political Rights

IGF Internet Governance Forum

INED National Institute for Demographic Studies

IOI International Ombudsman Institute

IPO International Partner Organisation

JHA Justice and Home Affairs

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

NGO Non-Governmental Organisation

NHRIs National Human Rights Institutions

NLOs National Liaison Officers

ODIHR OSCE Office for Democratic Institutions and Human Rights

OECD Organisation for Economic Co-operation and Development

OHCHR Office of the United Nations High Commissioner for Human Rights

OSCE Organization for Security and Co-operation in Europe

PNR Passenger Name Record

SDGs Sustainable Development Goals

TCN Third-country nationals

TEU Treaty on European Union

TFEU Treaty on the Functioning of the European Union

UN United Nations

Mission Statement

FRA's Vision

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

FRA's Mandate

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

FRA's activities are organised around three main tasks:

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

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

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

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.

SECTION 1

 GENERAL CONTEXT

GENERAL CONTEXT

The COVID pandemic profoundly affected the EU and its Member States in 2020, and reshaped the priorities of the Union. The Agency's Programming Document 2021–2023 reflects these changes in the policy environment. Its current human and financial resources enable the Agency to engage on the following priorities of the European Commission for the period 2019–2024, which build on the EU Strategic Agenda for 2019–2024 agreed by the European Council:

- A Europe fit for the digital age, in particular as regards embedding fundamental rights in the digital transformation;
- An economy that works for people, in particular as regards the implementation of the European Pillar of Social Rights and the Child Guarantee;
- Promoting our European way of life, in particular as regards the Migration and Asylum Package, the Security Union, and the fight against antisemitism;
- A new push for European democracy, in particular as regards building a Union of equality.

This Programming Document is in line with the Agency's 2018-2022 Multiannual Framework, and was developed following consultations with FRA's institutional stakeholders at the national, EU and international levels, including the Council of Europe and the Fundamental Rights Platform, which is the Agency's channel for cooperation and information exchange with civil society organisations working on fundamental rights.

The Programming Document includes activities the Agency conducts to meet requests for data and evidence from EU Institutions, and in response to technical assistance and capacity building needs in EU Member States. Typically at the specific request of the European Commission, this can include research outside the thematic areas determined through the Agency's Multiannual Framework – typically in the area of judicial cooperation in criminal matters or internal security.

The success of the Agency's large-scale quantitative surveys – which provide unique data on key fundamental rights issues that is otherwise not collected at the Member State and EU level, and which directly address key elements of the Commission's priorities – has resulted in requests to undertake enhanced data collection and to repeat surveys. In 2021, the Agency – pending the potential impact of COVID-19 on fieldwork implementation – will have the first results available for the Commission from its Roma Survey 2020, which will furnish the Commission with data to populate its indicator framework on Roma. Also in 2021, the Agency will initiate fieldwork for its survey on Immigrants and Descendants of Immigrants, and will prepare for its next round of survey research with respect to the experiences of Jewish people in the EU. Further results from the Agency's Fundamental Rights Survey will be published in report form in 2021 – focusing on people's experiences of criminal victimisation, which presents the first EU-wide survey data in this area. In parallel, results from the Agency's other survey research – such as the LGBTI survey – will continue to provide evidence for different stakeholders, and will feed into the new Commission LGBTI strategy.

The Agency will continue to increase its focus on fundamental rights in the digital age, ensuring that rights apply online as they do offline. In 2021, the Agency will be able to draw on the results of its project on AI and fundamental rights, published in December 2020, to support the EU institutions' work on legislative initiatives in this area, in particular on fundamental rights aspects of artificial intelligence and the Digital Services Act. New research will be initiated in 2021 on online content moderation that will enable the Agency to further deepen its evidence base and expertise in this area. This will be underscored by other Agency research, for completion in 2021, on bias in algorithms – based on simulation case studies. Combined with the Agency's extensive experience on procedural

rights, cross-border judicial cooperation in criminal matters and victims' rights, these activities can also feed into on-going initiatives related to the digitalisation of justice.

The Agency remains heavily involved on issues of border management, 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. FRA will support the fundamental rights-compliant implementation of the Pact on Migration and Asylum, which proposed a fresh start to managing migration by increasing the efficiency of asylum and return. FRA is also expected to provide 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. The cooperation with other JHA agencies, such as Frontex, EASO and eu-LISA is intensifying, as foreseen in the broadened mandates of eu-LISA and Frontex. In addition, new fundamental rights responsibilities of Frontex and EASO result in requests to FRA to strengthen their capacities in the area of fundamental rights, as in the case of training of Frontex fundamental rights monitors.

This reflects the Agency's steps to further enhance its technical assistance and capacity-building support to the EU institutions, agencies and bodies and Member States. In parallel to its data collection through survey research on hate-motivated crime victimisation, the Agency has also increased its technical assistance to EU Member States, in the framework of the European Union High Level Group on combating racism, xenophobia and other forms of intolerance. The Agency's focus here is on working with the European Commission and Member States to improve recording, data collection and reporting of hate crime.

The Agency will support the European Commission and Member States in fulfilling and reporting on the 2020 EU Roma Strategic Framework for Equality, Inclusion and Participation and the related Council Recommendation in the context of the relaunched Roma Working Party. In 2020, the Roma Working Party developed a portfolio of indicators linked to Roma equality and inclusion objectives. Statistical data collected through large-scale surveys on Roma across several Member States are also used by the Commission and the Council to formulate appropriate Country Specific Recommendations in the context of the European Semester. In this context, the Agency's technical expertise is essential to support Member States to report on structural reforms and investment for Roma inclusion.

At the end of 2020, the European Commission adopted a new strategy on the effective application of the EU Charter of Fundamental Rights. The reinforced Strategy boosted attention to fundamental rights as a horizontal obligation for the Union and Member States. The Agency is expected to contribute to the various strands put forward in the Strategy, in particular by working with national stakeholders to enhance the use of the Charter, proactively disseminating its tools and training materials, and by supporting capacity-building related to the Charter. In 2020, the European Commission published its first annual rule of law report, and also the other EU institutions continued to give focussed attention to rule of law issues. The Agency is referred to by EU policy makers as an important source of information on fundamental rights aspects of the rule of law and will continue to provide a submission to the Commission's rule of law report on the basis of the European Union Fundamental Rights Information System (EFRIS) and its own data collection.

In response to the unprecedented situation caused by the global COVID pandemic, FRA in 2020 activated its multidisciplinary research network FRANET to collect data and information on the fundamental rights impact of the pandemic and subsequent measures taken. In a series of periodic bulletins it shed light on the impact on daily life of people in the EU, with a focus on vulnerable groups, such as older people, persons with disabilities or disadvantaged minorities such as the Roma. The Agency also examined the impact on specific rights, in particular privacy and data protection, as well as social and economic rights. In 2021, drawing on evidence from its COVID

bulletins, the Agency will devote the focus chapter of its Fundamental Rights Report to the impact of the pandemic with respect to key fundamental rights.

The Agency also actively takes part in the Justice and Home Affairs Agencies network. The JHA agencies joint response to COVID-19 in 2020 illustrated the agencies' close cooperation to support Member States in critical times. In the network, FRA also supports the annual exchange on the Charter of Fundamental Rights, following the Heads of JHA agencies' joint statement on the Charter (12 November 2019).

Finally, in 2020, the European Commission put forward a proposal for a technical review of the Agency's Founding Regulation in order to bring it line with the post-Lisbon EU legal environment and the common approach on EU agencies. At the end of 2020, the negotiations in the Council and with the European Parliament on the proposed changes to the Agency's Regulation were ongoing.

SECTION 2

 MULTI-ANNUAL
PROGRAMMING
2021-2023

MULTI-ANNUAL WORK PROGRAMME

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

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

STRATEGIC PRIORITIES

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

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

STRATEGIC PROGRAMMES

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

Within the Strategic programmes, FRA projects and activities will be described in Section 3 'Annual Work Programme 2021, line with the current MAF areas.

¹At 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 PRIORITY

STRATEGIC PRIORITIES

IDENTIFYING TRENDS: COLLECTING AND ANALYSING COMPARABLE DATA AND EVIDENCE

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

OBJECTIVES

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

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

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

Developing and using fundamental rights indicators to benchmark gaps and achievements

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

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

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

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

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

2 PRIORITY

STRATEGIC PRIORITIES

CONTRIBUTING TO BETTER LAW MAKING AND IMPLEMENTATION: PROVIDING INDEPENDENT ADVICE

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

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

OBJECTIVES

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

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

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

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

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

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

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

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

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

3 PRIORITY

STRATEGIC PRIORITIES

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

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

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

OBJECTIVES

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

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

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

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

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

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

Supporting on the ground responses to fundamental rights challenges

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

4 PRIORITY

STRATEGIC PRIORITIES

EFFECTIVELY PROMOTING RIGHTS, VALUES AND FREEDOMS

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

OBJECTIVES

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

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

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

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

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

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

Ensuring smart communications to maximise the effect of FRA outputs

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

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

5 PRIORITY

STRATEGIC PRIORITIES

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

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

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

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

OBJECTIVES

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

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

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

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

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

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

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

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

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

STRATEGIC PROGRAMMES

FAIR AND EQUAL SOCIETIES



STRATEGIC PROGRAMME

Fundamental rights challenges

Data and evidence collected by FRA consistently show that people in particular situations of vulnerability - including ethnic or religious minorities, immigrants and their descendants, LGBTI+ people, children and youth, as well as older people and people with disabilities - experience discrimination on a number of grounds, which - for certain people - can encompass racist victimisation, including hate crime and hate speech. In turn, many people face barriers

to active participation in society and have lower socio-economic outcomes in key areas of life, which can reflect patterns of inequality that persist despite the legal and policy frameworks and bodies that exist in the EU and its Member States to promote inclusion, equal treatment and non-discrimination. The outbreak of the COVID-19 pandemic further compounded existing inequalities, and responses to it continue to have a significant impact on our societies.

Legal and policy context

In June 2019, the European Council adopted the strategic agenda for the EU for the period 2019–2024, with the European Commission defining its political priorities on that basis. This has led to a greater policy focus on a fair and social Europe, as reflected in the European Commission’s work programme for 2021, which makes building a Union of equality a core policy priority for the Union.

As a result, the European Commission adopted or renewed strategies and actions plans which serve to guide the work of the Agency across core MAF areas that are encompassed under the Agency’s ‘Fair and Equal Societies’ programme. A number of these strategies and action plans directly refer to FRA’s evidence and call for FRA input. These include:

- The EU Gender Equality Strategy 2020–2025;
- The EU Strategy on Victims’ Rights 2020–2025.
- Commission’s EU Strategy to fight child sexual abuse published on 22 July 2020;
- The Action plan to implement the European Pillar of Social Rights;
- The EU Anti-racism Action plan 2020–2025;
- The EU Roma strategic framework for equality, inclusion and participation for 2020–2030, accompanied by a proposal for a revised Council Recommendation on Roma equality, inclusion and participation;
- The 2020 disability strategy;
- The 2020 EU LGBTI + strategy;
- The 2021 EU Strategy on the Rights of the Child (including a proposal for a Child Guarantee);
- The 2021 Youth Guarantee;
- The 2018 Youth Strategy
- The Green Paper on Ageing;
- The 2020 Conclusions on Human Rights, Participation and Well-Being of Older Persons in the Era of Digitalisation adopted on 13 October 2020;
- The activities of EU institutions relating to combating antisemitism and promoting Jewish life, including the forthcoming Strategy on combating antisemitism;

- The forthcoming Action Plan on integration and inclusion for 2021-2024, as announced in the 2020 Pact on Migration and Asylum

A diversity of provisions and instruments of EU law underpin these Strategies and Actions Plans, which the Agency refers to and supports in its work through the provision of evidence and expert assistance. The relevant legal basis includes, among others: Article 2, Treaty on European Union; Article 10, Treaty on the Functioning of the EU; and Title III on equality of the Charter of Fundamental Rights of the European Union, specifically: Article 21 on non-discrimination; Article 23 on equality between women and men; Article 24 on the rights of the child; Article 25 on the rights of older people; and, Article 26 on the integration of persons with disabilities.

With respect to secondary EU law, reference can also be made to the directives on racial (2000/43/EC), employment (2000/78/EC) and gender equality (2004/113/EC, 2006/54/EC), which put the principle of equal treatment in effect by laying down the framework to combat discrimination; and, more specifically, 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.

At the level of international human rights law, The UN Convention on the Rights of Persons with Disabilities, which the EU signed and ratified, and the Council of Europe Convention on preventing and combating violence against women and domestic violence, which the EU signed – are just two examples that are directly relevant to FRA's work under this Programme.

In addition, the European Pillar of Social Rights, in its principle no. 3, goes beyond the current *acquis* by

extending protection against discrimination on the grounds of religion or belief, disability, age and sexual orientation to the areas of social protection, including social security and healthcare, education, and access to goods and services available to the public. The European Pillar of Social Rights puts also an explicit focus on children in its principle 11 regarding childcare and protection from poverty. With respect to children, the Pillar reflects to a large extent provisions of the Convention on the Rights of the Child, ratified by all EU Member States. In this context, EU institutions are expected to adopt in 2021 an initiative to establish an EU Child Guarantee to ensure that children at risk of poverty or social exclusion have access to healthcare, education, decent housing and adequate nutrition.

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 the Europe 2020 strategy, as well as other relevant SDGs.

FRA's work on equality and non-discrimination is closely connected to the activities of the European Commission High Level Group on Non-Discrimination, Equality and Diversity, including its Subgroup on Equality Data, facilitated by FRA.

In the context of the EU High Level Group on combatting racism, xenophobia and other forms of intolerance, FRA is mandated to lead a Working Group on improving hate crime recording and data collection, and encouraging reporting of hate crime.

In addition, FRA is a member of the EU Framework for the CRPD, which has been tasked with the promotion, protection and monitoring of the implementation of the Convention by the EU.

FRA response in 2021-2023

A number of EU Strategies and Action Plans, as listed above, call for FRA's input. To this end, in 2021 the

Agency will initiate its latest round of survey data collection activities with respect to ethnic minorities

and immigrants through its survey on 'Immigrants and Descendants of Immigrants', and will finalise survey data collection for the 'Roma Survey 2020' (which was initiated in 2020). 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 Subgroup on Equality Data, as well as the European Commission High Level Group on combating racism, xenophobia and other forms of intolerance. FRA will continue supporting Member States to improve the effectiveness of responses to hate crime alongside the collection and use of equality data, including encouraging hate crime reporting.

To address the fundamental rights implications of growing older in the digital age – which was underlined by digital responses to COVID-19 – FRA will build on available evidence from its Fundamental Rights Survey data, and in 2021-22 will start to explore new research on age-related inequalities from a fundamental rights perspective, including both online and offline access to services. Depending on priorities, the Agency – taking also into account the implications of COVID-19 on people and the economy – may start preparations to engage in a broader research initiative on access to social rights, putting a focus on opportunities and challenges for these rights in times of digital transition. The Agency will continue also to fulfil its role within the EU Framework for the CRPD.

Furthermore, in the context of the child rights strategy including its child guarantee, as well as the youth strategy, the Agency will continue supporting Member States, through engaging with key cooperation partners and target groups, and drawing from its existing survey research. FRA will also continue to provide targeted training to the Parliament and the Commission, and capacity-building activities, in the areas of child-friendly justice and protection of children in the context of migration. As part of its capacity building efforts, FRA will further disseminate the second edition of the FRA-CoE-ECtHR Handbook on European law relating to the rights of the child.

FRA will continue to disseminate and communicate relevant findings from its surveys in different fora, which serves to underpin specific EU policies with the provision of data and indicators. FRA will also continue to refine and improve methodologies on hard-to-reach groups in its survey work on ethnic and minority groups. In 2021 FRA will have initial results for the Commission from its 'Roma Survey 2020', which will provide the baseline for monitoring progress with respect to the Commission's post-2020 Roma integration strategy – the EU Roma Strategic Framework for Equality, Inclusion and Participation. In parallel, FRA will continue to assist the Commission in its monitoring of Member States' efforts to improve the situation of Roma, through the Roma Working Party on indicators and reporting, which supports the Member States to strengthen their data collection and reporting on measures for Roma equality and inclusion.

The Agency will also continue to facilitate the work of the Commission's subgroup on equality data in the form of country visits and provision of technical assistance and capacity building to Member States.

The Agency will continue to explore the potential for activities related to the right to freedom of religion or belief, reflecting its engagement with faith communities. Evidence in this regard can be used from FRA's existing survey data, such as the antisemitism survey, its annual update of Member State data on antisemitism, alongside the Agency's bi-annual update of its online database on Anti-Muslim hatred.

FRA will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration in this regard is linking FRA's work to the indicators used in the context of EU processes – such as 'Europe post-2020'; the post-2020 EU initiative on Roma equality and inclusion – the EU Roma Strategic Framework for Equality, Inclusion and Participation; the LGBTI+ Equality Strategy; the EU Pillar of Social Rights; and the UN Sustainable Development Goals.

Expected results and potential impacts

In 2021, FRA will continue its comprehensive primary data collection efforts by completing the data collection for its Roma survey 2020, with preliminary results expected in 2021 (depending on the potential impact that the COVID pandemic has on fieldwork operations), and will launch fieldwork for the EU Survey on Immigrants and Descendants of Immigrants (COVID allowing), the results of which will be available in 2022. In 2021, the Agency will furthermore continue to disseminate findings from the Fundamental Rights survey in the form of a report on crime victimisation – which will present the first EU-wide dataset on the general population’s experiences of crime victimisation that can be broken down with respect to specific respondent groups – such as gender, age, and disability. Data from the second LGBTI survey and the Roma and Travellers survey will continue to support policy initiatives at EU and Member State level.

FRA will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2021 is linking FRA’s work in this regard to the indicators used in the context of EU processes – such as ‘Europe post-2020’; the post-2020 EU initiative on Roma equality

and inclusion – the EU Roma Strategic Framework for Equality, Inclusion and Participation; the LGBTI+ Equality Strategy, the EU Pillar of Social Rights, and the UN Sustainable Development Goals.

The Agency will also continue to facilitate the work of the Commission’s subgroup on equality data in the form of technical assistance and capacity building to Member States. In particular, the Agency will continue to provide technical assistance and capacity building on Roma integration and social inclusion to EU Member States and the Commission, focusing on monitoring and reporting with regards to Roma inclusion in the context of the post-2020 monitoring framework.

FRA will publish its annual on-line update of antisemitism data collection. 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, taking into account the new EU Strategy on the Rights of the Child, will continue to provide evidence-based advice with a particular focus on recent developments in the area of social rights and child poverty.

Risks

European Union societies are becoming increasingly diverse, and in parallel different groups can be seen to be ‘competing’ for resources – ranging from housing through to employment opportunities – with some groups being ‘left behind’. Given this, the Agency can expect increasing demands for its data collection and analysis concerning specific groups in the population, while also specifically considering fundamental rights impacts with respect to gender, age and disability. To accommodate this, in 2021 FRA will continue to conduct complex and highly resource intensive

projects in the area of fair and equal societies, including large-scale surveys and in-depth qualitative research, which will absorb a significant proportion of the Agency’s human and financial resources. However, should FRA not collect this data, there would be a significant evidential gap in the absence of equivalent data collection at EU and Member State level.

The COVID-19 pandemic and its social and economic aftermath will continue to impact on European societies in 2021 and beyond; with repercussions

disproportionately felt among vulnerable populations such as the elderly, the Roma and ethnic minorities – to name just some. The Agency’s work under the ‘Fair and Equal Societies’ Programme will need to reflect the impact of the pandemic with respect to its long-term consequences concerning the rights of specific groups in society. In turn, the pandemic can

negatively impact on the Agency’s ability to conduct fieldwork, particularly with respect to the Agency’s large-scale surveys that may be delayed. Despite risk mitigation measures, this might impact on FRA’s ability to respond to ad-hoc requests in specific areas related to its data collection.

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 have opened up great opportunities as well as serious challenges that impact on several fundamental rights. A thorough 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

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 the rights of victims of crime and the most significant rights of defendants, including vulnerable and child defendants. Yet, despite the progress, not all of these rights can be fully relied upon in practice. In relation to the rights of victims of crime, for example, the new EU Strategy on victims' rights (2020-2025) outlines several key actions needed to improve the situation, in particular by empowering the most vulnerable victims, such as victims of gender-based violence or hate crime. In 2021, the Commission intends to come up with a legislative proposal to prevent and combat specific forms of gender-based violence which also might require FRA input.

The COVID-19 pandemic underlined the importance of digital tools in the justice system, as reflected in the proposed digital judicial cooperation package, as well as the forthcoming Commission communication on digitalisation of justice. This reflects the wider focus on ensuring a Europe fit for the digital age.

FRA response in 2021-2023

Over the past years, FRA has conducted extensive research into the implementation of the Commission's roadmaps with regard to the rights of victims of crime, as well as the rights of defendants (at the request of the Commission). Building on this research, and following requests by EU institutions, FRA will continue to analyse and disseminate robust evidence assessing the state of play of the rights of different groups of victims of crime and the rights of persons involved in the criminal justice systems of Member States (including children suspected and accused of crime, in the framework of procedural rights); 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 2021, a new piece of legislation for a coordinated European approach on artificial intelligence will be submitted and negotiations will commence on the proposed Digital Services Act. In the area of cybercrime and security more broadly, legislative and policy developments at the level of EU and Member States' law have continued to take place, with the new EU Security Union Strategy 2020-2025 providing the umbrella framework for further actions and measures in this area over the next 5 years.

Policy and legislative actions have been followed up to further improve access to justice for consumers in line with the new EU consumer agenda published at the end of 2020, while the Commission continued developing its annual EU Justice Scoreboard tool to support the effectiveness of national justice systems in relation to their quality, independence and efficiency. The need to maintain an independent judiciary across the EU continued to be high on the Commission's rule of law agenda. After the publication of the first-ever annual rule of law report by the Commission in 2020, work on the overall European rule of law mechanism continued in 2021.

In 2021, FRA will finalise its research on differential responses by criminal justice systems as regards the acknowledgement of and rights afforded in practice – in line with the Victims' Rights Directive – to different groups of victims of crime. In the context of this project 'Justice for All', due attention was paid in the course of desk research to recognition of specific victim groups with reference to gender, age and disability. To the extent feasible within the project, provision of compensation for victims of crime is also looked at.

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

will also start its work on updating and extending the EU specific database on detention conditions, launched in 2019.

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

The Agency will continue with background research in preparation for the work on a legal Handbook on cybercrime and fundamental rights safeguards as well as other issues related to privacy challenges raised by new technologies. FRA will also finalise a multiannual project on AI and its fundamental rights implications, providing robust evidence to support the EU institutions' work on the forthcoming legislation covering the safety, liability, fundamental rights and data aspects of AI. In addition, FRA plans to initiate research looking into incidents of online harassment and hate speech - through data collection from selected social media channels - with a view to understanding the extent to which certain groups (e.g. women and ethnic/religious minorities) are prevented from participating in online communication as a result of being harassed or threatened online. This research will deepen the Agency's evidence base and ability to provide fundamental rights expertise on issues falling

Expected results and potential impacts

As referred to above, FRA will publish comprehensive results in 2021 on victims of crime, with respect to a report from its research 'Justice for All', which focuses on provision across the EU for different victim groups, and with regard to another report on the prevalence and nature of crime victimisation based on unique results from the Fundamental Rights Survey; the results of which - for both reports - will be of direct relevance to

within the scope of the proposed Digital Services Act. In parallel, the Agency will complete its exploratory research on bias in algorithms, which will be based on simulation studies using datasets. This will further cement the Agency's expertise and evidence-base with respect to the fundamental rights implications of AI.

The Agency will also finalise its work on the impact of the implementation of the Counter-Terrorism Directive on fundamental rights, feeding into the Commission's assessment under Article 29 of the Directive. In addition, the Agency is expecting ad-hoc requests from the Commission with regard to reviewing the legal basis for law enforcement information exchange tools. Moreover, the Agency will prepare with regard to its envisaged involvement in the JHA innovation hub, which can draw on the Agency's work in the field of AI.

Finally - in 2021 the Agency will continue disseminating the results of its EU-wide 'Fundamental Rights Survey' (FRS) on the general population's experiences of, and opinions concerning, their rights in practice, with the publication of a report from the survey on respondents' experiences of crime victimisation - which will be the first EU-wide survey data on crime victimisation. The results of this report - presenting unique data - will directly feed into the Commission's Victims' Rights Strategy. In turn, data from 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).

the Commission's Victims' Rights Strategy.

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, digital services or security measures, are designed in a fundamental rights complaint way. As two examples - FRA has provided input and is referenced with respect to the new Victims' Rights Strategy and the Security Strategy - which underlines the importance of FRA's evidence-base and its relevance to new EU policy frameworks. In turn, the Agency also provides a fundamental rights framing of key areas with respect to the procedural

Risks

As regards defence rights, risks can arise from a societal climate that, in emphasising the need to step up security measures, may work 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.

rights of suspects and defendants, including the most vulnerable - with on-going research (at the direct request of the Commission) on procedural safeguards for children.

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.

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

MIGRATION AND ASYLUM



STRATEGIC PROGRAMME

Fundamental rights challenges

The Agency will use its fundamental rights expertise to support EU legislative and policy work and to promote fundamental rights compliant implementation of EU law. Targeted FRA research and analysis will fill knowledge gaps. Through its visits and 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 authorities mistreating migrants and refugees at borders increase. Public health measures are not always sensitive to the needs of refugees. 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 also creating public health risks. 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 EU IT systems and used for migration management as well as security purposes. Diverse hurdles limit refugees' access to rights.

EU 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

The EU has adopted over 50 binding secondary EU law instruments on asylum, visas, borders, immigration, trafficking in human beings, smuggling of migrants as well as return and readmission. Since 2006, the CJEU has adjudicated some 185 cases in these policy fields. In 2020 the European Commission presented the Pact on Migration and Asylum, proposing a fresh start to managing migration by increasing the efficiency of asylum and return. The Commission proposed regulations on screening of arrivals at external borders, asylum, and how to address migration crisis situations. Suggested measures increase efficiency but raise significant fundamental rights risks. To mitigate such risks, the European Commission suggests amongst others the creation of independent national mechanisms to monitor fundamental rights at borders. In 2021, the

EU will implement the new rules on large-scale IT systems, significantly affecting the processing of travellers' and migrants' personal data. Action plans complement legislation on return, migrant smuggling, 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 (EBCGA, Frontex), EASO and EUROPOL – are active on the ground to support Member States, adding a new dimension compared to other policy areas. The Frontex' Standing Corps – the first armed EU force – illustrates the risks that the EU may find itself accountable for possible fundamental rights violations. Operational deployments are also likely to increase in third countries, particularly to support border

management and return. 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.

FRA response in 2021-2023

Building on its past work, FRA addresses both the legislative and policy level, as well as implementation of policies on the ground. The Agency will support a fundamental rights compliant implementation of the measures that will be adopted under the Pact. The Commission proposes that FRA supports the Member States in the establishment of independent national mechanisms to monitor fundamental rights at borders and by contributing to migration situational awareness. Over 50 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 Frontex, EASO and eu-LISA and close cooperation with other JHA Agencies enabled these partners to benefit from FRA's fundamental rights expertise. As foreseen under the Frontex Founding

In 2021 the Commission will present a new strategy for the future of Schengen to preserve and improve a functioning Schengen area that might involve the Agency in its preparation and implementation.

Regulation, FRA is also supporting the establishment of Frontex Fundamental Rights Monitors. FRA and eu-LISA have agreed on a cooperation plan for 2021-23 to outline their areas of cooperation more concretely. FRA contributes to the work carried out by the EU Agencies in the context of the 2018 Joint statement of Commitment to work together to address trafficking in human beings. FRA's participation in Commission-lead working groups with Member States, in European Parliament hearings and Council Working Parties offer important fora to share FRA's findings and expertise. The temporary deployment of FRA experts to EU Member States most affected by new arrivals allows FRA to support the EU actors on the ground with applicable fundamental rights expertise calibrated to the practical challenges. FRA's regular overviews of fundamental rights challenges in selected Member States document trends, emerging challenges and promising practices.

Expected results and potential impacts

In the field of asylum and migration, the fundamental rights protection developed over the last 70 years will likely continue to be challenged, with some actors perceiving it as too protective. The Agency will continue its upstream work with EU institutions and agencies, its field research, and support to strengthening capacities to ensure fundamental rights compliance on the ground. 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 translation and proactive

dissemination of the joint handbook with the European Court of Human Rights as well as of other FRA tools and guidance 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 legally possible, EU institutions, agencies and Member States increasingly value FRA's expertise

resulting in the Agency being invited to provide input on more and more policy discussions, showing where the red lines are. This may lead FRA to overstretch its

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

such as participation in conferences, due to limited capacity, which may create a reputational risk. Finally, travel restrictions dictated by public health concerns bring the risk that FRA may lose its contacts with the field.

SUPPORTING HUMAN RIGHTS SYSTEMS

STRATEGIC PROGRAMME

Fundamental rights challenges

Supporting the EU and its Member States to respect fundamental rights is FRA's core objective. In order to achieve this, FRA will continue its cooperation and consultation with various actors, including public bodies and civil society organisations responsible for the promotion and protection of human rights at national and international level. To ensure that fundamental rights are fulfilled, participation of and collaboration among the various actors involved in a 'joined-up approach' is essential. Each 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, experience sharing or co-ordination limit the potential and impact of fundamental rights actors. FRA, with its cross-national and cross-sectorial mandate, provides support in this regard, providing information on fundamental rights challenges, good practice solutions and facilitating joined-up 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'. Discussions are also underway in relation to other Council of Europe treaties. In addition, the EU and its Member States are 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 as of 2020 an annual rule of law report. An increasing number of the Commission's infringement proceedings against EU Member States refer to failure to comply with Charter provisions, as does a significant part 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 legal opinions from the Agency on fundamental rights compatibility of legislative proposals.

The Agency's evidence shows that both awareness and use of the Charter is low at national level and the potential of the Charter to reinforce rights protection remains underused. In 2020, to remedy this situation, the European Commission adopted a new Strategy for the Implementation of the Charter.

The 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 together with the European Parliament, the European Ombudsman and the 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 monitoring the implementation of the CRPD, as well as promoting the Convention, which FRA does through data collection and analysis, as well as awareness raising.

FRA response in 2021-2023

Through its research, institutional cooperation, communication and capacity-building activities, FRA will continue to support human rights systems in the EU. It will do so by: providing tools for systematic human rights work on the ground; connecting actors to facilitate sharing of good practices in areas where progress is needed; and providing assistance and expertise to reinforce fundamental rights compliance in the EU. This will be done in accordance with the standards and values of EU treaty law and international instruments, with an explicit focus on promoting the EU Charter of Fundamental Rights. The Agency will also continue to provide data and information to the European Commission's annual rule of law report. FRA will maintain its close cooperation with key organisations of the international human

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

Expected results and potential impact

The Agency's fundamental rights expertise, resources and convening powers support stronger and more sustainable human rights systems in the EU and its Member States. The Agency makes international human rights commitments and assessments more visible and accessible to EU stakeholders through the European Union Fundamental Rights Information System (EFRIS). Complementing the activities of the European Commission under a new 2020 Charter Strategy, the Agency promotes awareness and use of the EU Charter at the national level in particular, by

providing tools and building national capacities in cooperation with multipliers. 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, as well as the EU Framework set up to monitor the implementation of UN Convention on the Rights of Persons with Disabilities by the EU.

Risks

Institutions and bodies with a human rights remit continue to 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. 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. The aftermath of the COVID-19 responses will likely further affect the work on human rights while calling for continued human rights assessment to ensure that rights are duly acknowledged both in the response to the pandemic as well as in the recovery measures taken.

COMMUNICATING RIGHTS

STRATEGIC PROGRAMME

Fundamental rights challenges

Even before the coronavirus changed the world, information moved around digitally, including 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. However, increasingly FRA also 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.

The outbreak of COVID-19 created a challenging situation for the communication of the Agency's

evidence. The Agency successfully responded to this situation by publishing -so far- four Bulletins on 'Coronavirus pandemic in the EU - Fundamental Rights Implications'.

FRA's Communicating Rights Programme helps to foster best practice among human rights communicators across the EU, and mainstreams 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 works 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 priorities: 'Effectively promoting rights, values and freedoms'. In addition, Council Conclusions

of 12 October 2017 on the application of the EU Charter of Fundamental Rights states in Paragraph 9 that "The Council invites the Fundamental Rights Agency to work together with Member States to facilitate the exchange of good practices, tools and methods [...] on the communication of fundamental rights, values and freedoms".

FRA response in 2021-2023

The Agency is committed to building on its strong base to further 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, such as podcasts) 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 create 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 new avenues:

- new approaches to data-visualisation
- improving FRA's audio-visual storytelling through the use of video on our website and social channels as well as podcasts and fully virtual events (or 'hybrid' events).
- 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' at the Fundamental Rights Forum 2021 to ensure that we remain at the cutting edge of communications best practice
- working with influential partners (ranging from organisations to individuals) who can use our data and narratives to reach a wider audience than we could alone reviewing our use of email and 'owned' and 'earned' social media, to ensure that we can reach our target audiences as required as and when we launch new reports.

Expected results and potential impacts

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

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

Both of these outcomes would explicitly support the Agency's broader objectives. By doing so, the Agency would seek to become even more of the EU centre of

expertise when it comes to data on fundamental rights across the EU.

At the same time, our communicating rights activity would help to reinforce FRA's position (and 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, compounded currently with the impact of Covid-19, 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 strategy will help us communicate more effectively than ever before.

SECTION 3



ANNUAL WORK PROGRAMME 2021

INTRODUCTION

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

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

A) FAIR AND EQUAL SOCIETIES

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

B) JUST, DIGITAL AND SECURE SOCIETIES

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

C) MIGRATION AND ASYLUM

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

D) SUPPORTING HUMAN RIGHTS SYSTEMS

- Projects and activities covering all MAF areas

E) COMMUNICATING RIGHTS

- Projects and activities covering all MAF areas

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

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

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

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

Executive summary

In 2021, a significant data-based output of the Agency will continue to be the results from the 'Fundamental Rights Survey' (FRS) – the first EU-wide survey of the general population's experiences of, and opinions concerning, their rights in practice; the results of which will be integrated into other work undertaken by the Agency in 2021, given that the survey encompasses all programmatic areas of the Agency's work ranging from 'Just, Digital and Secure Societies', 'Fair and Equal Societies', and encompassing 'Migration and Asylum', as well as relating to work on 'Supporting Human Rights Systems' and 'Communicating Rights'. With regard to this survey and other deliverables/activities in 2021, the Agency will continue mainstreaming gender equality, rights of the child and of 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 and in line with the Commission's requests, the Agency will 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, including children suspected or accused of crime. In this context, the Agency will also start its work on updating and extending the EU specific database on detention conditions launched in 2019.

Findings from the FRA's project on artificial intelligence and big data, with respect to their impact on fundamental rights, will be further rolled out in 2021 - building on the report launched in December 2020 at a joint event with the German Presidency of the Council of the EU. In addition, FRA will initiate research into incidents of online harassment and hate speech.

As regards the programme area 'Fair and Equal Societies', FRA's large-scale survey data collection will form a central pillar of the Agency's work in 2021 – both with respect to new survey research and the roll-out and reanalysis of findings from existing FRA surveys..

The Agency's next round of comparable survey data collection on the Roma was initiated 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 (pending the potential impact of COVID on fieldwork data collection). In 2021, fieldwork on surveying other groups will be initiated under the FRA's EU Survey on Immigrants and Descendants of Immigrants. Data collection for both surveys will allow for the disaggregation of results by gender and age, and with regard to disability – where sufficient numbers of respondents identify themselves as having a disability.

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

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

FRA will continue to provide technical assistance and capacity building drawing on its strengths in research and analysis as well as its convening power. This enables FRA to provide in-depth assessments, gaps and needs analyses, as well as robust options for the way forward anchored among relevant stakeholders and policy contexts. FRA's capacity-building work will be guided by and support the implementation of EU strategies and action plans. The capacity-building work in the area of migration will support a fundamental rights compliant implementation of the

Pact on Asylum and Migration. Work will largely focus on Member States with an external borders, such as Greece, on vulnerable groups and EU IT systems. The capacity-building work in the area of Roma inclusion will support the implementation of the EU Roma Strategic Framework, through the work of the Roma Working Party. Bilateral capacity-building work on Roma will also continue under the EEA/Norway grants as well as through national level support based on the results of the Roma and Travellers survey. Supporting the implementation of the Action Plan against Racism and the Victims' Rights Strategy, FRA will continue to assist Member States to improve responses to hate crime through the FRA-led 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 work will be boosted by the report on 'reporting' to be published in 2021. FRA will also continue to provide advice on how to prevent discriminatory profiling. To support the EU strategy on the rights of the child, expected to be adopted in 2021, FRA will continue to strengthen the capacity of its partners and stakeholders to promote children's rights and participation. Replication of successful approaches and work through multipliers are horizontal considerations in the capacity-building work of the Agency.

Under the strategic programmes 'Supporting human rights systems' and 'Communicating rights', the Agency will implement projects that cover more than one MAF area. FRA will focus on activities that strengthen fundamental rights frameworks and

reinforce rights compliance in the EU, including by promoting the EU Charter of Fundamental Rights in support of the European Commission's campaign launching a new Charter strategy. The Commission's rule of law work will also be supported.

The year 2021 will also see the third Fundamental Rights Forum take place.

The Agency will also 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 (Fundamental Rights Report) will provide an overview on the situation of fundamental rights in the EU covering all MAF areas. FRA will continue to enhance its European Union Fundamental Rights Information System (EFRIS), a searchable interface for available evidence from international human rights monitoring mechanisms including Council of Europe, UN and EU mechanisms. The Agency will continue to roll out the findings of its 2020 report on National Human Rights Institutions, to help strengthen the role of such bodies in EU Member States. The Fundamental Rights Platform (FRP) will continue to be a space to engage with civil society and the Agency will continue its periodic reporting on civic space issues 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 and updating its tool Charterpedia.

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 2021, FRA will publish a report on the implementation of the Equality Directives, will make available initial results from the Roma Survey 2020 (pending the impact of COVID on fieldwork data collection), and will launch the fieldwork for the EU Survey on Immigrants and Descendants of Immigrants. The Agency will continue to release further findings related to Equality and Non-Discrimination from the Fundamental Rights Survey, the second LGBTI survey and the Roma and Travellers survey - considering targeted analyses with regard to gender, age and disability. Based on findings from its surveys and other research, FRA will continue to provide technical assistance and capacity building to EU institutions and Member States in the area of equality and non-discrimination. The European Commission's "Green Paper on Ageing", triggering a broad debate on the long-term impacts of demographic change, will frame the Agency's work on dignity and independence in old age and specifically on aging in digital societies, which FRA proposes to explore in future. 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 start developing its work with respect to social rights and digitalisation. In all its work and projects FRA will take into account the implications of the COVID-19 pandemic on the fundamental rights and the well-being of people. FRA will also continue to closely follow the impact of the COVID-19 pandemic on all FRA fieldwork activities that are planned for 2021 and on the timely publication of various FRA reports and the launch of results.

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

Multiannual projects continuing in 2021

- Completion of fieldwork and initial results from the Agency's latest Roma Survey 2020, considering targeted analyses with regard to gender, age and disability;
- Dissemination of relevant findings related to equality and non-discrimination from FRA's Roma and Travellers' survey, the Fundamental Rights survey and the second EU LGBTI survey, considering targeted analyses with regard to gender, age and disability;
- Supporting the use of survey findings by national actors to strengthen their capacities – Roma and Travellers Survey and LGBTI Survey;
- Fieldwork for the EU Survey on Immigrants and Descendants of Immigrants will be initiated.

New projects in 2021

There are no new projects planned for 2021. However, the following 'third priority' projects will begin if funds become available in the course of the year:

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

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

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

Expected results

- The Agency will continue to provide and publish, as relevant, findings in different formats from its large-scale surveys; including the provision of preliminary results to the Commission from the Roma Survey 2020:
 - The Roma Survey 2020
 - The second LGBTI survey
 - The Roma and Travellers survey 2019
 - The Fundamental Rights survey (Strategic Programme B)
- The Agency will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2021 is linking FRA's work in this regard to the indicators used in the context of EU processes – such as 'Europe post-2020', the post-2020 EU initiative on Roma equality and inclusion, the LGBTI+ Equality Strategy, the Gender Equality Strategy, the Rights of the Child strategy and the UN Sustainable Development Goals – to name some examples.

A 1.1 – Roma Survey 2020

| | | | | |
|--|-------------------|------------------------|-----------------|-------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES | PRIORITY 1 | Start date: 01/01/2020 | STATUS: ongoing | TYPE: multiannual |
| Area of activity 1: Equality and non-discrimination | | | | |

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

The 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." The 2018 Communication on the evaluation of the EU Framework called for a portfolio of Roma integration objectives, targets and indicators to improve effectiveness, requesting FRA's support and technical assistance to develop data collection, reporting and analysis to track progress, contribute to the systematisation of knowledge and promote policy learning. 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 antigypsyism; the Resolution refers to the Agency's survey data. The Communication of the European Commission from September 2019, which is (among others) based on EU-MIDIS II survey data on the Roma, identified independent quantitative and qualitative monitoring and evaluation to measure progress as one of the success factors for planning, implementation and monitoring Roma inclusion interventions.

This Roma survey 2020 is an integral part of the Roma-targeted work of the Agency. In the course of 2021, FRA will complete fieldwork data collection on the Roma and will begin data analysis (taking into account the specific experiences of women, different age groups, and people with disabilities).

Data on Roma collected through this survey will be available in 2021 and will serve as a baseline for the post-2020 EU Roma equality and 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). For some countries, the survey will produce data allowing for analysis of trends over time. The survey findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. At the Member State level, the survey results will help guide the activities of local authorities, National Roma Contact Points, NHRIs/Equality Bodies and civil society.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|--|
| <ul style="list-style-type: none"> ➤ Completion of the survey fieldwork (data collection); ➤ Analysis of the survey data; ➤ Dissemination of previous survey results, and preparation of new survey results, related to this project; ➤ Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the EU | <ul style="list-style-type: none"> ➤ Final data set; ➤ Survey outputs in different formats; focusing on data for the Commission on key indicators ➤ Advice to key stakeholders. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The European Commission, the European Parliament Council of the EU ➤ EU MSs including local authorities ➤ NRCs, NHRIs/Equality Bodies ➤ International Organisations (Council of Europe, OSCE, UN, OECD) ➤ Civil society, community and professional organisations ➤ Media |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 55,000 | - | - |
| <i>Temporary Agents</i> | 0.49 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 1.35 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.12 | <i>Communications & Events</i> | | 55,000 | - | - |
| Total | 1.96 | Total | | 110,000 | - | - |

A 1.2 – EU Survey on immigrants and descendants of immigrants

| | | | | |
|--|-------------------|------------------------|-----------------|-------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 1: Equality and non-discrimination | PRIORITY 1 | Start date: 01/01/2020 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|------------------------|-----------------|-------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

In 2021, FRA will initiate the fieldwork for the EU survey on immigrants and descendants of immigrants, while preliminary results will be available in 2022. The survey results will be analysed for different groups, including among others people of African descent and those identifying as Muslims when asked about their religion in the survey. The survey results will provide timely and relevant EU-wide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on integration and social inclusion such as the Commission’s renewed Action Plan on integration 2020). The findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. Data collection will take into account the specific experiences of women, different age groups, and people with disabilities. The survey findings will support the further development of fundamental rights indicators in the area of immigrant integration, building upon previous EU-MIDIS survey findings, relevant work on outcome indicators by Eurostat and other EU institutions, the OECD, 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 PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ Fieldwork for the full-scale survey; ➤ Analysis of survey data; ➤ Dissemination of previous survey results related to this project; ➤ Evidence-based advice to EU institutions and Member States; ➤ Cooperation and consultation with stakeholders and survey experts in the preparation in raising awareness about the survey | <ul style="list-style-type: none"> ➤ Survey deliverables |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The European Parliament, Council of the EU; European Commission ➤ EU MSs including local authorities ➤ NHRIs/Equality Bodies ➤ International Organisations (Council of Europe, OSCE, UN, OECD) ➤ Civil society, community and professional organisations ➤ Media |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 2,500,000 | - | - |
| <i>Temporary Agents</i> | 1.39 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.45 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 2.12 | <i>Communications & Events</i> | | - | - | - |
| Total | 3.96 | Total | | 2,500,000 | - | - |

A 1.3 - EU LGBTI Survey II

| | | | | |
|--|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 1: Equality and non-discrimination | PRIORITY 1 | Start date: 01/01/2018 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

In 2020, the Agency has delivered the second survey on LGBTI persons, which provided valuable data to inform the Commission's LGBTI+ Equality Strategy. Other relevant EU legislation and policy areas for consideration with respect to the survey's results include the EU directives on employment equality, the Victims' Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people - noting those included in the Council of Europe Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity. The results will further inform initiatives undertaken by Council of Europe, United Nations, OSCE as well as civil society organisations and national human rights bodies.

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➢ Further analysis of survey results, considering targeted analyses ; ➢ Cooperation with key stakeholders in promoting and disseminating the survey findings; ➢ Provision of technical assistance and capacity building to EU institutions, Member States, and other relevant stakeholders where relevant and needed to raise awareness and encourage the effective use of data. | <ul style="list-style-type: none"> ➢ One thematic report; ➢ Technical assistance and capacity-building workshops; ➢ Published data set |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➢ The European Parliament, Council of the EU; European Commission ➢ EU Member States including local authorities and communities; ➢ NHRIs/Equality Bodies ➢ International Organisation (Council of Europe, UN, OECD) ➢ Specialised Agencies, EU Agencies ➢ Civil society; community and professional organisations; ➢ Media |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 15,000 | - | - |
| <i>Temporary Agents</i> | 0.24 | <i>Technical Assistance & Capacity building</i> | | 10,000 | - | - |
| <i>Contract Agents</i> | 0.35 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.16 | <i>Communications & Events</i> | | 20,000 | - | - |
| Total | 0.75 | Total | | 45,000 | - | - |

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

Strategic programme: **Fair and Equal Societies**
Area of activity: **Equality and non-discrimination**

PRIORITY 3

Start date:
01/01/2021

STATUS: **NEW**

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2019, more than 90 million people in the EU-27 (around 20% of the total population) were over the age of 65. Eurostat estimates that this age group will make up around 24% of the EU's population by 2030, reaching 30% by 2070. The 2020 report of the European Commission on the impact of demographic change in the EU underlines the increase in life expectancy in Europe and the shrinking of working-age population as major trends in the EU. FRA's Bulletins on the impact of COVID-19 pandemic revealed the increased challenges that older people face, in particular with respect to the right to health and participation in all aspects of social life as well as providing evidence on the positive effects of the digitalisation. In October 2020, the Council of the EU adopted Council Conclusions stressing the need to strengthen the rights of older persons in the era of digitalisation and which invite the Agency to explore the impact of digitalisation on the fundamental rights, active participation and well-being of older persons. In 2021, the European Commission will launch a Green Paper on ageing triggering a broad debate on the long-term impacts of the demographic change. The Green paper is expected to address in particular the issues of care and pensions - whether the social protection systems across the EU are fit to deal with the needs of an ageing population-, and how to foster active ageing. Several of the principles of the European Pillar of Social Rights, proclaimed in 2017, signal strong political support for a more social Europe and are directly linked to fundamental rights in old age, particularly as regards equal treatment, old-age income and pensions, healthcare as well as access to essential services such as transport, financial services and digital communication. The European Commission will publish in 2021 an action plan for the implementation of the Pillar, identifying among its priorities the well-being of older persons. At the global level, a number of sustainable development goals (SDGs) are also relevant for the well-being of older persons and their rights, particularly SDG 10 on reducing inequality.

Considering the impact of the COVID-19 pandemic on older people, the project addresses the fundamental rights implications of growing older in the digital age, focusing on access to online and offline services. Through analysis of available primary and secondary data, including data from FRA's Fundamental Rights survey, it will identify persisting data and knowledge gaps as regards the experiences of older persons in exercising their rights. In this regard, FRA will cooperate with other EU agencies, as relevant, with respect to research on health and care services for older persons. By providing evidence on age-related inequalities from a fundamental rights perspective, FRA contributes to promoting a rights-based approach towards ageing in the digital age, taking into account the multiple identities of older persons, especially with regard to gender, disability and their socio-economic background. In 2021 (phase 1), FRA will carry out desk research and analysis of existing primary and secondary data on the legal and practical barriers faced by older people in exercising their rights, including the use of and access to new technologies. This phase includes also a mapping of age requirements or other legal provisions related to the rights of older persons through FRANET. In 2022 (phase 2), FRA will conduct qualitative research in selected Member States on key issues identified during Phase 1. In 2023 (phase 3), FRA will analyse and publish different outputs and disseminate its findings and opinions. The Charter of Fundamental Rights, prohibits in Article 21 discrimination on the ground of age, and enshrines in Article 25 the right for older persons "to lead a life of dignity and independence and to participate in social and cultural life". The protection of the rights of older persons is also included in the provisions of the revised EU Social Charter of the Council of Europe

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Stakeholder consultation; ➤ Desk and FRANET research (Phase 1): mapping and analysis of existing data. | <ul style="list-style-type: none"> ➤ Preliminary findings from Phase 1 ➤ FRANET reports ➤ Focus paper |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ EU institutions; ➤ National public authorities; National Human Rights Structures; professional organisations (e.g. social services); specialised CSOs at EU national levels ➤ International Organisation (Council of Europe, UN, OECD) ➤ Specialised Agencies, EU Agencies ➤ Civil society; community and professional organisations: Media |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | - | - | 300,000 |
| <i>Temporary Agents</i> | 0.20 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 0.25 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | 0.05 | <i>Communications & Events</i> | - | - | - |
| Total | 0.50 | Total | - | - | 300,000 |

A 1.5 Social rights in the digital age

Strategic programme: **Fair and Equal Societies**

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

PRIORITY 3

Start date:
01/01/2021

STATUS:
NEW

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2017, EU institutions proclaimed the European Pillar of Social Rights. It reflects a strong political commitment and a common aspiration to move towards a more 'social Europe'. A major principle included in the Pillar is that everyone has the right to equal treatment as regards employment, social protection, education, and access to goods and services, while equal opportunities of under-represented groups should be fostered. In addition, the Pillar contains provisions related to a number of areas, from education and health, to fair wages and unemployment benefits, or minimum income and old age income. It recognises also the right of everyone to access essential services of good quality, including digital communications, and provides for support to access to such services for those in need. Its implementation is identified among the main policy objectives and priorities of the EU Funds for the period 2021-2027. In 2021, the European Commission will adopt an Action plan on the European Pillar of Social Rights.

The COVID-19 pandemic has highlighted further the need of bringing forward the implementation of the European Pillar of Social Rights. It has accelerated the process of digitalisation and amplified its impact on all aspects of life, including on access to online and offline services. Moreover, the pandemic showed how essential it is to ensure availability and access to digital tools for the enjoyment of social rights. Existing data, including data from FRA's Fundamental Rights survey, point to an unequal access to digitalisation, the use of computers and internet services by different groups of the population, such as persons with low income or persons living in remote rural areas (including children and youth living in those areas), persons with disabilities or older persons. This 'digital divide' adversely affects certain groups in the exercise of their rights, notably social rights such as access to education, employment, social assistance and protection, health or access to essential services. It is crucial therefore, that advancing the European digital agenda goes hand in hand with strengthening the social dimension of the EU and that vulnerable groups are not left behind (for example children living in materially deprived households). The fast development of digitalisation of public and social services bears risks and opportunities. These include the risk of excluding those who have limited or no access to the internet or computers as well as the risk of AI-driven bias built into the delivery mechanisms of social services; and opportunities to facilitate access to services outside working hours, in remote areas and across borders. The project will identify the challenges and opportunities for social rights in the digital age and seek answers to the following questions: What role could digitalisation play in improving access to social rights? Does digitalisation lead to exclusion of particular groups? Under which conditions could digitalisation be part of a social Europe fit for the digital age? In 2021, FRA will analyse relevant data, drawing on findings from its EU-wide surveys, such as the Fundamental Rights Survey, and on other sources such as Eurostat and Eurofound data, as well as on the Agency's work on the implications of the pandemic on fundamental rights. Based on results from this work, in 2022 FRA will collect information through FRANET on institutional structures, legislation, policies and practices with respect to digital services as they relate to the area of social rights (Phase 2), while in 2023, the Agency will conduct qualitative research in selected EU MSs based on the findings from Phase 1 and 2. Findings will help the EU and the Member States to promote equal access to and equal enjoyment of social rights in the digital age. In this research, FRA will closely cooperate with Eurofound and other relevant EU Agencies and international organisations (e.g. OHCHR) with respect to their work on social rights and digitalisation.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

- Stakeholder consultation;
- Desk research and mapping and analysis of existing primary and secondary data (Phase 1).

OUTPUTS

- Preliminary findings from phase 1;
- Focus paper

TARGET GROUPS AND BENEFICIARIES

- EU institutions;
- National public authorities;
- National Human Rights Structures; professional organisations (e.g. social services); CSOs at EU/national levels.
- International Organisation (Council of Europe, UN, , OECD)
- Specialised Agencies, EU Agencies
- Civil society; community and professional organisations;
- Media

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| <i>Temporary Agents</i> | 0.25 | <i>Research and Data</i> | | - | - | 100,000 |
| <i>Contract Agents</i> | 0.15 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>SNEs</i> | 0.55 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| | | <i>Communications & Events</i> | | - | - | 10,000 |
| Total | 0.95 | Total | | - | - | 110,000 |

A 1.6 – Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”

| | | | | |
|--|-------------------|-------------------------------|------------------------|--------------------------|
| <i>Strategic programme A: FAIR AND EQUAL SOCIETIES</i> <i>Area of activity 1: Equality and non-discrimination</i> | <i>PRIORITY 1</i> | <i>Start date: 01/01/2017</i> | <i>STATUS: ongoing</i> | <i>TYPE: multiannual</i> |
|--|-------------------|-------------------------------|------------------------|--------------------------|

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, including various Commission Strategies and Action Plans that call on FRA’s input.

Additional activities in the area of “Non-Discrimination” focus on the Agency’s task to provide evidence-based assistance and expertise through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU and national levels. This can include activities related to equal treatment and all forms of discrimination, including background research relating to Article 21 on non-discrimination of the Charter of Fundamental Rights of the European Union, as well as on discrimination on the grounds of nationality. This will be achieved through a combination of desk research, meetings with stakeholders and awareness raising through participation at relevant meetings, events and conferences, also following up on reports published by the Agency in previous years. In 2021, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity and supporting the work of its 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.

In addition, FRA will continue to participate in the activities of the European Network of Equality Bodies, Equinet’s working group on research and data collection, and to provide technical assistance and capacity building regarding data collection.

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 PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | |
|-------------------------|-------------|---|--------------------------|--------------------------|
| | | 1 st priority | 2 nd priority | 3 rd priority |
| <i>Temporary Agents</i> | 1.80 | <i>Research and Data</i> | 40,000 | - |
| <i>Contract Agents</i> | 0.55 | <i>Technical Assistance & Capacity building</i> | 5,000 | - |
| <i>SNEs</i> | 0.45 | <i>Institutional Cooperation & Networks</i> | 5,000 | - |
| Total | 2.80 | <i>Communications & Events</i> | 20,000 | - |
| | | Total | 70,000 | - |

Strategic programme A

FAIR AND EQUAL SOCIETIES

Area of activity 2: Integration and social inclusion of Roma

The Agency will further develop the evidence base on Roma inclusion that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the EU Roma Strategic Framework for Equality, Inclusion and Participation until 2030 and the related Council Recommendation. The findings from the Roma survey 2020 and the Roma and Travellers' survey 2019 will serve as a baseline for the post-2020 EU Roma agenda and will feed into the Commission's monitoring of progress made in regard to equality and inclusion of Roma. The Agency will provide technical assistance to the Commission and Member States in the areas of data collection and the development of tools to monitor progress on Roma, notably through the FRA-led Roma Working Party on indicators and reporting. Capacity-building activities include support to the Bulgarian national statistical institute for using data on hard-to-reach populations in the policy process and ad hoc requests for support by other Member and candidate countries with observer status at FRA following the experience States, such as Slovakia and Czechia. Drawing on the results of the Roma and Travellers survey, FRA will support the development of targeted policy responses on the ground by working with the Roma and Travellers communities and other key stakeholders. Combatting antigypsyism is an important element of the new EU Roma Strategic Framework, and the findings on discrimination, poverty and deprivation of Roma and Travellers in the survey will also contribute to dispel prejudice that fuel antigypsyism and hate crime against and exclusion of Roma. In its capacity-building work FRA will also draw upon the findings of its research on the impact of the COVID-19 pandemic on Roma and Travellers.

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

Multiannual projects continuing in 2021

- Providing technical assistance on Roma inclusion to EU institutions and Member States, based on data from the Roma and Travellers' survey, EU-MIDIS II and Roma Survey 2020 and other FRA work (projects A.2.1);
- Technical assistance to the Bulgarian national statistical institute for generating data on hard-to-reach populations at risk of violation of their fundamental rights (Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021)(project F.1.2)
- Roma Survey 2020 (project A 1.1 under area of activity 1 - 'Equality and Non-Discrimination') will provide data that is of direct relevance to area of activity 2.

Expected results

- Production and dissemination of further outputs in different formats of the Roma and Travellers' survey results 2019, including disaggregated data with respect to gender and age;
- Participation and inclusion of Roma and Travellers supported through workshops and trainings in the Member States
- Support the development of process and outcome indicators related to the EU Roma strategic Framework of Roma for equality, inclusion and participation in the in the key policy areas.
- Support provided to Member States in their efforts to develop sound national data and to monitor progress on Roma equality and inclusion within the Roma Working Party as well as on a bilateral basis.
- Support the development of methodologies for matching data from various sources, incl. territorial characteristics, to build indicators on social inclusion of hard-to-reach populations developed and tested in the context of the Bulgarian project under EEA/Norway grants; policy relevant reports

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

| | | | | |
|---|------------|------------------------|-----------------|-------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES | PRIORITY 1 | Start date: 01/01/2017 | STATUS: ongoing | TYPE: multiannual |
| Area of activity 2: Integration and social inclusion of Roma | | | | |

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In response to 2011 EU Framework for National Roma Integration Strategies up to 2020 and the 2013 Recommendation on Roma integration, the Agency laid the basis for providing technical assistance and capacity building support in the area of Roma integration, including through the Working Party on Roma indicators and reporting. In 2020 the Agency supported the Member States and the Commission in monitoring and reporting on Roma equality and inclusion by developing a portfolio of Roma inclusion targets and indicators in the policy areas of education, employment, health (including disability), housing, discrimination and antigypsyism, fighting poverty and promoting empowerment and participation (with particular focus on children, youth and women). In 2021, FRA will continue to provide expertise and technical assistance to support the implementation of the 'EU Roma Strategic Framework for Equality, Inclusion and Participation' launched in October 2020. Such support will draw upon Roma surveys as well as the findings of the project on 'Local Engagement for Roma Inclusion' and the EEA/Norway Grants project on the development of novel methods for collecting data on the status of hard-to-reach populations. The Agency will also continue to build the capacities of the Roma communities in the five EU Member States covered by the Roma and Travellers survey 2019 (Belgium, France, Ireland, Netherlands, and Sweden), through participatory engagement methods. The activities of the project will take into account the specific situation of young people, women, and persons with disabilities.

The work within this process encompasses three complementary strands:

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

PROJECT OBJECTIVES

- To support Member States and the Commission on reporting and monitoring under the EU Roma Strategic Framework for Equality, Inclusion and Participation' launched in October 2020;
- Using the outputs of Project F1.2 (TA to Bulgarian National Statistical Institute) to strengthen stakeholders' capacity to apply data in the policy-making process;
- To make findings of FRA available to policy makers and Roma communities in a proactive manner to support Roma participation;
- To assist Member States, rights holders and other key stakeholders on national, local and regional level in their efforts to prevent and counter discrimination, antigypsyism and social exclusion of Roma and Travellers;
- To fine-tune and update EU indicators to monitor progress of the 2020 EU Roma strategic framework

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <p>A. Indicators development:</p> <ul style="list-style-type: none"> Develop further outcome and process indicators addressing the issues highlighted in the EU Strategic Framework on Roma inclusion, including descriptions of the indicators and implementation guidelines <p>B. Support to the European Commission and Member States:</p> <ul style="list-style-type: none"> Facilitate exchange of good practices in the framework of the Working Party on Roma indicators and reporting; Provide technical assistance to support data collection methods and the use of indicators Making FRA findings available to key policy makers at EU, as well as national level and other relevant stakeholders; <p>C. Engagement with Roma communities, different levels of government and international organisations</p> <ul style="list-style-type: none"> Foster Roma participation in policy-making processes by making relevant data available to relevant stakeholders Organise meetings, workshops and other outreach activities; participate in meetings and events Develop targeted analysis and briefs. | <ul style="list-style-type: none"> Additional headline outcome and process indicators, including detailed descriptions and implementation guidelines Update of the reporting templates and country profiles in the framework of the EU Roma Working Party; Input for Commission communications and ad-hoc technical assistance, including for developing responses to address COVID-19 related challenges Roma and Travellers face Additional findings based on the Roma and Travellers Survey, such as country briefs and disaggregated data analyses meeting needs of stakeholders Preparation and presentation of relevant papers and other inputs, including in the context of the Roma Working Party Country launches and capacity building workshops to support the use of Roma and Travellers survey data in national and local contexts for policy-making processes |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> The European Parliament, Council of the EU; European Commission, international organisations Member States including local authorities and communities NRCPs, NHRIs/Equality Bodies Civil Society and professional organisations Roma and Travellers |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | - | - | - |
| <i>Temporary Agents</i> | 2.04 | <i>Technical Assistance & Capacity building</i> | 80,000 | - | - |
| <i>Contract Agents</i> | 0.80 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | 0.17 | <i>Communications & Events</i> | - | - | - |
| Total | 3.01 | Total | 80,000 | - | - |

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 of the Racial Equality Directive, the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law, the Victims' Rights Directive, the Commission's EU anti-racism action plan 2020-2025, the EU Strategy on Victims' Rights. This area of activity will also involve assistance to Member States and other key stakeholders in their efforts to prevent and counter hate crime under the EU High Level Group on combating racism, xenophobia and other forms of intolerance. The assistance includes recording, data collection and encouraging reporting of hate crime. FRA will also coordinate the up-dating of the key guiding principles on encouraging reporting and collaboration between authorities and civil society organisations, publish the report on encouraging reporting and up-date its online compendium of practices for combating 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 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). FRA will ensure support to and cooperate in regard to the policy objectives of the Commission Coordinator on combating anti-Muslim hatred. A gender perspective is mainstreamed within and at various stages of all these activities, and – where relevant with respect to available data – FRA's work also looks at the intersection between racism, xenophobia and related intolerance with respect to age and other grounds (such as disability). Findings from the FRA surveys on immigrants and their descendants in the EU, and on Roma, as well as relevant results from the Fundamental Rights Survey will continue to feed, as relevant, into different activities of this area of the agency's work.

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

Multiannual projects continuing in 2021

- Annual update based on data collection on antisemitism in the EU – based on secondary source material from Member States;
- Capacity building and technical assistance in the area of hate crime;
- Update of the online compendium of practices for combating hate crime;
- Roma survey 2020 (Project A.1.1 - under area of activity 1 'Equality and Non-Discrimination' – is relevant to area of activity 3);
- EU survey on immigrants and descendants of immigrants (Project A.1.2 - under area of activity 1 'Equality and Non-Discrimination' – is relevant to area of activity 3);
- Online database on evidence of anti-Muslim hatred (third priority).

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

- Providing targeted fundamental rights assistance and expertise to EU institutions/agencies in response to EU

Expected results

- Publication of annual antisemitism data collection update;
- Update of the online Compendium of practices for combating hate crime;
- Support to key stakeholders at national, EU and international level to improve their responses to hate crime and racism. This includes improving national structures and processes encouraging victims from different backgrounds to report their experiences to the authorities, and to improve access to justice and protection.
- Further dissemination and awareness raising of the updated online database of anti-Muslim hatred (from 2020).

A 3.1 – Antisemitism: Data collection and analysis

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 3: Racism, xenophobia and related intolerance | PRIORITY 1 | Start date: 01/01/2014 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

Every year, the Agency compiles existing information on the situation of data collection on antisemitism in the EU, which enables the identification of trends in data collection, since antisemitism remains an issue of concern to the EU and its Member States. The report also contains information concerning manifestations of antisemitism identified in other FRA projects, as well as an overview of remarks issued by international organisations with respect to the EU Member States on the issue of antisemitism. Furthermore, the report provides an overview of national action plans to combat antisemitism and the use of the non-legally binding working definition of antisemitism, developed by the International Holocaust Remembrance Alliance (IHRA). The data collected for this report – which is based on existing information made available by government and non-government sources – does not allow for a specific focus on gender, disability or age.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ Data collection and analysis; ➤ Publication and communication of results; ➤ Capacity building activities and provision of evidence-based advice in the area of antisemitism. | <ul style="list-style-type: none"> ➤ Annual update on the situation of data collection on antisemitism in the EU – online; |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The European Parliament, Council of the EU, European Commission ➤ Member States ➤ NHRIs/Equality Bodies ➤ Civil Society and professional organisations ➤ Intergovernmental/International organisations (Council of Europe, UN, OSCE) ➤ Media |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | 3,000 | - | - |
| <i>Temporary Agents</i> | 0.44 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 0.05 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | 2,000 | - | - |
| Total | 0.49 | Total | 5,000 | - | - |

A 3.2 – Technical assistance and capacity building in the area of hate crime

| | | | | |
|---|-------------------|----------------------------------|---------------------------|-----------------------------|
| <i>Strategic programme A: FAIR AND EQUAL SOCIETIES</i> <i>Area of activity 3: Racism, xenophobia and related intolerance</i> | PRIORITY 1 | <i>Start date:</i> 01/09/2019 | <i>STATUS:</i> ongoing | <i>TYPE:</i> multiannual |
|---|-------------------|----------------------------------|---------------------------|-----------------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2016, the European Commission launched the EU High Level Group to combat racism, xenophobia and other forms of intolerance and requested FRA to facilitate a Subgroup on methodologies for recording and collecting data on hate crime. The FRA-led Subgroup (2016-2018) assisted Member States to develop methodologies to improve recording and data collection of hate crime. The methodology developed by the Subgroup rests on two pillars: the key guiding principles on improving recording for law enforcement and support for its implementation through country diagnostic workshops; and exchange of expertise and experiences among the states through country study visits and a published research report. In 2018, under the EU High Level Group to combat racism, xenophobia and other forms of intolerance, the Commission proposed the creation of working groups to continue assisting Member States based on the methodology FRA had already developed. FRA assumed responsibility for the working group on recording and collecting data on hate crime, incl. encouraging reporting of hate crime and cooperation between authorities and civil society organizations. FRA's 2021 report on encouraging reporting of hate crime reflects this new strand of work covered by the Working group's terms of reference. Under the umbrella of the EU High Level Group, and in tandem with FRA's research on racism and victims of crime, FRA will continue delivering 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, Commission's EU Action Plan on Racism and Xenophobia, Victim's Rights Directive and the activities under the EU High Level Group on combating racism, xenophobia and other forms of intolerance. FRA will also continue operational cooperation with Equality Bodies, intergovernmental and international organisations, such as OSCE ODIHR, ECRI and OHCHR, and with Eurostat with respect to work in this area. Hate crime motivated by gender and disability is also taken into account, as relevant, in FRA's work. Findings from the FRA surveys on immigrants and their descendants in the EU, and on Roma, as well as relevant results from the Fundamental Rights Survey will be used.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|--|
| <ul style="list-style-type: none"> ➢ Provide technical assistance to Member States to improve their efforts in combatting hate crime through diagnostic workshops, carried out together with OSCE ODIHR; Facilitating the exchange of practices between Member States through regular meetings and ad hoc expert seminars; ➢ Facilitating peer-to-peer country visits for members of the working group; ➢ Targeted stakeholder communication and awareness raising activities; Update of the online Compendium of practices on combating hate crime; ➢ Explore drafting factsheets or similar on the role of Equality Bodies in encouraging reporting of hate crime; ➢ Re-print existing reports as required; ➢ If feasible, organise presidency launch event for the launch of the Report on encouraging reporting of hate crime; ➢ Participate in meetings and events. | <ul style="list-style-type: none"> ➢ Report on encouraging reporting of hate crime; ➢ Two sets of key guiding principles: one on encouraging reporting of hate crime and another on cooperation with civil society organisations on hate crime recording, data collection, and encouraging reporting, endorsed by EU's High level group on combating racism, xenophobia and related intolerance; Infographics on encouraging reporting; ➢ Diagnostic workshops, launch event, expert meetings, seminars and workshops carried out in the Member States; ➢ Peer to peer country visits carried out; ➢ Updated online Compendium of practices for combating hate crime; ➢ Factsheet or similar on the role of Equality Bodies in encouraging reporting of hate crime; ➢ Preparation and presentation of relevant opinions, papers, presentations and other outputs. |
| <h4>TARGET GROUPS AND BENEFICIARIES</h4> <ul style="list-style-type: none"> ➢ National authorities ➢ Civil society organisations ➢ EU Institutions, bodies and agencies ➢ International organisations (CoE, UN, OSCE ODIHR) ➢ Equality Bodies and NHRIs. | |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| <i>Temporary Agents</i> | 0.94 | <i>Research and Data</i> | - | - | - |
| <i>Contract Agents</i> | 0.50 | <i>Technical Assistance & Capacity building</i> | 35,000 | - | 20,000 |
| <i>SNEs</i> | 0.62 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| | | <i>Communications & Events</i> | 5,000 | - | - |
| Total | 2.06 | Total | 40,000 | - | - |

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

Strategic programme A: **FAIR AND EQUAL SOCIETIES**

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

PRIORITY 3

Start date:
01/01/2017

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

In 2017-18 FRA developed an online database with available case law, findings of national research, and other information on anti-Muslim hatred. The database was updated in 2020. The work under this project takes into account monitoring work carried out by UN bodies and the CoE, as well as database initiatives by the OSCE/ODIHR, such as the Tolerance and Non-Discrimination Information System (TANDIS) and Legislationline.org. In 2021, FRA will update the database – pending available resources.

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 PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|--|
| <ul style="list-style-type: none"> ➤ Maintain the online database; ➤ Stakeholder meeting to review the database; ➤ Missions and participation in external meetings as relevant | <ul style="list-style-type: none"> ➤ Functional online database – update |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ 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 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | 80,000 |
| <i>Temporary Agents</i> | 0.34 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.10 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.20 | <i>Communications & Events</i> | | - | - | - |
| Total | 0.64 | Total | | - | - | 80,000 |

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

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 3: Racism, xenophobia and related intolerance | PRIORITY 1 | Start date: 01/01/2017 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA’s work in the above areas, including various Commission Strategies and Action Plans that call on FRA’s input.

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 includes activities related to ethnic discrimination, racism, xenophobia and related intolerance, which are of direct relevance to various Commission Strategies and Action Plans; encompassing also, for example, 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 PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | 10,000 | - | - |
| <i>Temporary Agents</i> | 0.94 | <i>Technical Assistance & Capacity building</i> | 5,000 | - | - |
| <i>Contract Agents</i> | 0.10 | <i>Institutional Cooperation & Networks</i> | 5,000 | - | - |
| <i>SNEs</i> | 0.90 | <i>Communications & Events</i> | 20,000 | - | - |
| Total | 1.94 | Total | 40,000 | - | - |

Strategic programme A

FAIR AND EQUAL SOCIETIES

Area of activity 4: Rights of the Child

FRA's work on the rights of the child will continue to be mainstreamed across areas of FRA work. The work of the Agency in this area has been framed by, amongst others, 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" and the European pillar of Social Rights, 2017. Future work will support the implementation of the forthcoming 2021 Strategy on the Rights of the Child and the initiative to establish an EU Child Guarantee to tackle child poverty (in the form of a Council Recommendation to be adopted in 2021). The engagement in the area of justice will continue and be framed by EU legislation on victim's rights, procedural safeguards, trafficking in human beings and sexual abuse, sexual exploitation and child pornography, procedural safeguards for children suspected or accused of a crime, as well as the Brussels IIa Regulation, amongst others. The focus on migrant children, in particular those who are unaccompanied, will continue, taking into account, amongst others the Pact on Asylum and Migration. The work of the Council of Europe, UN, and other stakeholders will be duly taken into account. FRA will continue to provide evidence-based advice to EU Member States to raise awareness of children's rights, by promoting and supporting child participation in policy discussions and research and by developing necessary tools and guidance. FRA will also continue its capacity building activities in the area of rights of the child, and engage with key partners such as the Commission and the European Parliament.

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

Multiannual projects continuing in 2021

- The work on the rights of the child continues to be mainstreamed in research, communication, institutional cooperation as well as technical assistance and capacity building. Tools and guidance will support FRA's work with key cooperation partners such as the Commission;
- Update of Handbook on Rights of the Child;
- The Agency will continue to provide targeted evidence-based advice and capacity building in the context of its previous work on for instance children's participation in criminal, civil and administrative judicial proceedings, child poverty, minimum ages, children in migration, children with disabilities;
- The Agency will provide targeted evidence-based advice on its findings on young age groups, based on data included in its surveys, such as on immigrants and their descendants, Roma, LGBTI and Fundamental Rights;
- The Agency will explore further opportunities to involve children in the policy debates through child participation, such as the Fundamental Rights Forum and through joint efforts with key cooperation partners, such as the Commission, European Parliament, Council of Europe and UNICEF.
- Project B 2.4 on 'Procedural Rights of Children in Criminal Proceedings' – under Strategic Programme B – is of direct relevance to area of activity 4.

Expected results

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

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

| | | | | |
|--|-------------------|-------------------------------|------------------------|--------------------------|
| <i>Strategic programme A: FAIR AND EQUAL SOCIETIES</i> <i>Area of activity 4: Rights of the Child</i> | <i>PRIORITY 1</i> | <i>Start date: 01/01/2019</i> | <i>STATUS: ongoing</i> | <i>TYPE: multiannual</i> |
|--|-------------------|-------------------------------|------------------------|--------------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In the past years, FRA has completed a significant amount on research on the rights of the child. To build capacities among practitioners it has also produced a number of tools, such as handbooks, checklists and videos in areas such as child-friendly justice, child poverty, guardianship and trafficking of children. FRA has provided 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

The project will allow the Agency to continue to provide evidence based assistance and advice through targeted engagement with key stakeholders, thereby ensuring that FRA evidence informs and feeds into policy processes at the EU as well as at the national level. The project will also provide technical assistance and capacity building to key actors (authorities, professionals, civil society) on local, regional, national and European level. This also includes the development of tools and methodologies to facilitate the participation of children themselves through consultations and interactive workshops in the context of the Fundamental Rights Forum, for instance. The work on child rights continues to be mainstreamed throughout the Agency's research, for example in respect to migration, trafficking in human beings, equality, Roma, access to justice, data protection, etc. relevant activities may cover a range of areas. Since the Agency is also mainstreaming gender as well as disability, the intersectionality with these areas will particularly underline the situation of girls and children with disabilities. The Agency's work will continue to focus on the situation of children in a vulnerable situation. The Agency will through targeted engagement with key stakeholders 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 advice and expertise to selected stakeholders on different aspects relating to the rights of the child and in particular on how to promote and safeguard the best interests of the child by making FRA research findings available to stakeholders, sharing also promising practices;
- Up-date the FRA handbook on the rights of the child in light of latest legislative developments;
- Carry out technical assistance and capacity building at the EU, national and local levels by promoting the use of FRA handbooks, tools and other materials among relevant stakeholders;
- Publish specific analysis on child rights issues based on existing and new data, as required;
- Carry out communication and awareness raising activities on child protection and participation;

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Provide evidence-based advice to EU institutions, agencies and Member States as well as international organisations. This includes, for instance, tailor-made input to Council Working Parties and the European Parliament Committees. It also includes expert meetings by the European Commission, such as the European Commission forum on the rights of the child, and by other EU agencies as well as Council of Europe and UNICEF . ➤ Promote FRA child protection and child participation tools; ➤ Update of Handbook on Rights of the Child; ➤ Engaging with civil society organisations, such as NGOs and professional associations; ➤ Develop targeted analysis and briefs, when required; | <ul style="list-style-type: none"> ➤ Tailor-made input into legislative, policy or other documents provided to EU institutions / agencies; ➤ Targeted input in meetings, training and events; ➤ Selected publications on the rights of the child translated. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The European Commission, the European Parliament and other EU institutions, bodies and agencies ➤ Member States ➤ NHRIs/equality bodies/ombuds institutions ➤ Specialized agencies ➤ Other international organizations, such as the Council of Europe ➤ Civil society including professional organizations and children themselves |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|---------------|--------------------------|--------------------------|--------------------------|
| <i>Temporary Agents</i> | 0.79 | <i>Research and Data</i> | - | - | - | - |
| <i>Contract Agents</i> | - | <i>Technical Assistance & Capacity building</i> | 25,000 | - | - | - |
| <i>SNEs</i> | 0.27 | <i>Institutional Cooperation & Networks</i> | - | - | - | - |
| Total | 1.06 | <i>Communications & Events</i> | - | - | - | - |
| | | Total | 25,000 | - | - | - |

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

| | | | | |
|--|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme A: FAIR AND EQUAL SOCIETIES Area of activity 4: Rights of the Child | PRIORITY 1 | Start date: 01/01/2020 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In 2015 FRA, in close cooperation with the Council of Europe, published the Handbook of European Case-law on the Rights of the Child. The Handbook provides practitioners involved in the legal protection of the rights of the child, both at the national and international levels, with a manual containing the 'international standards' on child protection and child participation, including as it derives from European jurisprudence. This comprises case-law of the European Court of Human Rights (ECtHR), and the Court of Justice of the European Union (CJEU) and decisions of the European Committee of Social Rights (ECSR). The aim of the handbook is to support practitioners in ensuring the 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, sexual exploitation and sexual abuse. Particular consideration will be paid to gender-specific dimensions. 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 Council of Europe Strategy for the Rights of the Child as well as the implementation of the 2021 EU strategy on the rights of the child, 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, and the UN Committee on the Rights of the Child (UN CRC)
- 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 Priorities 2018-2022.

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 0.85 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | - | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.05 | <i>Communications & Events</i> | | 80,000 | - | 170,000 |
| Total | 0.90 | Total | | 80,000 | - | 170,000 |

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

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

PRIORITY 1

Start date:
01/01/2020

STATUS:
ongoing

TYPE: Annual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

A number of FRA studies and surveys have highlighted the particular vulnerability of certain children and young people in the EU with regard to fundamental rights. The EU [strategic agenda 2019-2024](#) recognises the particular vulnerability of young people to inequalities². It will be the framework for EU policies in the coming years. Based on the Council resolution of 26 November 2018, the EU developed the [EU Youth Strategy](#), which is the framework for EU youth policy cooperation for 2019-2027. It intends to bring the EU closer to young people and to help address issues of concern to them through for instance reliable and sound data collections on the respective issues as in surveys and administrative data. Another recent development is the portfolio 'Innovation and Youth' [proposed](#) by the [new Commission](#)³ emphasising the role of young people in addressing the EU's current challenges.

Specifically, the project will report in 2021 on the fundamental rights situation of children based on disaggregating data for the age group 16 to 24 years from selected survey research carried out by the Agency. Namely, the Agency undertook a statistical analysis of selected data from FRA's EU-MIDIS II survey data to explore areas such as children and young persons' rights awareness, experiences of potential discrimination, and their use of complaint mechanisms.

PROJECT OBJECTIVES

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

LINK TO FRA MULTI-ANNUAL OBJECTIVES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|--|
| <ul style="list-style-type: none"> ➤ Dissemination of the findings, including the report on these ➤ Communicating experiences of young people who are in particularly vulnerable situations as well as of the so-called general population to policy makers on European and national level; ➤ Consulting with young people throughout the project on best approaches concerning relevance, priorities and outreach activities through (virtual) meetings and online consultations; ➤ Meetings with relevant actors and cooperation partners such as the Council of Europe on their work on young people's access to rights; ➤ Presentations on findings and key messages amongst others the FRA Fundamental Rights Forum 2018. | <ul style="list-style-type: none"> ➤ A report on the findings; ➤ Targeted promotion material, as relevant; ➤ Targeted input (report findings and recommendations) to youth meetings, awareness raising and capacity building activities, e.g. event of the European Youth Capital 2021, EP and EC youth events and others |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ Beneficiaries representing children and youth, young Roma, young migrants, young LGBTI persons ➤ European Parliament, Council, European Commission, and other EU agencies and bodies ➤ National authorities ➤ National Human Rights Institutions, equality bodies, ombudspersons (incl. for children) ➤ Specialised agencies ➤ Other IGOs, e.g. Council of Europe, UNICEF, OHCHR, etc. ➤ Civil society incl. European Youth Forum, Eurochild, etc. ➤ Professionals working with children and young people |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 0.34 | <i>Technical Assistance & Capacity building</i> | | - | - | 30,000 |
| <i>Contract Agents</i> | - | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.10 | <i>Communications & Events</i> | | 10,000 | - | 14,000 |
| Total | 0.44 | Total | | 10,000 | - | 44,000 |

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

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

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

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

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

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

Multiannual projects continuing in 2021

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

New projects in 2021

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

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

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

Expected results

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

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

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

PRIORITY 1

Start date:
01/01/2021STATUS:
NEWTYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➢ Data collection from selected online portals and analysis of data; ➢ Background research on policies and laws regulating online content; ➢ Stakeholder/expert meetings. | <ul style="list-style-type: none"> ➢ Data collected in a selected number of member states; ➢ Reports from stakeholder/expert meetings |
| | TARGET GROUPS AND BENEFICIARIES |
| | European Commission (DG JUST and DG CNECT), EIGE, Council of Europe, United Nations, OSCE, Civil society, major online companies |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 150,000 | - | - |
| <i>Temporary Agents</i> | 0.25 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 1.20 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.10 | <i>Communications & Events</i> | | - | - | - |
| Total | 1.55 | Total | | 150,000 | - | - |

B 1.2 Capacity building and technical assistance 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: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA survey results indicate experiences of unlawful profiling by minorities, Roma, Jews, Muslims, LGBTI people and people of African descent. A trust-based relationship between the police and the population as a whole in its diversity can help to increase crime reporting by victims to the police. As a result, the police can better protect victims and this ultimately contributes to achieving a just and cohesive society with fewer tensions. To support fundamental rights awareness by the police, FRA has developed practical capacity building tools such as the 'Fundamental rights based police training' tool, two guides on the prevention of unlawful profiling, and a compendium of practices for combating hate crime. In 2019-2020, FRA contributed to strengthening capacities among police officers through CEPOL webinars, organised workshops for equality bodies and a conference in cooperation with the Independent Police Complaints Authorities' Network (IPCAN.) It also contributed to supporting civil society organisations, such as the Open Society Institute (OSI) in their activities to effectively step up efforts to combat unlawful profiling.

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

FRA will also explore the possibility to support the implementation of the EU anti-racism action plan 2020-2025 through the development of a compilation on good practices to promote fair policing. This is in response to the Action Plan which calls for FRA "...to collect and disseminate good practices promoting fair policing, building on their existing training manual and guide on preventing unlawful profiling."

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to all FRA Strategic Priorities.

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|--|
| <ul style="list-style-type: none"> ➢ Capacity building activities, such as CEPOL webinars, national workshops with police complaints bodies, NHRIs/ equality bodies; ➢ Participation in meetings and events; ➢ Engaging with OHCHR, UN CERD and Council of Europe, for instance PACE, as well as civil society organisations ➢ Translation, publication and dissemination of the guide in selected EU languages; ➢ Assessing existing practices promoting fair policing through research (third priority) | <ul style="list-style-type: none"> ➢ Webinars, workshops and trainings on the prevention of unlawful profiling; ➢ Meetings with stakeholders and experts; ➢ Translations of the guide of preventing unlawful profiling; ➢ A compilation of good practices promoting fair policing (third priority) |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➢ National human rights institutions and equality bodies; civil society organisations engaged on this subject such as Open Society Institute; ➢ National equality bodies, and network organisations such as IPCAN and EQUINET ➢ JHA agencies ➢ Law enforcement and border authorities, police and border training entities ➢ Council of Europe, Office of the High Commissioner for Human Rights (OHCHR), Committee on the Elimination of Racial Discrimination (CERD); Parliamentary Assembly of the Council of Europe; |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | - | - | 80,000 |
| <i>Temporary Agents</i> | 0.70 | <i>Technical Assistance & Capacity building</i> | 5,000 | - | 40,000 |
| <i>Contract Agents</i> | 0.45 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | - | - | 10,000 |
| Total | 1.15 | Total | 5,000 | - | 130,000 |

B 1.3– Artificial Intelligence, Big Data and Fundamental Rights

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

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

PRIORITY 1

Start date:
01/01/2019

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

PROJECT OBJECTIVES

- Assess current challenges faced by public administration and businesses in complying with fundamental rights when using 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 PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

- Dissemination of outputs based on the main results report published in 2020;
- Based on a feasibility assessment, prepare a report based on a case study research showing fundamental rights challenges related to the use of algorithms through either online experiments or simulation studies (e.g. discrimination in the use of algorithms).

OUTPUTS

- 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 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 20,000 | - | - |
| <i>Temporary Agents</i> | 0.55 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.90 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | 15,000 | - | - |
| Total | 1.45 | Total | | 35,000 | - | - |

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

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

PRIORITY 1

Start date:
01/01/2017STATUS:
ongoingTYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA's work in the above areas, including various Commission Strategies and Action Plans that call on FRA's input.

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

Gender related issues, rights of the child and of persons with disabilities will be taken into account, as relevant, in FRA's work in this area – reflecting the nature of specific requests and available evidence.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 10,000 | - | - |
| <i>Temporary Agents</i> | 1.25 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.10 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.05 | <i>Communications & Events</i> | | - | - | 150,000 |
| Total | 1.40 | Total | | 10,000 | - | 150,000 |

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

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

PRIORITY 3

Start date:
01/01/2019STATUS:
ongoingTYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | 45,000 |
| <i>Temporary Agents</i> | 0.25 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.10 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.05 | <i>Communications & Events</i> | | - | - | - |
| Total | 0.40 | Total | | - | - | 45,000 |

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

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

In previous years, the Agency has developed two strands of research on judicial cooperation, one relating to the rights of suspected and accused persons, the other to the rights of detainees. The former strand encompasses the Agency's publication on Access to a lawyer and the European arrest warrant (2019); Rights of suspected and accused persons as concerns translation, interpretation and information (2016), and the Handbook on access to justice (2016) as far as it relates to the rights of suspected and accused persons. In 2020, at the request of the Commission, the Agency started a new project on the presumption of innocence, and in 2021 FRA will start research on the procedural rights of children suspected or accused of crime. FRA's current research builds on components of the Agency's previous publications on fundamental rights aspects in EU cross-border transfers (2016), the Handbook on access to justice (2016), and research on criminal detention in the EU – conditions and monitoring (2019) (which will be updated in 2021). 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 these and other projects have been undertaken at the direct request of the European Commission, which continues to report on Member States' compliance with the EU instruments adopted under the Criminal Procedural Roadmap – to which FRA evidence contributes or in the context of the evaluation of the fundamental rights impact of the EU instruments, such as the Terrorism Directive. Through research with rights holders and duty bearers, the Agency's work in this area has focused on the rights of individuals as 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 the context of the European Commission's annual rule of law reporting, FRA – within its mandate - will continue supporting the Commission's efforts in gathering relevant data and information in this area through its targeted work in the field of fundamental rights and justice, as well as through its qualitative research and quantitative surveys.

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

Multiannual projects continuing in 2021

- The Agency will provide evidence based advice to EU institutions and EU Member States on criminal procedural rights, in particular on the relevant aspects of the right to be presumed innocent until proven guilty and on procedural safeguards for children (at the direct request of EU institutions).
- The Agency will provide evidence based advice to EU institutions and EU Member States on the Terrorism Directive's impact on fundamental rights and freedoms.

New projects in 2021

- The Agency will provide evidence based advice to EU institutions and EU Member States on criminal procedural rights of children suspected and accused of crime.
- The Agency will update and extend the scope of its current online criminal detention database.

Expected results

- The Agency's fundamental rights expertise – which is underpinned by evidence contained in FRA's publications under this area of activity – will, together with the action of other stakeholders, support the EU and its Member

States in applying existing fundamental rights standards in the area of judicial cooperation, as well as responding to ongoing challenges in this area in a fundamental rights compliant manner.

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

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 2: Judicial cooperation, except in criminal matters | PRIORITY 1 | Start Date: 16/12/2019 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ Specific stakeholder communication and awareness raising activities. | <ul style="list-style-type: none"> ➤ 9 FRANET country reports (draft); ➤ 1 comparative report |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The project has been requested by the European Commission, which is the main beneficiary ➤ Other EU Institutions ➤ International organisations ➤ EU Member States ➤ Legal professionals involved in criminal proceedings ➤ Civil Society Organisations |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 5,000 | - | - |
| <i>Temporary Agents</i> | 0.20 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.30 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | 10,000 | - | - |
| Total | 0.50 | Total | | 15,000 | - | - |

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

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 2: Judicial cooperation, except in criminal matters | PRIORITY 1 | Start Date: 01/01/2017 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities, which are primarily based on FRA’s work in the above areas, including various Commission Strategies and Action Plans that call on FRA’s input.

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 PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 10,000 | - | - |
| <i>Temporary Agents</i> | 0.95 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.25 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 1.20 | Total | | 10,000 | - | - |

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

| | | | | |
|---|------------|---------------------------|--------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 2: Judicial cooperation, except in criminal matters | PRIORITY 1 | Start date: 01/01/2020 | STATUS: ongoing | TYPE: multiannual |
|---|------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA MULTI-ANNUAL OBJECTIVES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Analysis of research findings; ➤ Drafting of research findings for the European Commission and of the main report; ➤ Specific stakeholder communication and awareness raising activities. | <ul style="list-style-type: none"> ➤ Research findings for the European Commission; ➤ Main report. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ 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 |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 10,000 | - | - |
| <i>Temporary Agents</i> | 1.0 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.30 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.15 | <i>Communications & Events</i> | | - | - | - |
| Total | 1.45 | Total | | 10,000 | - | - |

B 2.4 – Procedural rights of children in criminal proceedings

| | | | | |
|---|-------------------|--|--------------------------|-----------------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 2: Judicial cooperation, except in criminal matters | PRIORITY 1 | Start Date: 01/12/2020 End date: 31/12/2022 | STATUS ongoing | TYPE: multiannual |
|---|-------------------|--|--------------------------|-----------------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The directive on procedural safeguards for children who are suspects or accused persons in criminal proceedings (Directive 2016/800/EU), which is part of the Criminal Procedure Roadmap set out in the Stockholm programme, was adopted in 2016, with the transposition deadline having expired on 11 June in 2019. According to Article 25 of the directive, the Commission shall, by 11 June 2022, 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 procedural safeguards for children who are suspects or accused persons in criminal proceedings are respected throughout the EU, in accordance with existing international standards and guarantees; in particular those relating to the child's best interests and the child's right to be heard in accordance with Article 24 of the Charter of Fundamental Rights of the European Union (EU Charter) as well as the right to a fair trial and the rights of defence arising from Articles 47 and 48 of the EU Charter and Article 6 of the European Convention on Human Rights (hereinafter the ECHR). By ensuring the minimum standards across the EU in this area, the new rules are supposed to contribute to the strengthening of the Member States' trust in each other's criminal justice systems.

The project, as requested by the European Commission, will complement the Commission's implementation report due in June 2022, further exploring practices and opportunities in the context of the application of the minimum procedural safeguards under the directive, such as the child's right to a lawyer and legal assistance, individual assessment, and safeguards when children are deprived of their liberty. 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, will build on the findings of FRA's previous projects in this area, namely on: the right to interpretation, translation and information; the right of access to a lawyer and the rights of persons requested under the European Arrest Warrant; presumption of innocence; as well as FRA's work on rights of the child, particularly in the area of child friendly justice and mapping minimum ages in judicial proceedings. Apart from the relevant standards of the EU (incl. the EU Charter) and the Council of Europe such as the Council of Europe guidelines on child-friendly justice, due regard will be also given to relevant standards from the United Nations such as General Comment 24 to the UN CRC on children's rights in the child justice system.

PROJECT OBJECTIVES

- Contribute to the Commission's assessment under Article 25 of Directive 2016/800/EU;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns specific aspects of the procedural rights of children who are suspects or accused persons in criminal proceedings

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ FRANET research covering selected countries on how procedural safeguards are implemented in practice | <ul style="list-style-type: none"> ➤ FRANET guidelines |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The project has been requested by the European Commission, which is the main beneficiary; ➤ Other EU Institutions; ➤ International organisations; ➤ EU Member States; ➤ Professionals (judges, lawyers, police officers, social workers) working in criminal proceedings where children are involved; ➤ Civil Society Organisations ➤ Children who are suspects or accused persons in criminal proceedings. |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | - | - | - |
| <i>Temporary Agents</i> | 0.75 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 0.60 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | 0.35 | <i>Communications & Events</i> | - | - | - |
| Total | 1.70 | Total | - | - | - |

B 2.5- Criminal detention in the EU - conditions and monitoring - update

| | | | | |
|---|-------------------|---------------------------|-----------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 2: Judicial cooperation, except in criminal matters | PRIORITY 1 | Start date: 01/01/2021 | STATUS: NEW | TYPE: multiannual |
|---|-------------------|---------------------------|-----------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

PROJECT OBJECTIVES

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

LINK TO FRA MULTI-ANNUAL OBJECTIVES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ FRANET desk research covering 27 countries; Targeted stakeholder consultation and communication. | <ul style="list-style-type: none"> ➤ Updated and extended on-line database ➤ 27 FRANET country reports (draft) |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ The project has been requested by the European Commission, which is the main beneficiary ➤ Other EU Institutions ➤ International organisations ➤ EU Member States ➤ Legal professionals involved in criminal proceedings ➤ Civil Society Organisations |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 170,000 | - | - |
| <i>Temporary Agents</i> | 0.10 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.30 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.15 | <i>Communications & Events</i> | | - | - | - |
| Total | 0.55 | Total | | 170,000 | - | - |

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

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

The Victims' Rights Directive (part of the 'Budapest Roadmap') requires Member States to present data on how victims are accessing their rights. On 11 May 2020, the European Commission adopted a report on the implementation of this instrument, showing that it has not yet reached its full potential in several Member States. In addition the EU's first ever Victims' Rights Strategy 2020-2025 outlines further actions to be undertaken to ensure that victims can fully enjoy their rights. With its past and ongoing work in this area, FRA will continue supporting the Commission as well as EU Member States in their work on victims of crime, including by identifying practical measures and promising practices to guide Member States in addressing the specific needs of victims, including child victims and victims of terrorism, severe forms of labour exploitation, hate crime and of gender-based or domestic violence (for example, drawing on FRA's research findings on victims, which the Agency will also share with EIGE), and through dissemination of its findings from the Fundamental Rights Survey on the general population's experience of criminal victimisation and non-reporting to the authorities. Building on its previous work in the area of business and human rights and access to justice for victims of business related abuses of human rights, furthermore, FRA can contribute to the Commission's work on due diligence requirements through the supply chain to prevent human rights abuses and environmental harm and to provide access to remedies for victims.

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

Multiannual projects continuing in 2021

- The Agency will publish its final findings from its project 'Justice for all: Equal access to criminal justice for all victims of crimes against the person'.
- FRA will continue disseminating the findings of its Fundamental Rights Survey – including a specific report on crime victims.

New projects in 2021

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

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

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

Expected results and potential impacts

- The Agency's fundamental rights expertise will - drawing on evidence from its published material - 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 Business and Human Rights: Consumer Protection and the Environment

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

PRIORITY 3

Start date:
01/01/2021

STATUS:
NEW

TYPE:
multiannual

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

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> Expert consultation; Background research and preparation of the fieldwork; | <ul style="list-style-type: none"> Background research |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> European Commission, Council of the EU, European Parliament National parliaments and governments Council of Europe OECD and National Contacts Points Lawyers Civil society National consumer protection authorities |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | 90,000 |
| <i>Temporary Agents</i> | - | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.40 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 0.40 | Total | | - | | 90,000 |

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

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 3: Victims of crime and access to justice | PRIORITY 1 | Start date: 01/01/2014 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Analysis of data; ➤ Drafting and dissemination of research findings; ➤ Informing key stakeholders concerning the survey results and methodological findings; ➤ Roll out of a communication package for the results | <ul style="list-style-type: none"> ➤ Publication of survey results; including a specific report on crime victims ➤ Strategic communication campaign on selected results |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ European Commission, European Parliament, Council of the EU ➤ EU Member States ➤ NHRIs/Equality Bodies ➤ Data protection authorities ➤ Council of Europe ➤ Civil society ➤ Professional organisations |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | 30,000 | - | - |
| <i>Temporary Agents</i> | 0.89 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 0.65 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | 90,000 | - | - |
| Total | 1.54 | Total | 120,000 | - | - |

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

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 3: Victims of crime and access to justice | PRIORITY 1 | Start date: 01/01/2019 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➢ Finalisation of the results report; ➢ Communication of the results to relevant stakeholders and audiences based on a dissemination strategy | <ul style="list-style-type: none"> ➢ Final comparative report; ➢ Dissemination of the findings |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➢ 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 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 16,000 | - | - |
| <i>Temporary Agents</i> | 0.75 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.35 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 1.10 | Total | | 16,000 | - | - |

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

| | | | | |
|---|-------------------|------------------------|-----------------|-------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES | PRIORITY 1 | Start date: 01/01/2017 | STATUS: ongoing | TYPE: multiannual |
| Area of activity 3: Victims of crime and access to justice | | | | |

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, including various Commission Strategies and Action Plans that call on FRA's input.

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 PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 10,000 | - | - |
| <i>Temporary Agents</i> | 0.80 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.15 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 0.95 | Total | | 10,000 | - | - |

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

| | | | | |
|---|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme B: JUST, DIGITAL AND SECURE SOCIETIES Area of activity 3: Victims of crime and access to justice | PRIORITY 1 | Start date: 01/01/2019 | STATUS: ongoing | TYPE: multiannual |
|---|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project fiche accommodates requests during the year for additional research and analysis, and related activities and expert input, which can support various Commission Strategies and Action Plans, alongside requests for input from other EU institutions.

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 10,000 | - | - |
| <i>Temporary Agents</i> | 0.35 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.60 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 0.95 | Total | | 10,000 | - | - |

Strategic programme C

MIGRATION AND ASYLUM

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

In September 2020, the European Commission presented the Pact on Migration and Asylum (Pact), proposing a fresh start to manage migration and asylum. Suggested measures at borders to increase efficiency, particularly in the processing asylum claims and returns, raise significant fundamental rights risks. To mitigate such risks, the European Commission suggests amongst others the creation of independent national mechanisms to monitor fundamental rights at borders, envisaging also an important role for FRA. Implementation of EU border control, asylum and return policies by the EU and its Member States will increasingly rely on large-scale information technology (IT) systems. The efforts to enhance cooperation with third countries in the field of border management and the determination to make return policies more effective will continue. EU agencies, and in particular the European Border and Coast Guard Agency as well as the future EU Agency for Asylum will have a stronger mandate and presence on the ground. The immediate and long-term implications relating to integration of refugees and migrants into the EU will require a rights-based approach and efforts to minimise the impact on their livelihoods by economies affected by the pandemic.

The Agency will continue to provide its fundamental rights expertise to EU institutions and agencies in the fields of asylum, border management, irregular migration and return, facilitation, trafficking in human beings, and IT systems. FRA will base its input on past research findings, complementing it with targeted new research and analysis, where necessary. FRA will feed the new EU mechanism for preparedness and crisis management set up by the Pact with information and data on fundamental rights. To help implement the Pact in a fundamental-rights compliant manner, FRA will maintain its temporary presence in most affected Member States. Identifying and addressing the specific needs of people at heightened risk of fundamental rights violations will remain at the core of FRA's work. Above-mentioned issues will be addressed in 2021 by including the following:

Multiannual projects continuing in 2021

- FRA will provide fundamental rights expertise to EU institutions, agencies as well as EU Member States, also in the context of the Pact. This will cover key upstream activities in Brussels and agencies' headquarters as well as expert advice provided at EU Member State level, including through temporary field deployments. FRA's targeted fundamental rights assistance and expertise will pay particular attention to border management, access to asylum, the use of large-scale IT systems, and children in migration (for example, on guardianship). FRA's work on biometric data in large-scale IT systems will guide FRA in supporting a fundamental rights compliant expansion of IT tools at EU level. FRA will continue to support Schengen evaluations. FRA will adjust its periodic migration quarterly to better respond to the needs of the new EU mechanism for preparedness and crisis management. FRA will also continue with its fundamental rights expertise.

New projects in 2021

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

Expected results

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

approaches, as the EU and its Member States will increasingly make use of already existing as well as new systems.

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

Strategic programme C: **MIGRATION AND ASYLUM**

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

PRIORITY 1

Start date:
01/01/2017

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows-up on past projects and covers requests for support by EU institutions, including those presented as part of the Pact, as well as initiatives taken in the implementation of the cooperation agreements with the JHA 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, children in migration, Schengen evaluations and the rights of migrants and refugees. FRA will also engage with other key actors at international, Council of Europe and national level, for example National Human Rights Institutions. FRA will carry out targeted research and analysis, draft and/or update reports, handbooks and/or other capacity-building tools. It will attend expert meetings, hearings and working parties by EU institutions as well as coordination meetings with JHA agencies. The project also allows FRA to actively participate in the Frontex and EASO Consultative Forum, 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 Frontex in close cooperation with the Commission.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

- Collect data through desk research and field work on matters relating to the EU home affairs *acquis*; data collection will take into account fundamental rights issues deriving from covid-19;
- Undertake missions, particularly to border areas;
- Analyse data and draft/update reports and other publications and/or update parts thereof;
- Translate/re-print existing publications, as required;
- Draft legal opinions if requested by EU institutions;
- Develop tools and practical guidance on matters relating to the EU home affairs *acquis*;
- Attend and provide tailor-made input to Council Working Parties, the European Parliament LIBE Committee hearings, expert meetings by the European Commission or EU agencies as well as to other carefully selected events;
- Upon request, submit information, provide training and accompany on-site Schengen evaluation missions as observers;
- Review draft documents shared by stakeholders to FRA for comments;
- Organise expert meetings and other events (in person or online), where appropriate;
- Actively participate in the Frontex and EASO Consultative Fora;
- Participate in the THB Contact Points JHA Agencies Group;
- Implement cooperation agreements with EASO, Frontex and eu-LISA and provide expert support to other EU agencies, as appropriate.

OUTPUTS

- FRA-ECHR handbook translated and disseminated;
- Updated report on guardianship published;
- Research findings on policy relevant issues produced/published in paper and/or electronic form (e.g. on returns, search and rescue, legal aid; guardianship; children in migration; fundamental rights at borders and access to asylum; immigration detention, IT systems);
- Practical tools developed on policy relevant issues (e.g. trainers manual on guardianship and the protection of children in migration; awareness-raising material relating to IT systems and their interoperability; border monitoring and access to asylum)
- (if requested by EU institutions) up to three legal opinions produced;
- Approximately 30 news items published;
- Tailor-made input to legislative, policy or other documents provided to EU institutions in 20 instances;
- Fundamental rights expertise provided to EASO, eu-LISA, Frontex and other EU agencies on ten files;
- Frontex and EASO Consultative Forum meetings attended and expertise shared;
- Training and other requested support delivered to Schengen evaluators;
- Fundamental rights expertise provided to Member States, with a focus on border management; refugee integration, IT systems and child protection in at least 10 instances.

TARGET GROUPS AND BENEFICIARIES

- EU institutions, bodies and agencies
- Member States authorities
- Practitioners, international organisations, and CSOs

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | 200,000 | - | - |
| <i>Temporary Agents</i> | 3.0 | <i>Technical Assistance & Capacity building</i> | 50,000 | - | - |
| <i>Contract Agents</i> | 1.70 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | 0.70 | <i>Communications & Events</i> | - | - | 250,000 |
| Total | 5,40 | Total | 250,000 | - | 250,000 |

C 1.2 – Collecting data for EU preparedness and crisis management

Strategic programme C: **MIGRATION AND ASYLUM**

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

PRIORITY

Start date:
28/09/2015

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In September 2020, the European Commission established a new mechanism for better monitoring and anticipating migration movements and to enhance information sharing to facilitate a coordinated response in times of crisis. For this purpose, the Commission Recommendation on the Migration Preparedness and Crisis Blueprint establishes a network involving EU institutions, Member States as well as relevant JHA agencies, including FRA. All of them are expected to appoint a point of contact for the operationalisation of the Network and to contribute with timely and adequate information to the new mechanism. Based on the information received, the European Commission will draft regular situational and early warning reports. The network will hold its first meeting in autumn 2020.

In managing asylum and migration, the EU is facing significant fundamental rights challenges. These must be adequately reflected in situational awareness and early warning reports, so as to facilitate a response which complies with the EU Charter. Through this project, FRA will provide the new early warning and crisis mechanism with fundamental rights related data and information. In this way, FRA expects that the regular Commission reports adequately reflect fundamental rights. When designing methodology for data collection, FRA will take into account the lessons learnt when producing periodic migration overviews. Since September 2015, FRA has been collecting data from EU Member States significantly affected by migration-related developments and, more recently, also from North Macedonia and Serbia. Based on such data collection, FRA issued periodic updates, first on a weekly, then monthly and finally on a quarterly basis. Such periodic online publications provided up to date overviews of legal and practical fundamental rights challenges at national level in the fields of asylum, border management and return. Under the Regulation on Asylum and Migration Management proposed in September 2020, the Commission would use such regular overviews to assess the migratory situation in a Member State. Therefore, when implementing this project, and fully respecting the confidential nature of the early warning and crisis mechanism, FRA will also explore ways to make non-sensitive information regularly available to the public.

PROJECT OBJECTIVES

- Provide the new EU preparedness and crisis management mechanism with robust and up to date evidence on fundamental rights concerns relating to border management, asylum, reception, child protection, immigration detention, return, hate speech and violent crime.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | 300,000 |
| <i>Temporary Agents</i> | 0.85 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.95 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 1.80 | Total | | - | - | 300,000 |

C 1.3 – Providing fundamental rights expertise to address operational challenges in the fields of asylum, borders and migration

| | | | | |
|--|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme C: MIGRATION AND ASYLUM Area of activity 1: Migration, borders, asylum and integration of refugees and migrants | PRIORITY 1 | Start date: 01/01/2017 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Pact on Migration and Asylum published in September 2020 proposes a fresh start to manage migration and asylum. It proposes a screening procedure for every person who enters the EU in an irregular manner, is rescued at sea or asks for asylum at the border as well as enhanced border procedures for asylum and return. These policies build on the “hotspot approach”, which the European Commission presented in 2015 in the European Agenda for Migration and which was subsequently applied in Greece and Italy. There, Member States run “hotspot” facilities with high level of EU support, to identify, register and fingerprint incoming migrants and channel them into asylum or return procedures. The Pact is likely to further strengthen the EU support to front-line Member States, increasing funding as well as its operational presence in Member States through staff deployed as part of migration management support teams or through other support schemes. Such enhanced action on the ground in Member States brings also significant fundamental rights risks for the EU.

Since 2016 FRA has been undertaking extensive missions to Greece, Italy and Spain. A temporary FRA field presence was set up in Greece. Capacity permitting, in 2021, FRA will continue to offer its fundamental rights expertise to migration management teams and similar EU deployments on the ground in front-line Member States. This may also include support in piloting fundamental rights protection measures presented in the Pact, such as, for example, in relation to national independent fundamental rights monitoring mechanisms at borders. Building on the Agency’s work from 2016 onwards, and while remaining open to other fundamental rights challenges, FRA will focus in particular on child protection, preventing and responding to sexual and gender-based violence and the protection of vulnerable people and people at risk. In carrying out its activities, FRA will closely cooperate with the European Commission, relevant EU agencies, the Council of Europe and national authorities, including NHRIs. Such field-level support, complements FRA’s upstream support to the European Commission, Frontex and EASO.

If additional resources through EEA grants are secured (see Project C 1.4), FRA will discuss with the national authorities how to consolidate its engagement in Greece. FRA experts will share promising practices and provide advice to EU actors and national authorities to support them to carry out their tasks in full compliance with the EU law.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ Undertake longer-term missions to or temporary presence in selected EU Member States particularly affected by arrivals; ➤ Carry out targeted capacity building activities; ➤ Develop tools and guidance; ➤ Carry out small-scale research and analyse research results; ➤ Inform regularly the EU and the concerned Member States about FRA’s work, emerging fundamental rights challenges and how to address these. | <ul style="list-style-type: none"> ➤ Information on fundamental rights risks and gaps as well as promising practices provided to EU actors and relevant Member States on a regular basis; ➤ Tailor-made capacity building activities to address identified gaps and risks; ➤ Upon request, tools and guidance developed for Member States. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ EU institutions, bodies and agencies ➤ EU Member State authorities |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 1.45 | <i>Technical Assistance & Capacity building</i> | | 60,000 | - | - |
| <i>Contract Agents</i> | 0.80 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.30 | <i>Communications & Events</i> | | - | - | - |
| Total | 2.55 | Total | | 60,000 | - | - |

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

Strategic programme C: **Migration and Asylum / FES**

Area of activity 1: **Migration and integration of refugees and migrants / Equality and non-discrimination**

PRIORITY 1

Start date:
01/01/2021

STATUS:
NEW

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

The European Commission 2016 Action Plan on the integration of third-country nationals requested FRA to "monitor social inclusion and the participation of third-country nationals in society from a fundamental rights perspective".

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|--|
| <ul style="list-style-type: none"> ➤ Stakeholder consultations; Analysis of existing primary and secondary quantitative data, including data from FRA's surveys; ➤ Contracting and implementing qualitative field research; ➤ Upon request, provision of expert advice to the European Commission | <p>The main outputs in the form of a comparative analysis will be in 2022. In 2021, FRA will</p> <ul style="list-style-type: none"> ➤ Present preliminary findings to policy makers at EU level, if requested; ➤ Present preliminary findings to policy makers at EUMS level, if requested |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ EU institutions, bodies and agencies ➤ Member States authorities NHRIs/Equality Bodies ➤ International Organisations Civil society, community and professional organisations |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 400,000 | - | |
| <i>Temporary Agents</i> | 0.90 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.45 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 1.35 | Total | | 400,000 | - | |

Strategic programme D

SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity: Supporting human rights systems across all MAF areas

In this area of activity, FRA will implement projects that cover all MAF areas. These projects serve to support human rights mechanisms and actors through research, institutional cooperation, capacity building and communication activities. The focus is on providing tools for more systematic human rights work. This includes the European Union Fundamental Rights Information System (EFRIS); connecting actors to facilitate sharing of good practices in key areas; 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 these 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. For this area of activity, the following projects will continue and commence in 2021.

Multiannual projects continuing in 2021

- European Union Fundamental Rights Information System (EFRIS)
- Cooperating with Member States and human rights and equality 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 UN Convention on the Rights of Persons with Disabilities
- Bodies of the Agency

New projects in 2021

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

Expected results

- The Agency's fundamental rights expertise, resources and convening powers support stronger and more sustainable human rights systems in the EU and its Member States. In 2021, the outputs in this area include the organisation of regular meetings with the Agency's bodies and networks, a further refined and expanded EFRIS tool, a framework of commitments for human rights cities, targeted follow-up to the FRA report on the situation of National Human Rights Institutions, a report on the challenges facing civil society in the EU, and a contribution to the EU Framework set up to monitor the implementation of the Convention on the Rights of Persons with Disabilities. The Agency's work to support awareness and use of the EU Charter of Fundamental Rights will entail a chapter on the Charter's take up at national level in the Fundamental Rights Report 2021 and demand-driven training and awareness-raising for relevant target groups, including national government experts, civil society, legal practitioners and NHRIs. The Agency's relations to national stakeholders will continue to develop through FRA's national parliamentary focal points, National Liaison Officers and the Agency's Fundamental Rights Platform, and cooperation with the networks of NHRIs, equality bodies and ombuds institutions.

D 1.1 – EU Fundamental Rights Information System – EFRIS

Strategic programme D : **SUPPORTING HUMAN RIGHTS SYSTEMS**

Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 1

Start date:
01/01/2017

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

- Continuous iterations of the tool in terms of improved user-friendliness and functionalities as well as increased number of mechanisms included;
- User-testing to improve the tool;
- Evaluation of features to guide where future developments are most needed;
- Presentations and dissemination to raise awareness and receive feedback on further developments;
- Extracts of data and manual analysis in form of thematic compilations on request;
- Technical maintenance and adaptations due to planned migration of FRA's servers.

OUTPUTS

- Enhanced online tool with greater policy relevance and inclusion of new data sources, in particular from the Court of Justice of the EU;
- Specific functionalities to highlight relevance for groups in situations of vulnerabilities, such as children and persons with disabilities, and with human rights concerns related to gender similarly highlighted;
- Reports on user testing and evaluation;
- Thematic compilations based on extracts from EFRIS on request, including for the FRA submission to European Commission report on rule of law.

TARGET GROUPS AND BENEFICIARIES

- European Parliament
- Council of the EU
- European Commission
- Member States
- United Nations and Council of Europe
- National Human Rights Institutions and similar entities, Academia, civil society and media

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---------------------|---|--------------------------|--------------------------|--------------------------|
| | | | <i>Research and Data</i> | - | - | - |
| <i>Temporary Agents</i> | 1.20 | | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | - | | <i>Institutional Cooperation & Networks</i> | 15,000 | - | - |
| <i>SNEs</i> | 0.10 | | <i>Communications & Events</i> | 115,000 | - | 50,000 |
| Total | 1.30 | | Total | 130,000 | - | 50,000 |

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

Strategic programme D : **SUPPORTING HUMAN RIGHTS SYSTEMS**

Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 1

Start date:
01/01/2018

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA's role as an EU agency requires close cooperation with the Member States. The FRA regulation details this by stating that "[t]o help it carry out its tasks, the Agency shall cooperate with [...] governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions" (Art. 8 (2) (a)). The external evaluations of FRA have stressed the importance of enhanced engagement at national level, and FRA has in response stepped up such activities. This project consists of four main strands of work, which will continue in 2021:

1. Cooperation and consultations with government officials nominated by governments, so called "National Liaison Officers" (Art. 8 (1) of the FRA regulation), to provide the Agency with input by national authorities on its work. The regular exchange with the National Liaison Officers helps FRA feed its findings into the work of relevant ministries and government offices.
2. Cooperation with human rights and equality bodies at national level and their umbrella organisations, the European Network of National Human Rights Institutions (ENNHRI), the European Network of Equality Bodies (Equinet), and the International Ombudsman Institute (IOI) – in consultation with the Council of Europe, the UN and ODIHR as partners.
3. Cooperation with national parliamentary focal points, to enhance the exchange and interaction also directly with parliaments, as essential guardians of fundamental rights at national level.
Cooperation with human rights cities – cities that explicitly have committed to promote and protect human rights, to support a strong rights-base also at sub-national level. Cooperation is also maintained with the Council of Europe, UN Human Rights Office, UNESCO, other organisations and existing city networks.

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➤ Regular cooperation and communication with NLOs; ➤ Information exchange with and presentations to national parliaments; ➤ Regular cooperation with NHRIs, equality bodies, and ombuds institutions, as well as their networks, in view of: (1) providing strategic EU-wide support to these bodies on the basis of the findings of FRA's 2020 report on NHRIs; (2) strengthening capacities to use the EU Charter nationally; ➤ Collecting information on components of the national human rights infrastructure, including by updating information on NHRIs and possibly on equality bodies; ➤ Supporting human rights cities in Europe through the development of a framework of commitment; ➤ Cooperation and exchanges on the situation of bodies with human rights / equality remit and human rights cities with intergovernmental organisations, EU institutions, and bodies (in particular the Committee of the Regions in the case of cities); ➤ Possible training cooperation with the ENNHRI-ODIHR NHRIs academy and with the UNESCO International Centre for the Promotion of Human Rights at local and regional levels; ➤ Supporting the European Commission in fostering national debates on issues raised in its annual reports on rule of law. | <ul style="list-style-type: none"> ➤ Two meetings with NLOs (in Vienna or virtual), one of which with a thematic expert working party, reports from NLO meetings and working party; ➤ Coordination meeting with ENNHRI and Equinet and possibly also IOI; ➤ A focus paper on components of the national human rights infrastructure; ➤ Online update on the situation of NHRIs building on the 2020 FRA report on NHRIs; ➤ Paper on a 'framework of commitments' for human rights cities in the EU and peer review meeting during the Fundamental Rights Forum 2021; ➤ (Up to five) national stakeholder dialogues in cooperation with the European Commission on its annual report on rule of law (number dependent on Member States' interest); ➤ Targeted presentations at national level, including Director's country visits and participation at events organised by NHRIs, equality bodies, ombuds institutions and their networks. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ Member States (governments, parliaments) ➤ Public bodies with human rights and/or equality remit ➤ Local authorities |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 2.60 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | - | <i>Institutional Cooperation & Networks</i> | | 140,000 | - | 90,000 |
| <i>SNEs</i> | 1.10 | <i>Communications & Events</i> | | 10,000 | - | - |
| Total | 3.70 | Total | | 150,000 | - | 90,000 |

D 1.3 – Fundamental Rights Platform and cooperation with civil society

Strategic programme D : **SUPPORTING HUMAN RIGHTS SYSTEMS**

Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 1

Start date:
01/01/2018

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

PROJECT OBJECTIVES

- Maintain the Fundamental Rights Platform as the key forum for engagement and exchange with and among a wide range of civil society actors to draw on their knowledge and insights across all areas of the Agency's work;
- Enable and empower civil society to help 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 PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Running and further developing the Fundamental Rights Platform – enabling exchange of information and pooling of knowledge among civil society organisations; ➤ Consultations with the Platform on issues related to the Agency's work, including its work programme and Fundamental Rights Report, annual consultations on civic space challenges and Platform-FRA cooperation; ➤ Supporting civil society input into FRA projects; ➤ Data collection using FRANET research and Platform consultation to update FRA's findings on challenges facing civil society (possibly with a focus on women and environmental human rights defenders) in consultation with relevant EU and international organisations and with CSOs; ➤ Cooperation and exchanges on the situation of civil society and human rights defenders with intergovernmental organisations and EU institutions and bodies (in particular the EESC); ➤ Identification of support needs among the Platform organisations and on this basis facilitation of selected support and capacity building, including webinars. | <ul style="list-style-type: none"> ➤ Report on challenges facing civil society; ➤ Meeting with umbrella organisations in the Platform (in Brussels); ➤ Two meetings (including online) with national organisations in the Platform (in EU Presidency countries); ➤ At least three thematic meetings/webinars with participants from thematically relevant civil society organisations; ➤ Summaries analysing results of consultations with the Platform – for internal and / or external use depending on topic. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ Civil society organisations ➤ European Commission ➤ European Parliament ➤ Council of the EU ➤ Member States ➤ Media ➤ Academia |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 91,000 | - | - |
| <i>Temporary Agents</i> | 1.45 | <i>Technical Assistance & Capacity building</i> | | | - | - |
| <i>Contract Agents</i> | 0.50 | <i>Institutional Cooperation & Networks</i> | | 46,000 | - | 30,000 |
| <i>SNEs</i> | 0.10 | <i>Communications & Events</i> | | 10,000 | - | - |
| Total | 2.05 | Total | | 147,000 | - | 30,000 |

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

Strategic programme D : **SUPPORTING HUMAN RIGHTS SYSTEMS**

Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 1

Start date:
01/01/2018

STATUS:
ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The Agency cooperates closely with EU institutions, EU agencies and other bodies and organisations at EU and international level, which are key beneficiaries of FRA's data and evidence-based advice and expertise. Regular exchanges with actors at EU and international level helps FRA to define, develop and coordinate its work priorities to ensure the 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 their lifecycle. In addition, the Agency undertakes cooperation activities that cut across all of its thematic work, taking the form of coordination meetings, ad-hoc working parties, or EU expert seminars.

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, in particular ODIHR. Cooperation with the UN includes promoting the implementation and monitoring of the human rights dimensions of the 2030 Sustainable Development Goals (SDGs).

In 2021, a specific part of the advice and expertise to EU institutions will relate to business and human rights, contributing to the EU's 'Green Deal'. With the EU Taxonomy Regulation (2020/852) adopted in 2020, the Agency became part of the Sustainable Finance Platform, an EU expert group set up to advise the EU on criteria and standards for what constitutes 'green' investments. The processes will require a substantive FRA input, drawing on the Agency's expertise as well as its engagement with the topic of business and human rights over the years. The sustainability framework of the Taxonomy Regulation makes clear references to international human rights law (the UN Guiding Principles (UNGPs) on business and human rights, relevant ILO conventions and core UN human rights instruments).

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 PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

- Provision of timely evidence-based assistance and expertise to the agency's institutional stakeholders at the EU and international levels;
- Meetings with institutions, bodies and agencies at EU and international levels to coordinate activities and achieve synergies;
- Consultation of relevant stakeholders for feedback on the utility and impact of the Agency's work;
- Presentations in EU and international fora to raise awareness on FRA's work and findings, and share promising practices;
- Cooperation, coordination and communication between FRA and international organisations, including the Council of Europe, UN and OSCE, in particular ODIHR, on FRA's work and cross-cutting issues such as the SDGs;
- Participation in the Sustainable Finance Platform under the EU Taxonomy Regulation (2020/852).

OUTPUTS

- FRA contributions to legislative and policy discussions at the European Parliament, Council of the European Union and European Commission;
- Thematic submissions, based on extracts of existing publically available FRA data to international human rights monitoring mechanisms (Council of Europe, UN);
- References to the Agency and its findings in relevant EP, Council and Commission policy documents;
- Timely feedback by EU and international stakeholders to FRA's programming and outputs.

TARGET GROUPS AND BENEFICIARIES

- EU institutions
- Committee of the Regions and European Economic and Social Committee (EESC)
- EU agencies and bodies
- Intergovernmental organisations

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---------------------|---|--------------------------|--------------------------|--------------------------|
| | | | <i>Research and Data</i> | - | - | - |
| <i>Temporary Agents</i> | 2.95 | | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 1.25 | | <i>Institutional Cooperation & Networks</i> | 80,000 | - | 30,000 |
| <i>SNEs</i> | 0.29 | | <i>Communications & Events</i> | - | - | - |
| Total | 4.49 | | Total | 80,000 | - | 30,000 |

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

Strategic programme D : **SUPPORTING HUMAN RIGHTS**

SYSTEMS

Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 1

Start date:
01/01/2019

STATUS:
on-going

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

The EU Charter is essential as the EU's bill of rights. FRA's work on the Charter is in accordance with the FRA regulation, which refers to the Charter as the main framework (Recitals 2 and 9). The 2019 Council Conclusions on the Charter of Fundamental Rights took stock of achievements in the first decade since the Charter became legally binding at the end of 2009 and invited national actors to make more and better use of the Charter. The Council also invited the Agency to work with Member States, exchanging good practices, and developing tools and methods related to the Charter. FRA developed a handbook on the applicability of the Charter at national level, 28 Charter 'country-sheets' and continues to enhance its online tool for jurisprudence and legislation, the Charterpedia. For the 10th anniversary of the Charter, the Agency developed an additional range of products and activities to promote its use, including a 'Charter box' with various FRA products. The Agency also carried out training activities, in cooperation with NHRIs and equality bodies as well as their networks, the European Judicial Training Network (EJTN) but also the European Parliament and EU Council. By the end of 2020, the Commission is expected to adopt a new Strategy on the implementation of the Charter.

The work on the Charter takes place in close cooperation with the EU institutions, in particular with the European Commission and other relevant stakeholders. In line with the Agency's strategic objective to strengthen the capacity of national human rights actors, FRA provides support and expertise to promote the use of the Charter nationally. In doing so, FRA builds on its own data collection and analysis regarding gaps in the application of the Charter at national level. Since 2013, the Agency's annual Fundamental Rights Reports contain a chapter dedicated to the Charter. This chapter, together with FRA's Charterpedia, has become a key document of reference for other actors and builds an important evidence base for the European Commission annual report on the Charter and the Council conclusions on the Charter.

PROJECT OBJECTIVES

- Contribute to the implementation of the European Commission's Charter Strategy within the scope of FRA's mandate;
- Support the EU and its Member States in delivering on the legal obligations flowing from the Charter, in particular by providing analysis, guidance, and tools for practitioners;
- Promote the Charter and its use at national level, through strengthening the capacity of National Human Rights Institutions as well as equality bodies and relevant (legal) target audiences to apply the Charter.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

- Continued engagement with EU institutions and Member States in promoting the use of the Charter;
- Capacity building on the Charter by providing relevant networks and institutions, including National Human Rights Institutions and equality bodies, with expertise, training material and e-tools on the Charter;
- Based on demand, additional training activities will be carried out. Where training tools are developed, FRA will involve as appropriate organisations such as the European Judicial Training Network (EJTN), the Council of Bars and Law Societies of Europe (CCBE) and others;
- Contribute to EU Presidency and European Commission events related to the Charter;
- Continued promotion of FRA's Charter products (Handbook, Charterpedia, national fact sheets, Charter e-guidance, etc.);
- Collecting and analysing data on the use of the Charter for the Agency's Fundamental Rights Report.

OUTPUTS

- A chapter on the Charter in FRA's annual Fundamental Rights Report, highlighting the relevance of the Charter for various areas;
- Development of the Charter e-guidance tool as a self-standing tool in the existing FRA e-learning platform, including translation (depending on budget availability);
- Updates and improvements of Charterpedia;
- Development of training material for multipliers (e.g. case studies and presentations) to be made available for download online;
- Capacity-building workshops and other events on the Charter in cooperation with multipliers and stakeholders – one of which with ENNHRI;
- Further translation and printing of Charter related material with proactive dissemination.

TARGET GROUPS AND BENEFICIARIES

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|------------------|-------------|--|--|--------------------------|--------------------------|--------------------------|
| Temporary Agents | 2.65 | Research and Data | | 77,000 | - | - |
| Contract Agents | 0.10 | Technical Assistance & Capacity building | | 40,000 | - | - |
| SNEs | 0.20 | Institutional Cooperation & Networks | | 5,000 | - | - |
| | | Communications & Events | | 10,000 | - | 50,000 |
| Total | 2.95 | Total | | 132,000 | - | 50,000 |

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

| | | | | |
|--|-------------------|----------------------------------|---------------------------|-----------------------------|
| <i>Strategic programme D: SUPPORTING HUMAN RIGHTS SYSTEMS</i> <i>Area of activity: Supporting human rights systems across all MAF areas</i> | PRIORITY 1 | <i>Start date:</i> 01/01/2017 | <i>STATUS:</i> ongoing | <i>TYPE:</i> multiannual |
|--|-------------------|----------------------------------|---------------------------|-----------------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

In addition to all the EU Member States (as well as Albania, North Macedonia and Serbia), the EU itself is also a party (since 2010) to the United Nations Convention on the Rights of Persons with Disabilities (CRPD). For each party to the CRPD, there is a requirement to designate a framework, including “independent mechanisms [...] to promote, protect and monitor implementation” (Article 33 (2)). The European Union’s framework is composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA (Council of the EU, Revised EU-level Framework Required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities, 6170/17, 9 February 2017). The framework cooperates and coordinates its activities with the work of the Commission, which is the EU’s focal point for the implementation of the CRPD. FRA is also an observer to the ENNHRI Working Group on the CRPD, which brings together national human rights institutions that are members of their respective national CRPD monitoring framework.

The Agency’s mandate within the EU framework is twofold. In the area of promotion, the Council document revising the framework cited above notes that “[t]he EU Agency for Fundamental Rights (FRA) can raise awareness of the Convention in accordance with Regulation 168/20076 and the Multi-annual Framework (MAF). In particular it can address disability as part of the thematic area of anti-discrimination, but also through other thematic areas following a cross-cutting approach.” On monitoring, it notes that the Agency “independently collects and analyses data within the limits of its mandate. Providing such data in an independent manner will be its main task in the framework. In this context the FRA also develops indicators and benchmarks to support the monitoring process.” The framework cooperates through an annual work programme and regular meetings, including one with the equivalent frameworks in the EU Member States. As per the mandate described above, the Agency continues to promote, as well as monitor implementation, of the CRPD. In 2021, the Agency will organise, in light of the post-2020 EU Disability Strategy and the second review of the EU’s implementation of the CRPD by the UN CRPD Committee, an expert meeting, which will include disabled persons organisations, to consult on new FRA activities in the area of disability rights.

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|--|
| <ul style="list-style-type: none"> Participation in activities of the framework, including research in preparation of reports to the UN CRPD Committee and follow up to recommendations to the EU by that committee on the implementation of the convention, as well as activities to promote the convention, such as awareness-raising and capacity-building activities vis-à-vis EU bodies & agencies and EU MS; Providing input to other projects in the Agency to ensure that persons with disabilities and their concerns are considered in data collection and other FRA activities; Preparatory work on developing potentially new research projects to ensure FRA’s contribution to independently collect and analyse data. | <ul style="list-style-type: none"> An event to consult on new research and capacity building activities of the Agency in light of the new EU Disability Strategy; Up to two draft papers supporting national frameworks in their work (on promising practices of national frameworks and on indicators); Comments on the EU’s implementation of the CRPD (“List of Issues”) to be shared with the CRPD Committee; Brief outputs as per agreement in the EU CRPD Framework. |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> United Nations (CRPD Committee, UN Special Rapporteur) European Commission European Parliament Council of the EU Member States Civil society organisations Persons with disabilities (including disabled persons organisations) |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | - | - | - |
| <i>Temporary Agents</i> | 0.35 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 0.75 | <i>Institutional Cooperation & Networks</i> | 20,000 | - | - |
| <i>SNEs</i> | 0.10 | <i>Communications & Events</i> | - | - | - |
| Total | 1.20 | Total | 20,000 | - | - |

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

Strategic programme D: **SUPPORTING HUMAN RIGHTS SYSTEMS**
Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 3

Start date:
01/01/2021STATUS:
NEWTYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

European Union funds contribute large amounts to issues such as cohesion, regional development, security, and migration. A Common Provisions Regulation (CPR) for the EU budget 2021–2027 (COM(2018) 375 final, pending adoption), sets out 'enabling conditions' that must be fulfilled throughout the implementation period. This is required for Member States to send payment requests for EU-funded projects to the Commission. Two of four sets of horizontal enabling conditions (Art. 11 (1) of the proposed CPR, with details in its Annex III) concern the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities (the other two horizontal sets concern public procurement and state aid). Consequently, respect to fundamental rights is expected to play a significant role. The draft regulation refers to civil society organisations and "bodies promoting social inclusion, fundamental rights, rights of persons with disabilities, gender equality and non-discrimination" – as potential partners and taking part in monitoring the disbursement of funds (Art. 6, on composition, also Art. 34).

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

FRA's added value is its fundamental rights expertise and experience with related technical assistance. The Agency also maintains close cooperation with statutory human rights bodies, and their networks, and developed tools to facilitate transnational sharing of experiences on the development of indicators in relevant areas. The project has close links to Agency work related to National Human Rights Institutions and civil society, as well as to the Agency's tools and capacity-building activities on the Charter of Fundamental Rights and in relevant thematic areas (Roma, disability, equality). The project supports the Agency's cooperation with "governmental organisations and public bodies competent in the field of fundamental rights in the Member States" (FRA Regulation, Article 8 (2) (a)).

FRA's contribution will come at an early stage of the application of enabling conditions, thus contributing to develop the capacity of national actors to fulfil the requirements of the Regulation through a rights-based approach. In 2021, the scope of this project will be limited to small-scale interventions, as outlined under the activities below and may be further developed in coming years. The focus of the work and the EU countries targeted will be agreed with the European Commission and relevant national authorities.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|---|
| <ul style="list-style-type: none"> ➢ Developing training modules; ➢ Training of selected staff of statutory human rights bodies in a limited number (3–4) Member States; ➢ Facilitate transnational sharing of experiences. | <ul style="list-style-type: none"> ➢ Tested training modules; ➢ Selected staff members of statutory human rights bodies trained; ➢ Documented practices on fundamental rights aspects in monitoring of EU funds. |
| TARGET GROUPS AND BENEFICIARIES | |
| <ul style="list-style-type: none"> ➢ EU institutions ➢ EU Member States (managing authorities of EU funds) ➢ Statutory bodies with a human rights and/or equality remit | |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 0.80 | <i>Technical Assistance & Capacity building</i> | | - | - | 60,000 |
| <i>Contract Agents</i> | 0.25 | <i>Institutional Cooperation & Networks</i> | | - | - | 40,000 |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 1.05 | Total | | - | - | 100,000 |

D 1.8 - Bodies of the Agency

Strategic programme D: **SUPPORTING HUMAN RIGHTS SYSTEMS**
Area of activity: **Supporting human rights systems across all MAF areas**

PRIORITY 1

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

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

ACTIVITIES

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

OUTPUTS

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

TARGET GROUPS AND BENEFICIARIES

- FRA internal stakeholders, Management Board and Scientific Committee members

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 1.60 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.50 | <i>Institutional Cooperation & Networks</i> | | 210,000 | - | 90,000 |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | - | - | - |
| Total | 2.10 | Total | | 210,000 | - | 90,000 |

Strategic programme E

COMMUNICATING RIGHTS

Area of activity: Communicating rights across 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 2021. In its communication activities, FRA will pay particular attention to an adequate representation of issues and topics related to gender, rights of the child and persons with disabilities. By systematically implementing its '10 keys to effectively communicating human rights', the Agency will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations. To do so, it will draw on key FRA deliverables that report on the situation of fundamental rights in the EU and its Member States, including in particular its annual Fundamental Rights Report. The report will cover the fundamental rights developments in the EU and Member States as they unfolded from January to December 2020 in the areas covered by the Agency's Multi-annual Framework. Every chapter will conclude with policy-relevant opinions based on the evidence identified and analysed in the report. FRA will intensify its convening power to create a safe and inclusive space for dialogue with key actors on pressing human rights issues. In 2021, the Agency will organise its third Fundamental Rights Forum in Vienna, Austria, of which preparations will start in 2020. The Forum, first organised by FRA in 2016 and then in 2018, provides a unique opportunity for civil society, policy- and decision-makers, as well as experts from across the European Union to discuss pressing human rights challenges. The Forum also provides space for sharing knowledge and promising practices, as well as creating new partnerships, among a variety of stakeholders including young people, professionals from fields other than human rights.

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

Multiannual projects continuing in 2021

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

New projects in 2021

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

Expected results

To maximise the impact of its work through smart communication, the Agency will build on the expertise gained through its Human Rights Communicators Network to relate the communication of its findings to people's experiences to build wider support for human rights, including among young people. The Agency also continues to be an active part of the EU-Agencies and particularly JHA Agencies network in communication area. 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, building on the 2020 report presented by the Agency. For the latter, the Agency will cooperate with eu-LISA in the dissemination and sharing of the research findings relevant to the EU IT systems and the implementation of AI-related technologies.

E 1.1 – Annual Reports

| | | | | |
|--|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme E: COMMUNICATING RIGHTS Area of activity: Communicating rights across all MAF areas | PRIORITY 1 | Start date: 01/01/2020 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | 285,000 | - | 30,000 |
| <i>Temporary Agents</i> | 2.15 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 0.25 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.10 | <i>Communications & Events</i> | | 145,000 | - | - |
| Total | 2.50 | Total | | 430,000 | - | 30,000 |

E 1.2 – Raising awareness and effectively promoting rights

| | | | | |
|--|-------------------|---------------------------|--------------------|----------------------|
| Strategic programme E: COMMUNICATING RIGHTS Area of activity: Communicating rights across all MAF areas | PRIORITY 1 | Start date: 01/01/2018 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|---------------------------|--------------------|----------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|--|--|
| <ul style="list-style-type: none"> ➤ Capacity building and training of professionals using FRA's online toolkits; ➤ Audio-visual and audio material on FRA's findings; ➤ Carry out social media campaigns; ➤ Engage with human rights communicators to improve the delivery of human rights messages; ➤ Cooperation with the Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities (Portugal and Slovenia) | <ul style="list-style-type: none"> ➤ 2 EU Presidency conferences ➤ Regular exchange of information between human rights communicators; ➤ Web-based toolkits; ➤ Social media campaigns; ➤ Webinars, seminars and other training sessions |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ EU institutions, bodies and agencies ➤ Member States authorities ➤ International organisations ➤ Human Rights Communicators ➤ Journalists ➤ Media ➤ General public |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 2.10 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 1.30 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | | 170,000 | - | 80,000 |
| Total | 3.40 | Total | | 170,000 | - | 80,000 |

E 1.3 – Production and dissemination of FRA output

Strategic programme E: **COMMUNICATING RIGHTS**
Area of activity: **Communicating rights across all MAF areas**

PRIORITY 1

Start date:
01/01/2020STATUS:
ongoingTYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

FRA disseminates the results of its work and raises public awareness (Founding regulation, Art. 4, a and h) through a range of communication activities. These aim to ensure that its work reaches the appropriate audiences at the right time in an appropriate format through the appropriate channels including FRA's social media channels. Communication priorities set for 2021 will guide the Agency's communication and dissemination, ensuring a coherent approach across the wide range of activities. In its communication and dissemination activities, the Agency will pay particular attention to gender, children and youth, and the needs of persons with disabilities.

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | | <i>Research and Data</i> | - | - |
| <i>Temporary Agents</i> | 2.56 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 1.20 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | 475,000 | - | - |
| Total | 3.76 | Total | 475,000 | - | - |

E 1.4 Fundamental Rights Forum 2021

Strategic programme E: **COMMUNICATING RIGHTS**

Area of activity: **Communicating rights across all MAF areas**

PRIORITY 1

Start date:
01/01/2021

STATUS
: ongoing

TYPE:
multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Implementation of the Fundamental Rights Forum 2021; ➤ Organising Fundamental Rights Dialogues to inform the discussions at the Forum; ➤ Strategic communication activities to maximise reach and engagement with stakeholders and target audiences | <ul style="list-style-type: none"> ➤ 2-day event: Fundamental Rights Forum; ➤ Fundamental Rights Forum Chair Statement |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ International and intergovernmental human rights organisations ➤ Policymakers (EU, national, regional/local level) ➤ Lawmakers (EU and national) ➤ Human rights bodies (NHRIs, equality bodies) ➤ Human rights experts and think tanks ➤ Civil society organisations, including religious and faith-based NGOs, as well as the arts ➤ Service sector and victim support organisations and networks ➤ Business sector and industries, including social partner organisations ➤ Youth organisations and influencers |

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | | - | - | - |
| <i>Temporary Agents</i> | 2.10 | <i>Technical Assistance & Capacity building</i> | | - | - | - |
| <i>Contract Agents</i> | 1.70 | <i>Institutional Cooperation & Networks</i> | | - | - | - |
| <i>SNEs</i> | 0.40 | <i>Communications & Events</i> | | 350,000 | - | 100,000 |
| Total | 4.20 | Total | | 350,000 | - | 100,000 |

OTHER OPERATIONAL ACTIVITIES**O 1.1 Performance, Monitoring and Evaluation***Other activities covering all MAF areas*

PRIORITY 3

Start date: 01/01/2017

STATUS:
ongoingTYPE:
multiannual**POLICY RELEVANCE and ADDED VALUE of the PROJECT**

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

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

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

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

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1 st priority | 2 nd priority | 3 rd priority |
|-------------------------|-------------|---|--------------------------|--------------------------|--------------------------|
| | | <i>Research and Data</i> | - | - | 60,000 |
| <i>Temporary Agents</i> | 2.45 | <i>Technical Assistance & Capacity building</i> | - | - | - |
| <i>Contract Agents</i> | 1.0 | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | - | <i>Communications & Events</i> | - | - | 30,000 |
| Total | 3.45 | Total | - | - | 90,000 |

OTHER OPERATIONAL ACTIVITIES**O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders**

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

PRIORITY 1

Start date: 01/01/2018

STATUS: ongoing

TYPE: multiannual

POLICY RELEVANCE and ADDED VALUE of the PROJECT

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

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

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

PROJECT OBJECTIVES

- All FRA objectives may be addressed through this activity.

LINK TO FRA STRATEGIC PRIORITIES

This project is linked to all FRA Strategic Priorities.

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|--|
| <ul style="list-style-type: none"> ➤ Data collection activities will be carried out, as needs may develop; ➤ Communication & awareness raising activities; ➤ Project-specific stakeholder communication and awareness raising strategy will be developed | <ul style="list-style-type: none"> ➤ Data collection, communication and stakeholder communication activities. |
| TARGET GROUPS AND BENEFICIARIES | |
| | |

RESOURCES PLANNED FOR 2021

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

OTHER OPERATIONAL ACTIVITIES – TITLE IV

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

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

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project follows the exchange of letters on the implementation of the administrative cooperation arrangement between the Financial Mechanism Office (FMO) and the European Union Agency for Fundamental Rights (FRA), under the EEA and Norwegian Financial Mechanism 2014-2021, which was signed on 14 December 2017. Under the scope and objectives agreed in the exchange of letters implementing the cooperation arrangement, FRA shall act in the role of International Partner Organisation (IPO) in advising the national level Programme Operators of the programme "Roma inclusion and empowerment" in Greece, and in the programme "Human rights, Roma inclusion and domestic and gender-based violence" in the Czech Republic, and in a programme in a third beneficiary state of the Grants, which is still to be determined. When providing advice to the programme operators, FRA will pay particular attention to issues related to the rights of the child, gender equality and rights of persons with disabilities, as applicable. FRA will provide advice at an overall strategic level to the Programme Operators as well as to the FMO, in the preparation and implementation of the agreed programmes, through sharing its expertise and, inter alia, assist the Beneficiary State in applying European standards on fundamental rights. Programme development support as IPO will include the provision of advice and technical assistance on, for example: the development of the programmes' Concept Notes, participation in kick-off meetings, stakeholder consultations, programme agreement meetings; written input on the programme design, as well as advising on issues related to risk management and communication. FRA will also provide input to the draft Programme Agreement upon request of the FMO. In its role as IPO, FRA will also provide support during the programme implementation period, to ensure that the Programmes benefit from FRA good practices, recommendations and expertise related to policy analysis, peer support for national reform and policy dialogue. This will include participating in the Cooperation Committee of each Programme and providing input to the development of calls for projects, assess applications received under the calls for projects, take part in Selection Committee meetings and in the full selection process, as well as any other relevant activities at programme level. FRA may also contribute to the exchange of experience and capacity-building, communication plan of the programme, outreach seminars, providing advice to relevant entities, raise awareness and strengthen transparency of information about funding opportunities, project beneficiaries and achievements. FRA may also provide advice and strategic assessments to the FMO and the Donors on other areas, for example, through participating in expert meetings prior to the signature of a MoU between the Donors and a Beneficiary State, and to provide advice as to the feasibility and scope of a potential programme. In providing strategic advice and assessments to the FMO and the Donors, FRA will place particular emphasis on ensuring the implementation of fundamental rights relating to non-discrimination on the basis of gender and to gender equality. FRA will also provide support to projects at national level relating to the implementation of the rights of the child, as well as the rights of persons with disabilities whenever possible.

PROJECT OBJECTIVES

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

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

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

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

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

POLICY RELEVANCE and ADDED VALUE of the PROJECT

All 28 EU Member States have transposed the comprehensive EU legal framework for promoting equality and non-discrimination into national law. Translating the legislation into policies and monitoring the implementation require robust equality data. The European Handbook on Equality Data (revised in 2016) defines the conceptual and terminological framework in the field. The High Level Group on Non-discrimination, Equality and Diversity set up the Subgroup on Equality Data in February 2018 with the view to support Member States in their efforts to improve the collection and use of equality data.

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

Given the potential replicability of the project results in other EUMS, the relevant stakeholders include the European Parliament; Council of the EU; European Commission; National authorities (National Statistical Institutes in EUMS and Western Balkan countries with observer status at FRA, NRCPS; NHRIs/Equality Bodies); Specialised Agencies; EU Agencies; Eurostat, Civil Society and the Council of Europe and members of the Committee of Experts on Roma and Traveller Issues (ADI-ROM).

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 PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

| Human Resources | | Financial Resources | 1st priority | 2nd priority | 3rd priority |
|-------------------------|--|---|--------------------------------|--------------------------------|--------------------------------|
| | | <i>Research and Data</i> | - | - | 29,141 |
| <i>Temporary Agents</i> | | <i>Technical Assistance & Capacity building</i> | - | - | 29,141 |
| <i>Contract Agents</i> | | <i>Institutional Cooperation & Networks</i> | - | - | - |
| <i>SNEs</i> | | <i>Communications & Events</i> | - | - | 30,572 |
| Total | | Total | - | - | 88,854 |

OTHER OPERATIONAL ACTIVITIES – TITLE IV

F 1.3 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to Greece in the field of migration

| | | | | |
|--|-------------------|----------------------------------|---------------------------|-----------------------------|
| TITLE IV - Other operational activities | PRIORITY 3 | Start date: 01/06/2020 | STATUS: ongoing | TYPE: multiannual |
|--|-------------------|----------------------------------|---------------------------|-----------------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project complements C 1.3 – Providing fundamental rights expertise to address operational challenges. It aims to provide technical assistance to the Greek Ombudsman, by addressing the training element of the Ombudsman's capacity building activities targeting the migration authorities in Greece. The project's ultimate objective is to support the Ombudsmans' Office in dealing with the human rights challenges relating to the arrival of asylum applicants at Greece's external borders.

Based on the lessons learned gained in the implementation of hotspot approach in Greece and Italy, the European Commission identified best practices. These clearly mention that fundamental rights need to be fully respected when operating in the hotspots at external borders. 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 training and expertise.

In close cooperation with the Greek Ombudsman, this project will enable the agency to carry out targeted capacity building activities for migration authorities in Greece, 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, targeted research and gap assessment on fundamental rights issues and the sharing of promising practices, 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 maintains close contact with the Greek Ombudsman and good operational working relations with all 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 Member State authorities operating on the ground.

LINK TO FRA STRATEGIC PRIORITIES

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

PROJECT PLAN FOR 2021

| ACTIVITIES | OUTPUTS |
|---|---|
| <ul style="list-style-type: none"> ➤ Deploy fundamental rights experts in Greece; ➤ Discuss and coordinate activities with the Greek Ombudsman; ➤ Carry out targeted technical assistance and capacity building activities for stakeholders at the central level and on the ground, with particular focus on the protection of vulnerable groups, including children; ➤ Organise meetings and events; ➤ Monthly visits to Reception and Identification Centres (hotspots); ➤ Draft and share bi-monthly reports with the FMO; ➤ Carry out targeted research or gap assessment. | <ul style="list-style-type: none"> ➤ At least one capacity building activity per month (e.g. training, awareness raising sessions, meetings or other events) for stakeholders in Greece; ➤ Fundamental rights expertise shared with actors on the ground during field visits; ➤ Targeted research and gap assessment reflecting the situation on external borders; ➤ Requests for fundamental rights expertise responded to |
| | TARGET GROUPS AND BENEFICIARIES |
| | <ul style="list-style-type: none"> ➤ Hellenic authorities: Reception and Identification Service; Asylum Service, Police, Ministry of Labour, National Rapporteur on Trafficking in Human Beings, the Greek Ombudsman, ➤ UNHCR, IOM, civil society organisations |

RESOURCES PLANNED FOR 2021

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

OTHER OPERATIONAL ACTIVITIES – TITLE IV

F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building

| | | | | |
|--|-------------------|-------------------------------|------------------------|--------------------------|
| TITLE IV - Other operational activities | PRIORITY 3 | <i>Start date: 01/06/2020</i> | <i>STATUS: ongoing</i> | <i>TYPE: multiannual</i> |
|--|-------------------|-------------------------------|------------------------|--------------------------|

POLICY RELEVANCE and ADDED VALUE of the PROJECT

This project focuses on strengthening the capacity-building abilities of the Greek Ombudsman, so that it can better achieve its purposes relating to the protection of fundamental rights and the promotion of non-discrimination and equal treatment. European Commission Recommendation on standards for equality bodies C(2018)3850, builds on the Commission’s commitment to encourage and help Member States to improve their capacity to enforce EU legislation and provide remedies to ensure that individuals and groups discriminated against and protected by EU law can fully enjoy their rights. 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’s staff through training, mainly on the EU Charter for Fundamental Rights, relevant EU law and case law as contained in FRA’s Handbooks and other FRA reports. Secondly, FRA will contribute to strengthening outreach of the Ombudsperson’s office to relevant public authorities, selectively joining fundamental rights workshops with public authorities scheduled by the Ombudsperson’s staff, especially with authorities from regions with scarce Ombudsperson’s presence thus far. FRA will also support the Ombudsperson’s cooperation with civil society organisations and regional and local authorities in Greece to develop a network, which could benefit from the use of FRA’s Charterpedia and EFRIS, for instance, as they relate to these stakeholders’ functions.

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

PROJECT OBJECTIVES

- 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 PRIORITIES

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

PROJECT PLAN FOR 2021

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

RESOURCES PLANNED FOR 2021

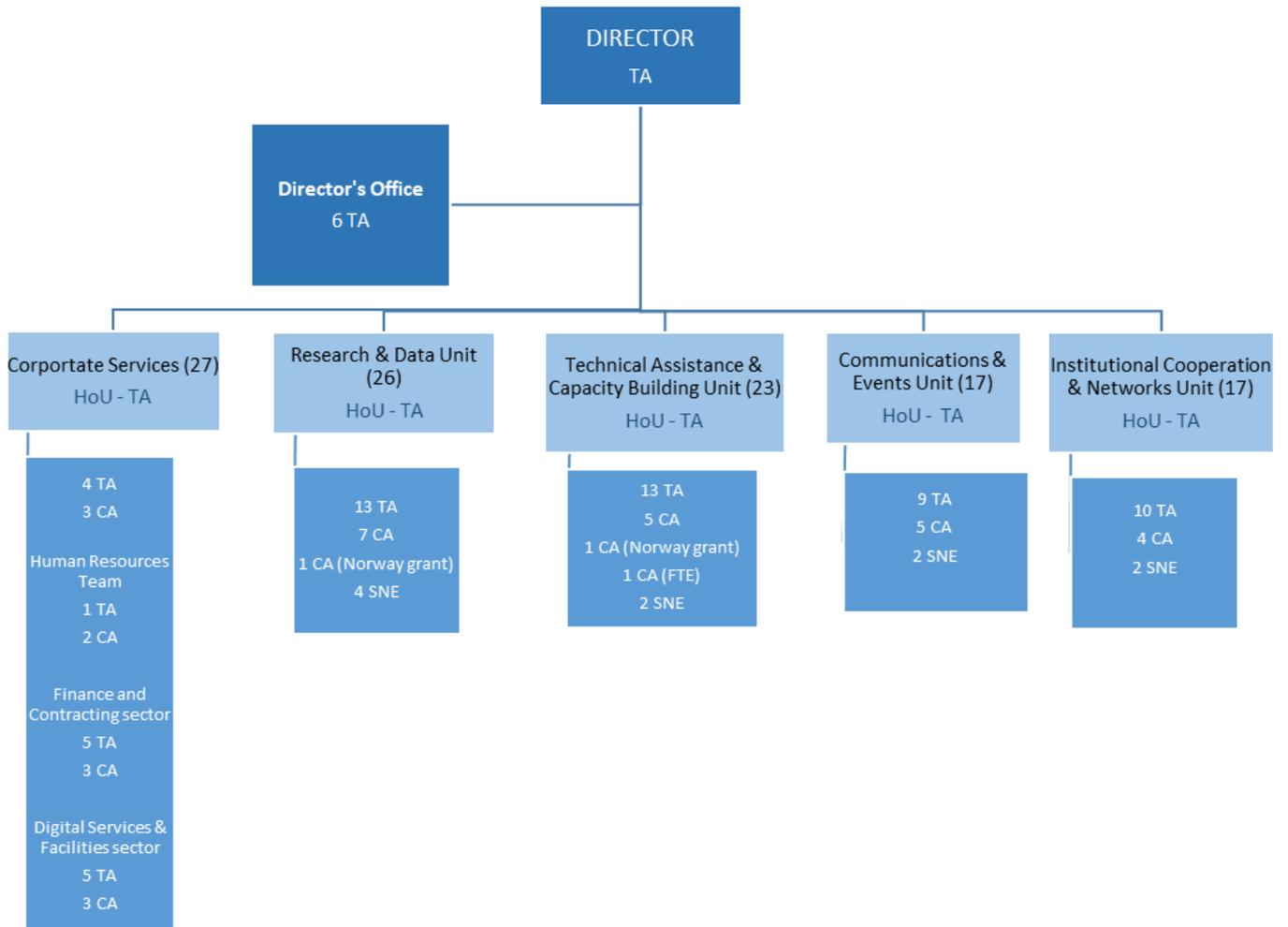
| Human Resources | | Financial Resources | 1st priority | 2nd priority | 3rd priority |
|-------------------------|--|---|--------------|--------------|--------------|
| | | <i>Research and Data</i> | - | - | - |
| <i>Temporary Agents</i> | | <i>Technical Assistance & Capacity building</i> | - | - |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

SECTION 4
 ANNEXES

ANNEX I: Organisational chart

Organisational structure

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



ANNEX II: Resource allocation per Activity 2021

| STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES | | | | | | | |
|--|-----------------|-------------|-------------|--------------|---------------------|--------------|--------------|
| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
| | TA | CA | SNE | TOT | 1st priority | 2nd priority | 3rd priority |
| Area of activity: Equality and non-discrimination | | | | | | | |
| A 1.1 Roma Survey 2020 | 0.49 | 1.35 | 0.12 | 1.96 | 110,000 | - | - |
| A 1.2 – EU Survey on immigrants and descendants of immigrants | 1.39 | 0.45 | 2.12 | 3.96 | 2,500,000 | - | - |
| A 1.3 - EU LGBTI Survey II | 0.24 | 0.35 | 0.16 | 0.75 | 45,000 | - | - |
| A 1.4 - Ageing in digital societies: enablers and barriers to older persons exercising their rights | 0.20 | 0.25 | 0.05 | 0.50 | - | - | 300,000 |
| A 1.5 - Social rights in the digital age | 0.25 | 0.15 | 0.55 | 0.95 | - | - | 110,000 |
| A 1.6 – Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality” | 1.80 | 0.55 | 0.45 | 2.80 | 70,000 | - | - |
| ACTIVITY GRAND TOTAL | 4.37 | 3.10 | 3.45 | 10.92 | 2,725,000 | | 410,000 |
| Area of activity: Integration and social inclusion of Roma | | | | | | | |
| A 2.1 – Technical assistance and capacity building in the area of “Social inclusion of Roma” | 2.04 | 0.80 | 0.17 | 3.01 | 80,000 | - | - |
| ACTIVITY GRAND TOTAL | 2.04 | 0.80 | 0.17 | 3.01 | 80,000 | | - |
| Area of activity: Racism, xenophobia and related intolerance | | | | | | | |
| A 3.1 – Antisemitism: Data collection and analysis | 0.44 | 0.05 | - | 0.49 | 5,000 | - | - |
| A 3.2 – Capacity building and technical assistance in the area of hate crime | 0.94 | 0.50 | 0.62 | 2.06 | 40,000 | - | 20,000 |
| A 3.3 – Update of FRA’s online database on anti-Muslim hatred | 0.34 | 0.10 | 0.20 | 0.64 | - | - | 80,000 |
| A 3.4 – Additional activities in the area of “Racism, xenophobia and related intolerance” | 0.94 | 0.10 | 0.90 | 1.94 | 40,000 | - | - |
| ACTIVITY GRAND TOTAL | 2.66 | 0.75 | 1.72 | 5.13 | 85,000 | - | 100,000 |
| Area of activity: Rights of the Child | | | | | | | |
| A 4.1 – Providing fundamental rights expertise on child protection and participation | 0.79 | - | 0.27 | 1.06 | 25,000 | - | - |
| A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child | 0.85 | - | 0.05 | 0.90 | 80,000 | - | 170,000 |
| A 4.3 Children and young people’s experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys | 0.34 | - | 0.10 | 0.44 | 10,000 | - | 44,000 |
| ACTIVITY GRAND TOTAL | 1.98 | - | 0.42 | 2.40 | 115,000 | - | 214,000 |
| STRATEGIC PROGRAMME A GRAND TOTAL | 11.05 | 4.65 | 5.76 | 21.46 | 3,005,000 | | 724,000 |
| STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES | | | | | | | |
| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
| | TA | CA | SNE | TOT | 1st priority | 2nd priority | 3rd priority |
| Area of activity: Information society and, in particular, respect for private life and protection of personal data | | | | | | | |
| B. 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups | 0.25 | 1.20 | 0.10 | 1.55 | 150,000 | - | - |
| B 1.2 Technical assistance and capacity-building to prevent unlawful profiling | 0.70 | 0.45 | - | 1.15 | 5,000 | - | 130,000 |
| B 1.3– Artificial Intelligence, Big Data and Fundamental Rights | 0.55 | 0.90 | - | 1.45 | 35,000 | - | - |
| B 1.4 – Additional activities in the area of “Information society and, in particular, respect for private life and protection of personal data” | 1.25 | 0.10 | 0.05 | 1.40 | 10,000 | - | 150,000 |
| B 1.5– Handbook on European law relating to cybercrime and fundamental rights | 0.25 | 0.10 | 0.05 | 0.40 | - | - | 45,000 |
| ACTIVITY GRAND TOTAL | 3.0 | 2.75 | 0.20 | 5.95 | 200,000 | - | 325,000 |
| Area of activity: Judicial cooperation, except in criminal matters | | | | | | | |
| B 2.1 – Presumption of Innocence: procedural rights in criminal proceedings | 0.20 | 0.30 | - | 0.50 | 15,000 | - | - |

| | | | | | | | |
|---|------------------------|-------------|-------------|--------------|----------------------------|--------------|--------------|
| B 2.2 - Additional activities in the area of "Judicial cooperation, except in criminal matters" | 0.95 | 0.25 | - | 1.20 | 10,000 | - | - |
| B 2.3 - The impact of counter-terrorism legislation on fundamental rights | 1.0 | 0.30 | 0.15 | 1.45 | 10,000 | - | - |
| B 2.4 Procedural rights of children in criminal proceedings | 0.75 | 0.60 | 0.35 | 1.70 | - | - | - |
| B 2.5 - Criminal detention in the EU - conditions and monitoring - update | 0.10 | 0.30 | 0.15 | 0.55 | 170,000 | - | - |
| ACTIVITY GRAND TOTAL | 3.0 | 1.75 | 0.65 | 5.40 | 205,000 | - | - |
| Area of activity: Victims of crime and access to justice | | | | | | | |
| B 3.1 Business and Human Rights: Consumer Protection and the Environment | - | 0.40 | - | 0.40 | - | - | 90,000 |
| B 3.2 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights | 0.89 | 0.65 | - | 1.54 | 120,000 | - | - |
| B 3.3– Justice for all: Equal access to criminal justice for all victims of crimes against the person? | 0.75 | 0.35 | - | 1.10 | 16,000 | - | - |
| B 3.4 – Additional activities in the area of "Victims of crime and access to justice" | 0.80 | 0.15 | - | 0.95 | 10,000 | - | - |
| B 3.5– Providing ad-hoc fundamental rights expertise in the area of justice, for and security of citizens | 0.35 | 0.60 | - | 0.95 | 10,000 | - | - |
| ACTIVITY GRAND TOTAL | 2.79 | 2.15 | - | 4.94 | 156,000 | - | 90,000 |
| STRATEGIC PROGRAMME B GRAND TOTAL | 8.79 | 6.65 | 0.85 | 16.29 | 561,000 | - | 455,000 |
| STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM | | | | | | | |
| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
| | TA | CA | SNE | TOT | 1st priority | 2nd priority | 3rd priority |
| Area of activity: Migration, borders, asylum and integration of refugees and migrants | | | | | | | |
| C 1.1 – Providing fundamental rights expertise in the area of home affairs | 3.0 | 1.70 | 0.70 | 5.40 | 250,000 | - | 250,000 |
| C 1.2 – Periodic overviews of migration related fundamental rights concerns | 0.85 | 0.95 | - | 1.80 | - | - | 300,000 |
| C 1.3 – Providing fundamental rights expertise to address operational challenges in the field of asylum, borders and migration | 1.45 | 0.80 | 0.30 | 2.55 | 60,000 | - | - |
| C 1.4 The fundamental rights situation of long-term residents in the EU | 0.90 | 0.45 | - | 1.35 | 400,000 | - | - |
| ACTIVITY GRAND TOTAL | 6.20 | 3.90 | 1.0 | 11.10 | 710,000 | - | 550,000 |
| STRATEGIC PROGRAMME C GRAND TOTAL | 6.20 | 3.90 | 1.0 | 11.10 | 710,000 | - | 550,000 |
| STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS | | | | | | | |
| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
| | TA | CA | SNE | TOT | 1st priority | 2nd priority | 3rd priority |
| Area of activity: Supporting human rights systems across all MAF areas | | | | | | | |
| D 1.1 – EU Fundamental Rights Information System – EFRIS | 1.20 | - | 0.10 | 1.30 | 130,000 | - | 50,000 |
| D 1.2 – Cooperation with Member States and human rights and equality bodies at national level | 2.60 | - | 1.10 | 3.70 | 150,000 | - | 90,000 |
| D 1.3 – Fundamental Rights Platform and cooperation with civil society | 1.45 | 0.50 | 0.10 | 2.05 | 147,000 | - | 30,000 |
| D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies | 2.95 | 1.25 | 0.29 | 4.49 | 80,000 | - | 30,000 |
| D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making | 2.65 | 0.10 | 0.20 | 2.95 | 132,000 | - | 50,000 |
| D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities | 0.35 | 0.75 | 0.10 | 1.20 | 20,000 | - | - |
| D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds | 0.80 | 0.25 | - | 1.05 | - | - | 100,000 |
| D 1.8- Bodies of the Agency | 1.60 | 0.50 | - | 2.10 | 210,000 | - | 90,000 |
| ACTIVITY GRAND TOTAL | 13.60 | 3.35 | 1.89 | 18.84 | 869,000 | - | 440,000 |
| STRATEGIC PROGRAMME D GRAND TOTAL | 13.60 | 3.35 | 1.89 | 18.84 | 869,000 | - | 440,000 |
| STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS | | | | | | | |
| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
| | TA | CA | SNE | TOT | 1st priority | 2nd priority | 3rd priority |

| Area of activity: Communicating rights across all MAF areas | | | | | | | |
|--|-------------|-------------|-------------|--------------|------------------|----------|----------------|
| E 1.1 – Annual Reports | 2.15 | 0.25 | 0.10 | 2.50 | 430,000 | - | 30,000 |
| E 1.2 – Raising awareness and effectively promoting rights | 2.10 | 1.30 | - | 3.40 | 170,000 | - | 80,000 |
| E 1.3 – Production and dissemination of FRA output | 2.56 | 1.20 | - | 3.76 | 475,000 | - | |
| E 1.4 Fundamental Rights Forum 2021 | 2.10 | 1.70 | 0.40 | 4.20 | 350,000 | - | 100,000 |
| ACTIVITY GRAND TOTAL | 8.91 | 4.45 | 0.50 | 13.86 | 1,425,000 | - | 210,000 |
| STRATEGIC PROGRAMME E GRAND TOTAL | 8.91 | 4.45 | 0.50 | 13.86 | 1,425,000 | - | 210,000 |
| STRATEGIC PROGRAMME O – OTHER OPERATIONAL ACTIVITIES | | | | | | | |
| Other activities covering all MAF areas | | | | | | | |
| O 1.1 Performance, Monitoring and Evaluation | 2.45 | 1.0 | - | 3.45 | - | - | 90,000 |
| O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders | - | - | - | - | 50,000 | - | |
| ACTIVITY GRAND TOTAL | 2.45 | 1.0 | - | 1.45 | 50,000 | - | 90,000 |
| Title IV Other Operational Activities | | | | | | | |
| F 1.1. - Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 | - | - | - | - | - | - | 214,286 |
| F 1.2. - 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 | - | - | - | - | - | - | 88,854 |
| F 1.3 - Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to Greece in the field of migration | - | - | - | - | - | - | 296,800 |
| F 1.4 - Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 - Strengthening the Greek Ombudsman's capacity-building | - | - | - | - | - | - | 147,014 |
| ACTIVITY GRAND TOTAL | - | - | - | - | - | - | 746,954 |

TITLE 3 OPERATIONAL EXPENDITURE

| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
|--|-----------------|-----------|-----------|------------|---------------------------------|-------------------|-------------------|
| | TA | CA | SNE | Total HR | Budget 1 st Priority | Overheads | Total cost |
| STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES | | | | | | | |
| Area of activity: Equality and non-discrimination | 4.37 | 3.10 | 3.45 | 10.92 | 2,725,000 | 1,582,933 | 4,307,933 |
| Area of activity: Integration and social inclusion of Roma | 2.04 | 0.80 | 0.17 | 3.01 | 80,000 | 436,321 | 516,321 |
| Area of activity: Racism, xenophobia and related intolerance | 2.66 | 0.75 | 1.72 | 5.13 | 85,000 | 743,631 | 828,631 |
| Area of activity: Rights of the Child | 1.98 | 0.00 | 0.42 | 2.40 | 115,000 | 347,897 | 462,897 |
| STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES | | | | | | | |
| Area of activity: Information society and, in particular, respect for private life and | 3.00 | 2.75 | 0.20 | 5.95 | 200,000 | 862,496 | 1,062,496 |
| Area of activity: Judicial cooperation, except in criminal matters | 3.00 | 1.75 | 0.65 | 5.40 | 205,000 | 782,769 | 987,769 |
| Area of activity: Victims of crime and access to justice | 2.79 | 2.15 | 0.00 | 4.94 | 156,000 | 716,089 | 872,089 |
| STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM | | | | | | | |
| Area of activity: Migration, borders, asylum and integration of refugees and | 6.20 | 3.90 | 1.0 | 11.10 | 710,000 | 1,609,026 | 2,319,026 |
| STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS | | | | | | | |
| Area of activity: Supporting human rights systems across all MAF areas | 13.60 | 3.35 | 1.89 | 18.84 | 869,000 | 2,730,995 | 3,599,995 |
| STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS | | | | | | | |
| Area of activity: Communicating rights across all MAF areas | 8.91 | 4.45 | 0.50 | 13.86 | 1,425,000 | 2,009,108 | 3,434,108 |
| OTHER OPERATIONAL ACTIVITIES | | | | | | | |
| Other activities covering all MAF areas | 2.45 | 1.0 | 0.0 | 3.45 | 50,000 | 500,103 | 550,103 |
| ACTIVITIES GRAND TOTAL | 51 | 24 | 10 | 85 | 6,620,000 | 12,321,368 | 18,941,368 |
| Operational reserves | - | - | - | - | 713,698 | - | 713,698 |
| TOTAL OPERATION | | | | | 7,333,698 | 12,321,368 | 19,655,066 |
| Support activities | 21 | 11 | 0 | 32 | | 4,638,632 | 4,638,632 |
| GRAND TOTAL | 72 | 35 | 10 | 117 | 7,333,698 | 19,960,000 | 24,293,698 |

| TITLE 4 OTHER OPERATIONAL ACTIVITIES | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | |
|---|-----------------|----|-----|----------|---------------------|-------------------------|
| | TA | CA | SNE | Total HR | Budget I Priority | Budget III Priority Bud |
| F 1.1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 | - | - | - | - | - | 214,286 |
| F 1.2. - Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. 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 | - | - | - | - | - | 88,854 |
| F 1.3 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to Greece in the field of migration | - | - | - | - | - | 296,800 |
| F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building | - | - | - | - | - | 147,014 |
| GRAND TOTAL | - | - | - | - | - | 746,954 |

ANNEX III: Financial resources outlook 2021-2023

TABLE 1 – REVENUE

| Revenues | 2020 | 2021 |
|------------------------|----------------------------------|-------------------|
| | Revenues estimated by the Agency | Budget Forecast |
| EU contribution | 23,326,000 | 23,920,698 |
| Other revenue | 841,314 | 373,000 |
| Total revenues | 24,167,314 | 24,293,698 |

| REVENUES | General Revenues | | | | | | |
|--|------------------|---|-------------------------------------|--------------------|------------------------------|-------------------|-------------------|
| | Executed 2019 | Revenues estimated by the Agency 2020 | 2021 | | VAR 2021 / 2020 (%) | Envisaged 2022 | Envisaged 2023 |
| | | | As requested by the Agency | Budget Forecast | | | |
| 1. REVENUE FROM FEES AND CHARGES | 0 | 0 | 0 | | 0% | - | - |
| 2. EU CONTRIBUTION | 22,088,000 | 23,326,000 | 23,920,698 | - | 103% | 23,747,630 | 24,056,203 |
| <i>of which Administrative (Title 1 and Title 2)</i> | 16,206,927 | 17,008,000 | 16,962,553 | - | 100% | 17,258,400 | 17,603,568 |
| <i>of which Operational (Title 3)</i> | 5,881,073 | 6,318,000 | 6,958,145 | - | 110% | 6,489,230 | 6,452,635 |
| <i>of which assigned revenues deriving from previous years' surpluses</i> | 168,288 | 171,003 | - | - | - | - | - |
| 3. THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries) | 539,576 | 641,314 | 373,000 | - | 58% | 381,000 | 555,000 |
| <i>of which EFTA</i> | 181,576 | 276,314 | - | - | - | - | - |
| <i>of which Candidate Countries</i> | 358,000 | 365,000 | 373,000 | - | 102% | 381,000 | 555,000 |
| 4. OTHER CONTRIBUTIONS | 244,000 | 200,000 | 0 | | 0% | | |
| <i>of which delegation agreement, ad hoc grants</i> | 0 | 0 | 0 | - | 0% | - | |
| 5. ADMINISTRATIVE OPERATIONS | 0 | 0 | 0 | | 0% | - | - |
| <i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)</i> | 0 | 0 | 0 | | 0% | - | - |
| 6. REVENUES FROM SERVICES RENDERED AGAINST | 0 | 0 | 0 | | 0% | - | - |

| PAYMENT | | | | | | | |
|---------------------------------------|------------|------------|------------|---|------|------------|------------|
| 7. CORRECTION OF BUDGETARY IMBALANCES | 0 | 0 | 0 | - | 0% | - | - |
| TOTAL | 22,871,576 | 24,167,314 | 24,293,698 | - | 101% | 24,128,630 | 24,611,203 |

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

| REVENUES | Additional EU funding: grant, contribution and service-level agreement | | | | | | |
|--|--|------------------------------|----------------|-----------------|---------------------|----------------|----------------|
| | Executed 2019 | Estimated by the Agency 2020 | 2021 | | VAR (2021/2020) (%) | Envisaged 2022 | Envisaged 2023 |
| | | | Agency Request | Budget forecast | | | |
| Additional EU funding stemming from grants | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Additional EU funding stemming from contribution agreements (FFR art.7) | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Additional EU funding stemming from service level agreements (FFR art.43)(*) | 288,719.30 | 276,313 | 624,632 | N/A | 226% | 562,604 | 537,793 |
| TOTAL | | | | | | | |

(*) Information on the funds received from the Norway Grants programmes/projects

TABLE 2 – EXPENDITURE

| Expenditure | 2020 | | 2021 | |
|--------------------------|---------------------------|------------------------|---------------------------|------------------------|
| | Commitment appropriations | Payment appropriations | Commitment appropriations | Payment appropriations |
| Title 1 | 14,598,000 | 14,598,000 | 14,670,000 | 14,670,000 |
| Title 2 | 2,410,000 | 2,410,000 | 2,292,553 | 2,292,553 |
| Title 3 | 6,883,000 | 6,883,000 | 7,333,698 | 7,333,698 |
| Title 4 | 276,314 | 276,314 | - | - |
| Total expenditure | 24,167,314 | 24,167,314 | 24,296,251 | 24,296,251 |

| EXPENDITURE | Commitment Appropriations | | | | | | |
|--------------------------|---------------------------|-------------|-------------------|-----------------|-----------------|-------------------|----------------|
| | Executed Budget 2019 (*) | Budget 2020 | Draft Budget 2021 | | VAR 2021 / 2020 | Envisaged in 2022 | Envisaged 2023 |
| | | | Agency request | Budget Forecast | | | |
| Title 1 | 13,828,950 | 14,598,000 | 14,670,000 | 14,670,000 | 100% | 104% | 102% |
| Staff Expenditure | | | | | | 15,208,000 | 15,512,160 |
| 11 Salaries & allowances | 11,677,279 | 12,547,000 | 12,600,000 | 12,600,000 | 100% | 13,037,000 | 13,297,740 |

2023

| | | | | | | | |
|--|------------------|------------------|------------------|------------------|------------|------------------|------------------|
| - of which establishment plan posts | 9,041,803 | 9,498,000 | 9,519,000 | 9,519,000 | 100% | 9,795,000 | 9,990,900 |
| - of which external personnel | 2,635,476 | 3,049,000 | 3,081,000 | 3,081,000 | 101% | 3,242,000 | 3,306,840 |
| 12 Expenditure relating to Staff recruitment | 42,303 | 61,000 | 150,000 | 150,000 | 246% | 113,000 | 115,260 |
| 13 Mission expenses | 99,588 | 95,000 | 50,000 | 50,000 | 53% | 75,000 | 76,500 |
| 14 Socio-medical infrastructure | 151,612 | 72,000 | 75,000 | 75,000 | 104% | 75,000 | 76,500 |
| 15 Training | 551,975 | 250,000 | 175,000 | 175,000 | 70% | 200,000 | 204,000 |
| 16 External Services | 105,810 | 180,000 | 90,000 | 90,000 | 50% | 95,000 | 96,900 |
| 17 Receptions and events | 2,571 | 3,000 | 3,000 | 3,000 | 100% | 3,000 | 3,060 |
| 18 Social welfare | 1,197,813 | 1,300,000 | 1,462,000 | 1,462,000 | 112% | 1,535,000 | 1,565,700 |
| 19 Other Staff related expenditure | 0 | 90,000 | 65,000 | 65,000 | 72% | 75,000 | 76,500 |
| Title 2 | | | | | | 92% | 102% |
| Infrastructure and operating expenditure | 2,377,977 | 2,410,000 | 2,292,553 | 2,292,553 | 95% | 2,104,000 | 2,146,080 |
| 20 Rental of buildings and associated costs ⁴ | 1,406,947 | 1,453,000 | 1,336,000 | 1,336,000 | 92% | 1,380,000 | 1,407,600 |
| 21 Information and communication technology | 732,186 | 649,000 | 699,000 | 699,000 | 108% | 424,000 | 432,480 |
| 22 Movable property and associated costs | 51,266 | 81,000 | 55,000 | 55,000 | 68% | 97,000 | 98,940 |
| 23 Current administrative expenditure | 67,915 | 96,000 | 52,553 | 52,553 | 55% | 50,000 | 51,000 |
| 24 Postage / Telecommunications | 100,291 | 100,000 | 119,000 | 119,000 | 119% | 124,000 | 126,480 |
| 25 Meeting expenses | 8,108 | 13,000 | 13,000 | 13,000 | 100% | 13,000 | 13,260 |
| 26 Running costs in connection with operational activities | 11,264 | 0 | 0 | 0 | 0% | - | - |
| 27 Information and publishing | 0 | 0 | 2,000 | 2,000 | 0% | - | - |

⁴ Including possible repayment of interest; detailed information as regards building policy provided in Table in Annex III.

| | | | | | | | |
|---|-------------------|-------------------|-------------------|-------------------|-------------|-------------------|-------------------|
| 28 Studies | 0 | 18,000 | 16,000 | 16,000 | 89% | 16,000 | 16,320 |
| Title 3 | | | | | | | |
| Operational expenditure | 6,368,399 | 6,883,000 | 7,333,698 | 7,333,698 | 107% | 0% | 102% |
| | | | | | | 0 | 0 |
| 31 Fair and equal societies | 0 | 3,476,000 | 3,005,000 | 3,005,000 | 86% | 0 | 0 |
| 32 Just, digital and secure societies | 1,538,856 | 656,000 | 561,000 | 561,000 | 86% | 0 | 0 |
| 33 Migration and asylum | 936,952 | 465,000 | 710,000 | 710,000 | 153% | 0 | 0 |
| 34 Supporting Human Rights Systems | 0 | 942,000 | 869,000 | 869,000 | 92% | 0 | 0 |
| 35 Communicating rights | 0 | 1,284,000 | 1,425,000 | 1,425,000 | 111% | 0 | 0 |
| 36 Justice | 547,870 | 0 | 0 | 0 | 0% | - | - |
| 37 Horizontal operational activities | 2,803,949 | 60,000 | 0 | 0 | 0% | 0 | 0 |
| 38 Bodies of the Agency and consultation mechanisms | 540,772 | 0 | 0 | 0 | 0% | - | - |
| 39 Reserve for Title 3 | 0 | 0 | 763,698 | 763,698 | 0% | 0 | 0 |
| Title 4 | | | | | | 0% | 102% |
| Other operational expenditure | 126,190 | 276,314 | 0 | 0 | 0% | 0 | 0 |
| 40 Cooperation Agreements | 126,190 | 276,314 | 0 | 0 | 0% | - | - |
| TOTAL EXPENDITURE | 22,701,517 | 24,167,314 | 24,296,251 | 24,296,251 | 101% | 17,312,000 | 17,658,240 |

(*) Outturn 2019 will only be known by the end of 2020

| EXPENDITURE | Payment Appropriations | | | | | | |
|-------------------------------------|--------------------------|-------------------|-------------------|-------------------|-----------------|-------------------|-------------------|
| | Executed Budget 2019 (*) | Budget 2020 | Draft Budget 2021 | | VAR 2021 / 2020 | Envisaged in 2022 | Envisaged 2023 |
| | | | Agency request | Budget Forecast | | | |
| Title 1 | | | | | | 104% | 102% |
| Staff Expenditure | 13,828,950 | 14,598,000 | 14,670,000 | 14,670,000 | 100% | 15,208,000 | 15,512,160 |
| 11 Salaries & allowances | 11,677,279 | 12,547,000 | 12,600,000 | 12,600,000 | 100% | 13,037,000 | 13,297,740 |
| - of which establishment plan posts | 9,041,803 | 9,498,000 | 9,519,000 | 9,519,000 | 101% | 9,754,260 | 9,949,345 |
| - of which external personnel | 2,635,476 | 3,049,000 | 3,081,000 | 3,081,000 | 101% | 3,242,000 | 3,306,840 |

| | | | | | | | |
|---|------------------|------------------|------------------|------------------|-------------|------------------|------------------|
| 12 Expenditure relating to Staff recruitment | 42,303 | 61,000 | 150,000 | 150,000 | 246% | 113,000 | 115,260 |
| 13 Mission expenses | 99,588 | 95,000 | 50,000 | 50,000 | 53% | 75,000 | 76,500 |
| 14 Socio-medical infrastructure | 151,612 | 72,000 | 75,000 | 75,000 | 104% | 75,000 | 76,500 |
| 15 Training | 551,975 | 250,000 | 175,000 | 175,000 | 70% | 200,000 | 204,000 |
| 16 External Services | 105,810 | 180,000 | 90,000 | 90,000 | 50% | 95,000 | 96,900 |
| 17 Receptions and events | 2,571 | 3,000 | 3,000 | 3,000 | 100% | 3,000 | 3,060 |
| 18 Social welfare | 1,197,813 | 1,300,000 | 1,462,000 | 1,462,000 | 112% | 1,535,000 | 1,565,700 |
| 19 Other Staff related expenditure | 0 | 90,000 | 65,000 | 65,000 | 72% | 75,000 | 76,500 |
| Title 2 Infrastructure and operating expenditure | 2,377,977 | 2,410,000 | 2,292,553 | 2,292,553 | 95% | 92% | 102% |
| | | | | | | 2,104,000 | 2,146,080 |
| 20 Rental of buildings and associated costs ⁵ | 1,406,947 | 1,453,000 | 1,336,000 | 1,336,000 | 92% | 1,380,000 | 1,407,600 |
| 21 Information and communication technology | 732,186 | 649,000 | 699,000 | 699,000 | 108% | 424,000 | 432,480 |
| 22 Movable property and associated costs | 51,266 | 81,000 | 55,000 | 55,000 | 68% | 97,000 | 98,940 |
| 23 Current administrative expenditure | 67,915 | 96,000 | 52,553 | 52,553 | 54% | 50,000 | 51,000 |
| 24 Postage / Telecommunications | 100,291 | 100,000 | 119,000 | 119,000 | 119% | 124,000 | 126,480 |
| 25 Meeting expenses | 8,108 | 13,000 | 13,000 | 13,000 | 100% | 13,000 | 13,260 |
| 26 Running costs in connection with operational activities | 11,264 | 0 | 0 | 0 | 0% | - | - |
| 27 Information and publishing | 0 | 0 | 2,000 | 2,000 | 0% | - | - |
| 28 Studies | 0 | 18,000 | 16,000 | 16,000 | 89% | 16,000 | 16,320 |
| Title 3 Operational expenditure | 6,368,399 | 6,883,000 | 7,333,698 | 7,333,698 | 107% | 0% | 102% |
| | | | | | | 0 | 0 |

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

| | | | | | | | |
|---|-------------------|-------------------|-------------------|-------------------|-------------|-------------------|-------------------|
| 31 Fair and equal societies | 0 | 3,476,000 | 3,005,000 | 3,005,000 | 86% | 0 | 0 |
| 32 Just, digital and secure societies | 1,538,856 | 656,000 | 561,000 | 561,000 | 86% | 0 | 0 |
| 33 Migration and asylum | 936,952 | 465,000 | 710,000 | 710,000 | 153% | 0 | 0 |
| 34 Supporting Human Rights Systems | 0 | 942,000 | 869,000 | 869,000 | 92% | 0 | 0 |
| 35 Communicating rights | 0 | 1,284,000 | 1,425,000 | 1,425,000 | 111% | 0 | 0 |
| 36 Justice | 547,870 | 0 | 0 | 0 | 0% | - | - |
| 37 Horizontal operational activities | 2,803,949 | 60,000 | 0 | 0 | 0% | 0 | 0 |
| 38 Bodies of the Agency and consultation mechanisms | 540,772 | 0 | 0 | 0 | 0% | - | - |
| 39 Reserve for Title 3 | 0 | 0 | 763,698 | 763,698 | 0% | 0 | 0 |
| Title 4 | 126,190 | 276,314 | 0 | 0 | 0% | 0% | 102% |
| Other operational expenditure | | | | | | 0 | 0 |
| 40 Cooperation Agreements | 126,190 | 276,314 | 0 | 0 | 0% | - | - |
| TOTAL EXPENDITURE | 22,701,517 | 24,167,314 | 24,296,251 | 24,296,251 | 101% | 17,312,000 | 17,658,240 |

(*) Outturn 2019 will only be known by the end of 2020

TABLE 3 – BUDGET OUTTURN AND CANCELLATION OF APPROPRIATIONS (2017 – 2019)

| Budget outturn | 2017 | 2018 | 2019 |
|--|----------------|----------------|----------------|
| ➤ Revenue actually received (+) | 22,852,250 | 22,915,429 | 23,123,719 |
| ➤ Payments made (-) | - 16,546,789 | - 17,318,353 | - 18,036,014 |
| ➤ Carry-over of appropriations (-) | - 6,549,461 | - 5,886,076 | - 5,598,117 |
| ➤ Cancellation of appropriations carried over (+) | 117,566 | 213,442 | 126,766 |
| ➤ Adjustment for carryover of assigned revenue appropriations from previous year (+) | 244,000 | 244,000 | 555,412 |
| ➤ Exchange rate differences (+/-) | - 250 | - 154 | - 763 |
| ➤ Adjustment for negative balance from previous year (-) | - | - | - |
| Total | 117,316 | 168,288 | 171,003 |

ANNEX IV: Human Resources - Quantitative**TABLE 1 – STAFF POPULATION AND ITS EVOLUTION; OVERVIEW OF ALL CATEGORIES OF STAFF****A. Statutory staff and SNE**

| Staff | Year 2019 | | | Year 2020 | Year 2021 | Year 2022 | Year 2023 |
|---|--|--|-------------------------------------|---|---|----------------------------------|----------------------------------|
| | Authorised posts Budget | Actually filled as of 31/12/2019 | Occupancy Rate % | Authorised posts | Envisaged posts | Envisaged posts | Envisaged posts |
| Staff occupying posts in establishment plan Establishment plan posts | Authorised Budget | | | Authorised staff | Envisaged staff | Envisaged staff | Envisaged staff |
| Administrators (AD) | 48 | 47 | 98% | 48 | 50 | 50 | 50 |
| Assistants (AST) | 24 | 24 | 100% | 24 | 24 | 24 | 24 |
| Assistants/Secretaries (AST/SC) | - | - | - | - | - | - | - |
| Total Establishment plan posts | 72 | 71 | 99% | 72 | 74 | 74 | 74 |
| Staff who do not occupy posts in establishment plan External staff | Planned staff FTE corresponding to the authorised budget | Actually engaged as of 31/12/2019 Executed FTE as of 31/12/2019 | Engagement rate Execution Rate % | Planned staff Headcount as of 31/12/2019 | Envisaged staff FTE corresponding to the authorised budget | Envisaged staff Envisaged FTE | Envisaged staff Envisaged FTE |
| Contract Agents (CA) | 32 | 29.7** | 93% | 31** | 34 | 34 | 34 |
| Seconded National Experts (SNE) | 9 | 8.5* | 94% | 9* | 9 | 9 | 9 |
| Total External staff | 41 | 38.2*/** | 93% | 40*/** | 43 | 43 | 43 |
| GRAND TOTAL | 113 | 109.2*/** | 97% | 112*/** | 117 | 117 | 117 |

*including 1 additional cost-free SNE

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

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

| Human Resources | Year 2020 | Year 2021 | Year 2022 | Year 2023 |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| | Envisaged staff Envisaged FTE | Envisaged staff Envisaged FTE | Envisaged staff Envisaged FTE | Envisaged staff Envisaged FTE |
| Contract Agents (CA) | 4*** | 5*** | 5*** | 5*** |
| Seconded National Experts (SNE) | 1 | 1 | 1 | 1 |
| TOTAL | 5 | 6 | 6 | 6 |

*** Two CA GF IV posts recruited under the Financial Mechanism Office (FMO). In addition, the Agency will recruit another three GF IV in 2021 in order to address the requirements of its agreement with the FMO.

C. Other Staff

Structural service providers

| | Actually filled as of 31/12/2019 Actually in place as of 31/12/N-1 |
|-----------------------|---|
| Security | 0 |
| IT | 0 |
| Other (specify) | 0 |
| Other (specify) | 0 |
| Other (specify) | 0 |

Interim workers

| | Actually filled as of 31/12/2019 Total FTEs in year N-1 |
|--------|--|
| Number | 0 |

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

| Function group and grade | Year 2019 | | | | Year 2020 | | Year 2021 | | Year 2022 | | Year 2023 | |
|--------------------------|-------------------|-----------------|----------------------------------|-----------------|-------------------|------------|------------|-------------|------------|------------|-------------|-------------|
| | Authorised Budget | | Actually filled as of 31/12/2019 | | Authorised budget | | Envisaged | | Envisaged | | Envisaged | |
| | Permanent posts | Temporary posts | Permanent posts | Temporary posts | Perm. posts | Temp posts | Perm posts | Temp. posts | Perm Posts | Temp posts | Perm. posts | Temp. posts |
| AD 16 | - | - | - | - | - | - | - | - | - | - | - | - |
| AD 15 | - | 1 | - | - | - | 1 | - | 1 | - | 1 | - | 1 |
| AD 14 | - | 1 | - | 2 | - | 3 | - | 4 | - | 4 | - | 4 |
| AD 13 | - | 2 | - | 2 | - | 3 | - | 3 | - | 3 | - | 3 |
| AD 12 | - | 7 | - | 3 | - | 2 | - | 4 | - | 1 | - | 3 |
| AD 11 | - | 5 | - | 1 | - | 5 | - | 7 | - | 6 | - | 7 |
| AD 10 | - | 9 | - | 5 | - | 10 | - | 12 | - | 11 | - | 10 |
| AD 9 | - | 12 | - | 8 | - | 11 | - | 9 | - | 9 | - | 10 |
| AD 8 | - | 8 | - | 11 | - | 8 | - | 5 | - | 10 | - | 8 |
| AD 7 | - | 2 | - | 11 | - | 2 | - | 3 | - | 3 | - | 2 |
| AD 6 | - | 1 | - | 4 | - | 3 | - | 2 | - | 2 | - | 2 |
| AD 5 | - | | - | - | - | | - | - | - | - | - | - |
| Total AD | - | 48 | - | 47 | - | 48 | - | 50 | - | 50 | - | 50 |
| AST 11 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST 10 | - | 1 | - | - | - | 4 | - | 4 | - | 3 | - | 3 |
| AST 9 | - | 3 | - | 2 | - | 2 | - | 3 | - | 3 | - | 4 |
| AST 8 | - | 5 | - | 4 | - | 3 | - | 4 | - | 3 | - | 3 |
| AST 7 | - | 7 | - | 1 | - | 7 | - | 5 | - | 5 | - | 6 |
| AST 6 | - | 7 | - | 6 | - | 6 | - | 6 | - | 7 | - | 6 |
| AST 5 | - | 1 | - | 7 | - | 2 | - | 2 | - | 3 | - | 2 |
| AST 4 | - | - | - | 4 | - | - | - | - | - | - | - | - |
| AST 3 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST 2 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Total AST | - | 24 | - | 24 | - | 24 | - | 24 | - | 24 | - | 24 |
| AST/SC6 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC5 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC4 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC3 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC2 | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Total AST/SC | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL | - | 72 | - | 71 | - | 72 | - | 74 | - | 74 | - | 74 |
| GRAND TOTAL | | 72 | | 71 | | 72 | | 74 | | 74 | | 74 |

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

- External personnel**

Contract Agents

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

| Contract agents | FTE corresponding to the authorised budget 2019 | Executed FTE as of 31/12/2019 | Headcount as of 31/12/2019 | FTE corresponding to the authorised budget 2020 | FTE corresponding to the authorised budget 2021 | FTE corresponding to the authorised budget 2022 | FTE corresponding to the authorised budget 2023 |
|---------------------------|---|-------------------------------|----------------------------|---|---|---|---|
| Function Group IV | 20 | 14.7 | 15 | 20 | 22 | 22 | 22 |
| Function Group III | 10 | 11** | 12** | 10 | 10 | 10 | 10 |
| Function Group II | 2 | 4 | 4 | 2 | 2 | 2 | 2 |
| Function Group I | - | - | - | - | - | - | - |
| TOTAL | 32 | 29.7* | 31* | 32 | 34 | 34 | 34 |

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

Seconded National Experts

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

*including 1 additional cost-free SNE

| Seconded National Experts | FTE corresponding to the authorised budget 2019 | Executed FTE as of 31/12/2019 | Headcount as of 31/12/2019 | FTE corresponding to the authorised budget 2020 | FTE corresponding to the authorised budget 2021 | FTE corresponding to the authorised budget 2022 | FTE corresponding to the authorised budget 2023 |
|---------------------------|---|-------------------------------|----------------------------|---|---|---|---|
| TOTAL | 9 | 8.5* | 9* | 9 | 9 | 9 | 9 |

*including 1 additional cost-free SNE

TABLE 3 - RECRUITMENT FORECASTS FOR YEAR 2021 FOLLOWING RETIREMENT/MOBILITY OR NEW REQUESTED POSTS

| Job title in the Agency | Type of contract (Official, TA or CA) | | TA/Official | | CA Recruitment Function Group (I, II, III or IV) |
|-------------------------------------|---|---|--|------------------------|--|
| | | | Function group/grade of recruitment Internal (Brackets) and external (single grade) foreseen for publication | | |
| | Due to foreseen retirement/ mobility | New post requested due to additional tasks | Internal (brackets) | External (brackets) | |
| Head of Unit | 1 TA (AD14) | | AD9-AD12 | AD9 | |
| Project manager / Administrators | | 2 TA (AD) | AD5-AD8 | AD5-AD6 | |
| Assistant | 1 TA (AST9) | | AST1-AST4 | AST4 | |
| Administrator | 2 TA (AD9) | | AD5-AD6 | AD5-AD6 | |
| Project officers | | 2 CAs | | | 2 FG IV |

Number of inter-agency mobility Year 2020 from and to the Agency: 0

A. New Tasks and Growth of Existing Tasks

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

MIGRATION

The Agency is heavily involved in the areas of migration, integration and refugee protection – the level of requests for the Agency's support and expertise from Member States and EU institutions has increased steeply, which creates a significant additional workload in the Agency. The 2020 Pact on Asylum and Migration outlines new tasks for the Agency. The proposed Screening Regulation foresees FRA's to support to the Member States when establishing independent national mechanisms for monitoring fundamental rights compliance of the screening of arrivals. The Commission has also recommended that FRA feeds its findings into the EU Migration Preparedness and Crisis Management Mechanism Network migration and appoints a focal point to this end. Already now, requests addressed to the Agency include legal opinions on pending EU legislation and policy files, support when developing the impact assessment and other input for future legislative proposals, the implementation of EU strategies and action plans, the mainstreaming of fundamental rights in the Schengen evaluation system, and support on the ground to address fundamental rights challenges in the 'hotspots'. Most notably, the Agency has in the recent years responded to requests for legal opinions in the area of asylum, EU information systems for migration and security, business and human rights, etc. The cooperation with other JHA agencies, such as Frontex, EASO and eu-LISA has been formalised. As required by the Frontex Regulation, FRA is supporting the establishment of Frontex fundamental rights monitors by for instance developing monitoring and training tools. The Agency employed staff on extended missions to Greece, but also to Spain and Italy looking, especially, at child protection issues, identification of vulnerable people, and respect of procedural safeguards in asylum, detention, and return proceedings. The success of the Agency's input has led to increased demands for its support. Thus, it is necessary to reinforce the Agency's operational support by expanding the pool of its in-house experts, notably to enhance the deployment capabilities.

SECURITY AND DATA PROTECTION – INCLUDING DIGITALISATION AND AI

In the coming period the agency will need to enhance its capacity in fields related to information society, privacy and data protection with respect to new areas of increased focus – including 'big data' and the use of algorithms with respect to developments in the field of Artificial Intelligence (AI). The need for the Agency to build its capacity in this area is particularly pressing given the introduction of a new EU Regulatory framework on AI as of 2021, and related EU law amendments to encompass the digital age – including the Digital Services Act – which will directly refer to the need for fundamental rights compliance. Recognising the important role that FRA plays in this field, in the period 2018 - 2020 the Agency was assigned as a member of the Commission's High Level Expert Group on AI, where our project work on big data and artificial intelligence was able to provide valuable input into the work of this group; with FRA directly contributing to the High Level Group's 'Ethics Guidelines for Trustworthy AI'. The Agency is receiving increasing demands to contribute with its fundamental rights expertise to the AI area; in particular concerning direct requests from Commission services for input.. To this end – FRA's publications in the field of discrimination in data supported decision-making, on facial recognition technology with respect to fundamental rights considerations in the context of law enforcement, and on AI and fundamental rights implications have served to increase demand for the Agency's expertise and input; including in areas addressing equality and social rights – for example – a request by the German Presidency of the Council of the EU for FRA to undertake work in the area of digitalisation and ageing. The Agency's previous work as part of the Commission's High Level Group on information systems and interoperability, and its increased work with agencies such as eu-LISA, indicates that projects will need to take into account new developments in data collection and exchange – for example with respect to VIS, SIS, and ETIAS if the Agency is to effectively address migration, asylum and security. In addition, given that work related to the fields of security and migration is expected to remain of high importance to the Commission, other EU Institutions and Member States in the coming months and years, requests for the Agency to provide inputs in these areas have grown; including direct requests from the Parliament and the Commission for expertise. The presence of the Agency as a member of the Forum on the implementation of the new architecture for EU information systems for borders, migration and security as well as the High Level Group on combating racism, xenophobia and other forms of intolerance, together with the Council of Europe and OSCE/ODIHR, is a clear indicator that the Agency is increasingly playing an important role. Moreover, the Agency is a member of the ETIAS Fundamental Rights Guidance Board. The Agency is able to provide a complementary role to other actors such as EDPS, as the Agency can refer to a broad range of fundamental rights considerations, alongside privacy and data protection, which fall within its mandate – such as equality and non-discrimination, the rights of the child, and access to justice.

EU's GREEN DEAL – BUSINESS AND HUMAN RIGHTS

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

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

INCLUSION AND NON-DISCRIMINATION

The Agency is requested by EU institutions to provide data and analysis on key developments with regard to racism, xenophobia, antisemitism and related intolerance, as regards discrimination and hate crime. This requires extensive survey data collection and analysis on discrimination, in particular on grounds of ethnic or racial origin, religion or belief, sexual orientation or gender identity, disability and age 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. Under the High Level Group the FRA-led Working Group operates with an expanded mandate focusing on data collection, recording, and reporting of hate crime. The Agency can be expected to be requested to be even more active in fighting racism and discrimination in the future, in light of the 2020 EU Action Plan on Racism. In parallel, the area of migrant integration is becoming of critical importance to promote the inclusion of recent refugees and migrants in education and the labour market in many Member States. The Agency is currently launching its next intensive round of survey research on immigrants and their descendants, and there is further demand for survey data collection and analysis from EU institutions concerning the Agency's work in relation to anti-Semitism, and its future rounds of data collection on Roma as well as LGBTI persons. This data collection and analysis is linked to several Commission Strategies, as well as to non-discrimination aspects of the implementation of the European Pillar of Social Rights. FRA research on the impact of measures to fight Covid-19 on vulnerable groups is similarly linked to funding initiatives to alleviate the impact of such measures.

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

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

Investment Funds (ESIF), and to contribute in training national ESIF management authorities in regard to their obligations to comply with the EU Fundamental Rights Charter and the UN CRPD Convention.

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

The success of the Agency's data analysis and large-scale quantitative surveys has resulted in requests to undertake enhanced data collection and to repeat surveys – as this typically provides unique data in key fundamental rights areas that is otherwise not covered at the Member State and EU level. The Agency has been specifically requested by the Commission to bring forward – by two years – its survey data collection on Roma and its separate survey on immigrants and their descendants. In parallel, the Agency is engaged in further analysis, publication and related outreach activities related to results from its second antisemitism survey, the LGBTI survey, the Roma and Travellers Survey, and the Fundamental Rights Survey (on the general population in all Member States and selected Accession Countries). In addition – the Agency has been requested by the Commission to launch a third survey on antisemitism in 2022, which will require resources for planning in 2022. As a result, FRA will be managing an unprecedented six surveys – at various stages – at the same time. In order to effectively develop and manage these surveys and other areas of data collection and analysis that the Agency is engaged in in parallel – which draws on staff working in the field of statistics and data analysis – the Agency requires additional financial and human resources. This is essential in order to produce statistical data in a timely manner and according to high quality standards, so that the results can be used by the Commission, EP and Council in key policy areas, such as social inclusion, antisemitism, Roma, hate crime, and asylum and integration. Several Commission Strategies and Action Plans directly call on the Agency's survey data collection to be continued and repeated in the above areas. This will not be possible without the requisite allocation of staff with the required skillset.

REQUEST

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

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

Establishment plan posts

- **AD 6 Project manager** – with a strong skillset encompassing data analysis and related technical skills in data management and manipulation, who should have the required understanding and experience to build and maintain the data architecture of a data research project. It would also be advantageous if the person has the knowledge concerning how to build data models using a combination of statistics, mathematics, machine learning and domain based knowledge. This post will encompass new skillsets that FRA currently does not possess, which will increasingly be needed by the Agency in the next period to cover areas of work that are more in demand in relation to the Agency's research and data collection, including in fields such as artificial intelligence, data interoperability, data protection, and trend analyses and prediction. The Project Manager should be able to run projects having as their aim the assessment of fundamental rights implications of various uses of data; for example, with respect to AI related research and industry applications across the EU. The proposed grade for this post is in line with the tasks to be undertaken.

- **AD 6 Project manager** – this post would allow the Agency to align its human resources capacity in the area of migration and asylum to the increased demand for fundamental rights expertise required by the two JHA agencies, Frontex and EASO, in light of their revised mandates. The post will serve to ensure that FRA will continue to provide expertise at the highest qualitative level in the areas of migration, borders, integration and asylum. The increased number of staff in the area of migration and asylum will provide FRA the possibility to effectively contribute to fundamental rights compliance of the measures foreseen under the Asylum and Migration Pact. FRA would also have the possibility to continue with its temporary deployment of FRA experts to EU Members States most affected by new arrivals. The proposed grade for this post is in line with the tasks to be undertaken.

Contract Agents

- **CA FG IV Project officer** – this post would allow the agency to build-up the necessary capacity to mainstream its work in relation to AI within different fundamental rights field. The person should be the liaison within FRA projects to bring in the relevant expertise in the area of data science/engineering, encompassing the building and the maintenance of the data architecture, which is necessary to understand how the use of AI affects the fundamental rights of users and how this can have an impact at the policy level. With 2020 being the year when the Agency's work on AI is rolled out with respect to first results, and new project work on online content moderation is initiated (as two examples), with a further two projects envisaged on ageing in digital societies and on social rights in the digital age, FRA needs to have the necessary skillsets related to digital innovations – which increasingly encompasses all areas of the Agency's data collection and research.
- **CA FG IV Project officer** – interoperability and EU IT systems – the post should allow FRA to increase its capacity to address fundamental rights compliance in the implementation of the new architecture for interoperability among EU IT systems. With the adoption of the regulations establishing the new framework on interoperability between EU information systems in the fields of borders, visa, asylum and migration, the Agency will need to employ the necessary resources for assessing the fundamental rights implications when the new architecture gradually goes live. The post should bring in new skillsets in the area of technology, biometrics and law, particularly data protection, and will provide essential support for the Agency's research on the use of data and algorithms in the context of EU IT systems, with the aim to identify potential fundamental rights benefits as well as risk, such as discriminatory profiling.

B. STRATEGY FOR ACHIEVING EFFICIENCY GAINS

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

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

In relation to that, it appears that service transformation and re-design of processes are crucial to achieve both technical and allocative efficiency and to unlock transformational improvements in efficiency. To this end, the Agency

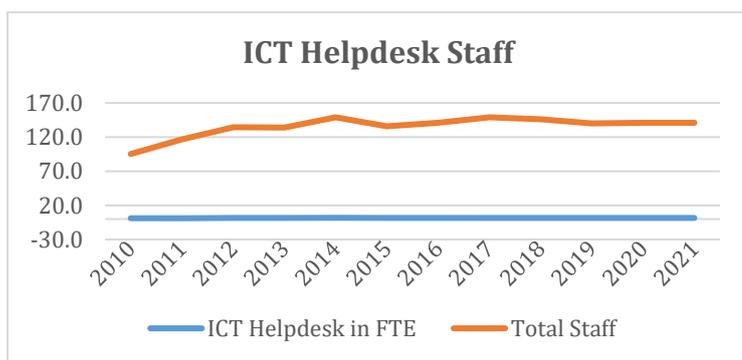
has implemented a number of actions that resulted in an increase of productivity and achievement of efficiency gains. With a view of reaching further efficiencies, the Agency is currently undertaking the following initiatives in the four efficiency clusters:

Cluster I: Digital Services and Facilities

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

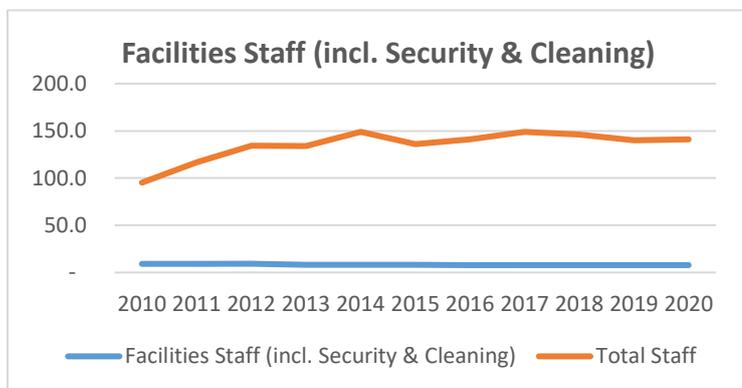
The Agency is looking to further optimise its resource utilisation as it plans to utilise cloud services within 2020 and hence be able to provide more services with the same resources. Potential use of cloud-based analytics can also contribute to the growing needs of the Agency.

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 external contractor) | 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 initiated in Q1 2020 and will continue throughout 2020. While adopting the cloud services the Agency does so by respecting the related data protection regulation. Due to the recent court ruling, which annulled the Privacy Seal agreement delays are foreseen in the adoption phase.

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 centre cooling system. These changes reduced facilities management costs by an overall 10% and maintained this reduced consumption throughout the last years.

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

1. The Agency changed the electricity provider to one that produces electricity from renewable sources.
2. Premises heating is provided by district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating.
3. The datacentre cooling system is heat-exchange based system, which reduced electricity consumption to more than 60%.
4. The Agency implements a recycling "waste material" programme and also ensures that any old equipment is properly recycled or reused (where applicable).
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.

Cluster III: Planning, Monitoring, Evaluation and Reporting

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

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

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

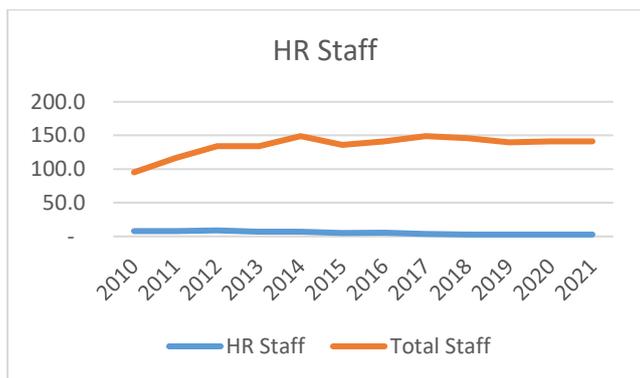
Cluster IV: Human Resources Management

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

1. The optimisation of the Agency's organisational structure. In the light of the staff reduction implemented in the period 2013-2017, 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 called "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 SYSPER, encompassing services offered by PMO, JSIS, DG HR and DIGIT.
4. The preparatory work for the implementation of SYSPER in order to streamline and automate certain human resources management processes.
5. The enhanced PMO service level agreement to gain efficient use of the existing capacity.
6. The Agency contracted under the Inter-institutional framework contracts to conduct the development of a competency framework for the identification of the necessary competencies for the various job profiles at FRA. The objective is that such a Competency Framework will support modern talent management processes, professional development, as the framework will be applied to key HR process such as recruitment and selection, career advancement, learning, development, and human resource planning.
7. The Agency in order to ensure that it remains responsive to its staff initiated a workload analysis to determine any incidences of workload and where it exists to initiate steps to tackle it for efficiency and staff wellbeing.

Modernisation of HR tools, optimisation of its processes, and its Service Level Agreement (SLA) with PMO enabled the Agency to decrease the staff working within the HR domain. However it is evident from the Table below, while the number of the service receivers at FRA steeply increased, the Agency managed not only to retain the number of the HR staff but even decreased it further bringing the overall ratio to the level of 0,91:40 in 2017 and i.e.: 0,77:40 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 1:40⁶, 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 Agency has obtained an extra capacity by improving several processes and generated via other efficiency initiatives, the demand for human resources has constantly increased. This is due to the need to address the complexity of our work and the ever-growing workload linked to FRA core activities.

Although FRA will continue its efforts towards further efficiency gains, we expect that in 2021-2023 the demands for human resources and the expected capacity increases will not be balanced and FRA will have to request additional workforce from the budgetary authorities or apply negative priorities.

REDEPLOYMENT

⁶ Communication to the Commission: Synergies and Efficiencies in the Commission - New Ways of Working; SEC(2016) 170 final. 4.4.2016.

Given the size of the Agency, there is a limited scope for further re-deployment. However, the Agency will continue to seek efficiency gains by inter alia conducting the skills audit, revising its Competency Framework and further simplifying procedures where possible.

C. NEGATIVE PRIORITIES/DECREASE OF EXISTING TASKS

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

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

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

| | |
|---|---|
| <p>1) New work on Artificial Intelligence and Fundamental Rights – encompassing all MAF areas</p> | <p><i>Human resources needs for 2021 -2023</i></p> |
| <p>FRA has started to work on the topic of artificial intelligence (AI), big data and fundamental rights. Given the increased focus on AI related research and industry applications in the EU (including a new regulatory framework on AI; a new Digital Services Act) – all of which have fundamental rights implications – the Agency is increasingly called on to provide its fundamental rights expertise and assessment; including through its published work on facial recognition and on discrimination in data supported decision-making, as well as its long-standing work with eu-LISA on biometric data collection and its applications. Demonstration the expertise that FRA can bring to this field, FRA was appointed a member of the Commission’s High-Level Expert Group on AI, and initiated an EU project on AI and fundamental rights implications – which examines ‘use cases’ in key public sector services and private industry areas where AI is playing an important role. The Agency plans to mainstream its work in relation to AI to the different fundamental rights fields covered under the Agency’s multi-annual thematic framework; beginning in 2021 with research on online content moderation with respect to fundamental rights, and further projects planned on ‘ageing in digital societies’ and on ‘social rights in the digital age’.</p> <p>In order for the Agency to be relevant and fit for purpose for the digital age – it is essential that staff with the appropriate skillset are engaged to be able to develop and assess information and data relating to the Agency’s planned work in this field. In the absence of staff with the required skills, the Agency will not be in a position to extend its research to encompass AI and related digital innovations as they affect all areas of its work – from asylum and migration, through to the rights of the child and hate crime.</p> | <p>1 AD Project manager – data science skills</p> <p>1 CA Project officer - data science skills</p> |
| <p>2) Fundamental rights compliance within the new framework for interoperability between EU information systems</p> | <p><i>Human resources needs for 2021-2023</i></p> |
| <p>The establishment of the new framework for interoperability between EU information systems in the field of borders and visa (regulation (EU) 2019/817), and in the field of police and judicial cooperation, asylum and migration (regulation (EU)2019/818), gives FRA an important role in monitoring the compliance with fundamental rights in the process of data collection and processing. FRA is also a Member of the ETIAS Screening Board. FRA’s work on preventing unlawful profiling, the projects on biometrics, surveillance and artificial intelligence, provides a good basis for the Agency to ensure fundamental rights compliance within the framework. FRA support aims at strengthening fundamental rights compliance in law enforcement, including immigration law enforcement, in particular, by advising EU Institutions and Member State authorities on how to avoid practices that risk resulting in unlawful profiling, by assisting to unveil discriminatory profiling on all grounds, including nationality, age and gender, in addition to ethnic origin. The Agency will need to employ the necessary resources for assessing the fundamental rights implications when the new architecture gradually goes live. The post should bring in new</p> | <p>1 CA Project Officer – Biometrics, data protection</p> |

| | |
|---|--|
| <p>skillsets in the area of technology, biometrics and law, particularly data protection, and will provide essential support for the Agency’s research on the use of data and algorithms in the context of EU IT systems, with the aim to identify potential fundamental rights benefits as well as risk, such as discriminatory profiling. In order for FRA to provide the adequate opinions on the compliance of the interoperability framework against the fundamental rights, it is necessary that additional staff with appropriate skills in biometrics are engaged to be able to assess the information contained.</p> | |
|---|--|

| | |
|--|--|
| <p>3) FRA’s ad hoc presence in the Greek hotspots</p> | <p><i>Human resources needs for 2021 - 2023</i></p> |
| <p>FRA currently provides targeted fundamental rights support on the ground in Greece and valuable input to the Commission and other EU Agencies - namely Frontex and EASO - as well as to the Greek authorities, and is in the process of developing practical guidance and initiating training for key actors to ensure fundamental rights compliance. FRA staff who are deployed on mission to Greece currently provide expert advice with respect to: child protection (focusing on unaccompanied minors); the identification of vulnerable people; and the respect of procedural safeguards in asylum, detention, and return proceedings. These activities could be conducted also in other Member States, where needs are emerging, like Spain, Cyprus, Malta and Italy, to ensure the respect of fundamental rights, but the agency does not have currently enough human resources to cover this.</p> <p>In 2021, FRA plans to continue its field-level involvement in Member States hosting migration management support teams or otherwise request FRA’s support to deal with fundamental rights challenges linked to migration</p> | <p>2 CA FG Project officer – to be deployed in the hotspots (Greece and Italy).</p> |

| | |
|--|--|
| <p>4) Providing fundamental rights assistance and capacity-building to support Frontex</p> | <p><i>Human resources needs for 2021 - 2023</i></p> |
| <p>In 2020 and beyond, the intensive work of FRA in the area of migration and asylum will continue. As also in the past, the working arrangements with Frontex, EASO and eu-LISA will enable these partners to benefit from FRA’s fundamental rights expertise.</p> <p>In particular, the significantly increased size of Frontex and its expanded mandate in areas, where it is likely to encounter new fundamental rights-related challenges, as well as specific role for FRA in Frontex founding regulation, will trigger more requests to FRA for support and need for even closer and more intensive cooperation. Through the founding regulation, EU 2016/1624 it Frontex shall cooperate with FRA in better addressing migratory challenges, preventing and detecting cross-border crime, and in the development of specific training tools. Notably FRA will support Frontex in the establishment and requirement of Fundamental Rights Monitors, by developing monitoring methodologies, tools and trainings. In addition Frontex shall continue to invite FRA to participate in the consultative forum having as its aim to assist the Executive Director and the Management Board with independent advice in fundamental rights matter. Moreover, FRA already supports the training of a pool of forced return monitors to support Frontex in ensuring the participation of well-trained monitors in joint forced return operations, as required by Article 8.6 of the Return Directive (2008/115/EC).</p> | <p>1 AD project manager – asylum and migration (to support systematic training for a pool of forced return monitors)</p> <p>1 AST project assistant – asylum and migration</p> |

ANNEX V: Human Resources – Qualitative

A. RECRUITMENT POLICY

Implementing rules in place

| | | Yes | No | If no, which other implementing rules are in place |
|-------------------------------|----------------------------|-----|----|--|
| Engagement of CA | Model decision C(2019)3016 | X | | |
| Engagement of TA | Model decision C(2015)1509 | X | | |
| Middle management | Model decision C(2018)2542 | X | | |
| Type of posts and post titles | Model Decision C(2018)8800 | | X | FRA applies by analogy decision C(2013)8979 |

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

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

- Advisers: undertake duties such as coordination, representation, analysis and advice, which represent a high added value for the Agency. They require special qualities of the person concerned and, in particular, special expert knowledge and special experience and the capacity to provided guidance of high added value. Typically these posts would be filled by Temporary Agents in the bracket AD13-AD14.

- Middle Managers: provide strategic and financial management and supervise the operational management within their respective fields covering different areas of FRA activities in respect of sound financial management. Typically these posts would be filled by Temporary Agents in the bracket AD9-AD12.

- Programme Managers: are typically engaged in ensuring the daily programme management throughout the programme life cycle, monitoring the implementation of programme in line with the conditions set out in the AWP, collaborating in the preparation of project's proposal and ensuring their alignment with the programme's purposes.. Programme managers may play a key role in contributing to the identification and analysis of the legislative and/or policy files beyond the projects an upcoming key political events and political decisions that FRA would aim to influence through the projects' objectives. Programme Managers may represent FRA in external activities. Typically these posts would be filled by Temporary Agents in the bracket AD8-AD10.

- Project Managers/Programme Officers: play a key role in general processes, draft reports, implement policies, analyse and advise the hierarchy in specific areas such as research, coordinate specific areas of work or a team's work content or, represent FRA in external activities. Typically these posts would be filled by Temporary Agents in the bracket AD5-AD8 Contract Agents FGIV. Seconded National Experts are all programme officers. Temporary agents at grades AD 5 and Contract Agents at function group IV under direct supervision will contribute to the completion of the above-mentioned tasks and may play a supporting and active role in the development of overall tasks and work.

- Assistants/: provide support in the drafting of documents and assistance in the implementation of policies and procedures in areas such as administration, procurement, finance, human resources, research, communication, following advice from the hierarchy. Some assistants play more a supporting role in areas such as administration, procurement, finance, human resources, research and communication, under the supervision of a higher level function. Typically these posts would be filled by Temporary Agents in the bracket AST1-AST9 and by Contract Agents Function Group III.

- Administrative agents: provide secretarial and/or clerical support in operational and administrative areas. Typically these posts would be filled by Contract Agents Function Group II.

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

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

a. Temporary agents on long term employment

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

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

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

- AST/SC1 to AST/SC2 for the secretaries and clerks function group (AST/SC)⁷
- AST 1 to AST 4 for the assistants function group (AST)
- AD 5 to AD 8 for the administrators function group (AD).

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

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

Temporary agent posts are filled through the following processes:

- internal selection
- inter-agency mobility
- open selection

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

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

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

Temporary agents on short/medium term employment

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

b. Contract agents on long term employment

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

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

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

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

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

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

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

Contract agents on short/medium term employment

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

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

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

- there is a short- or medium-term project where the appointment of a permanent resource is not justified
- there are staff members in long absence due to extended illness, maternity leave, unpaid leave, etc., and
- A post is being created on a pilot basis and a contract agent is employed until the success of the new post can be assessed.

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

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

c. Seconded national experts

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

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

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

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

d. External service providers

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

B. APPRAISAL OF PERFORMANCE AND RECLASSIFICATION

Implementing rules in place

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

Table 1 - Reclassification of temporary staff/promotion of officials

| Grades | Average seniority in the grade among reclassified staff | | | | | | |
|--------------------------|---|-----------|-----------|-----------|-----------|-----------------------------|--|
| | Year 2016 | Year 2017 | Year 2018 | Year 2019 | Year 2020 | Actual average over 5 years | Average over 5 years (Annex IB SR) (According to decision C(2015)9560) |
| AD05 | - | - | - | - | - | - | - |
| AD06 | 5.29 | 2.92 | - | - | - | - | 2.8 |
| AD07 | 4.62 | 3.83 | - | 4.15 | - | - | 2.8 |
| AD08 | 2.50 | 4 | 5.58 | - | - | - | 3 |
| AD09 | 3.50 | - | - | - | - | - | 4 |
| AD10 | - | - | - | 5.5 | - | - | 4 |
| AD11 | 3.50 | 3.50 | - | - | - | - | 4 |
| AD12 | - | - | - | - | - | - | - |
| AD13 | 4.50 | - | - | - | - | - | 6.7 |
| AD14 | - | - | - | - | - | - | - |
| AST1 | - | - | - | - | - | - | - |
| AST2 | - | - | - | - | - | - | - |
| AST3 | - | - | - | - | - | - | - |
| AST4 | 5.86 | 3.25 | - | - | - | - | 3 |
| AST5 | 5.50 | 3.25 | - | 4.33 | - | - | 4 |
| AST6 | - | 3.50 | - | 5.50 | - | - | 4 |
| AST7 | - | 8.56 | - | - | - | - | 4 |
| AST8 | - | 4.50 | 6.50 | - | - | - | 4 |
| AST9 | - | - | - | - | - | - | - |
| AST10 (Senior assistant) | - | - | - | - | - | - | - |
| AST/SC1 | - | - | - | - | - | - | - |
| AST/SC2 | - | - | - | - | - | - | - |
| AST/SC3 | - | - | - | - | - | - | - |
| AST/SC4 | - | - | - | - | - | - | - |
| AST/SC5 | - | - | - | - | - | - | - |

Table 2 - Reclassification of contract staff

| Function Group | Grade | Staff in activity at 01.01.2019 | How many staff members were reclassified in 2019 | Average number of years in grade of reclassified staff members | Average number of years in grade of reclassified staff members according to decision C(2015)9561 |
|----------------|-------|---------------------------------|--|--|--|
| CA IV | 17 | | | | Between 6 and 10 years |
| | 16 | | | | Between 5 and 7 years |
| | 15 | 4 | | | Between 4 and 6 years |
| | 14 | 8 | 3 | 3.19 years | Between 3 and 5 years |
| | 13 | 3 | | | Between 3 and 5 years |
| CA III | 11 | - | | | Between 6 and 10 years |
| | 10 | 5 | 1 | 4 years | Between 5 and 7 years |
| | 9 | 5 | 2 | 3.5 years | Between 4 and 6 years |
| | 8 | | | | Between 3 and 5 years |
| CA II | 6 | 1 | | | Between 6 and 10 years |

| | | | | | |
|------|---|---|---|---------|------------------------|
| | 5 | 3 | 1 | 4 years | Between 5 and 7 years |
| | 4 | | | | Between 3 and 5 years |
| CA I | 2 | | | | Between 6 and 10 years |
| | 1 | | | | Between 3 and 5 years |

At the time of writing, the reclassification exercise 2020 is ongoing.

HR implementing rules foreseen for adoption Year 2021

| |
|---|
| Commission Decision on prevention of and fight against sexual and psychological harassment – possibly a model decision to be drafted and adopted |
| Commission Decision on absences as a result of sickness or accident – adoption by analogy or opting out and adoption of a model decision in case of an ex ante agreement |
| Note: the adoption of further Implementing rules depends on the decisions that may be taken by COM which are unknown by FRA when drafting the present document. |

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

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

FRA adopted by analogy in December 2013 the Commission Decision C(2013)8985 of 16 December 2013 on appraisal of the Temporary Agents, and in October 2016 the model decision of the Commission Decision C(2015)1456 of 4 March 2015 on the appraisal of Contractual Agents, . These include also the changes introduced by the amended Staff Regulations that came into force on 1 January 2014 (e.g. the appraisal report should include an overall assessment on whether the jobholder's performance has been satisfactory).

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

FRA continuously monitors the reclassification rates so as to respect as much as possible the rates indicated in Annex IB of the Staff Regulations.

The outcome of the appraisal exercise also leads to the learning and development plan based on the identified needs in order to cater for career development. A learning and development plan is designed every year based on these specific needs and in line with FRA's strategic priorities and its learning and development policy. The latter integrates the policy on the financial support scheme of studies for its staff members. It is FRA's policy that all staff is given equal access to appropriate training according to the needs and budget availability. In-house, local and external training courses take place as well as e-learning. In 2018 the average number of training days per staff was 10. In 2019 the same average number of training days per staff like the previous year was reached, including language training.

C. MOBILITY POLICY

Internal mobility

Following the adoption in September 2015 of the new policy on the engagement and use of temporary agents 2(f), each time the Agency decides to fill in a vacant post TA 2f, the post may be filled by internal mobility, by mobility between Union Agencies or by external selection procedure. Internal mobility includes internal publication or transfer in the interest of the service. In 2019 the Agency has not published any post internally.

Mobility among agencies (Inter-agency Job Market)

With the entry into force of the new policy on the engagement of temporary agents 2f, the inter-agency job market forms an integral part of the new policy. In 2019, FRA published zero posts through the inter-agency job market.

Mobility between the agencies and the institutions

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

Traineeship

Following the revision of the Rules governing the Traineeship at FRA entered into force on November 16th 2017, FRA offers traineeships once a year starting on 1 October. The traineeship may last a minimum of 3 and a maximum of 12 months. Trainees are awarded a monthly grant corresponding to 25% of an AD5/step 1 temporary agent salary, reflecting the policy for trainees at the European Commission. The traineeship programme is addressed mainly to recent university graduates. It aims to provide trainees with an understanding of the objectives and activities of the Agency, a practical experience and knowledge of the day-to-day work of the FRA and the possibility to put their learning into practice and contribute to the Agency's mission. In October 2020 FRA offered traineeship to 28 trainees.

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

D. GENDER REPRESENTATION

Table 1 - Data on 31/12/2019 /statutory staff (only officials, AT and AC)

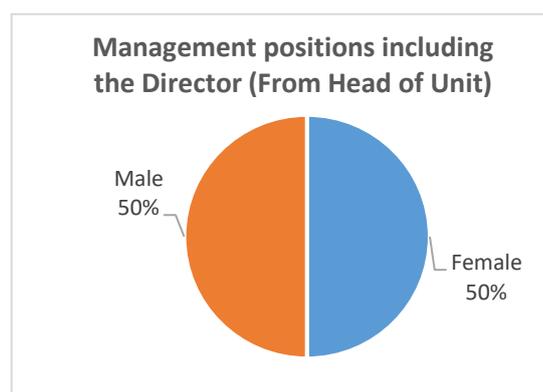
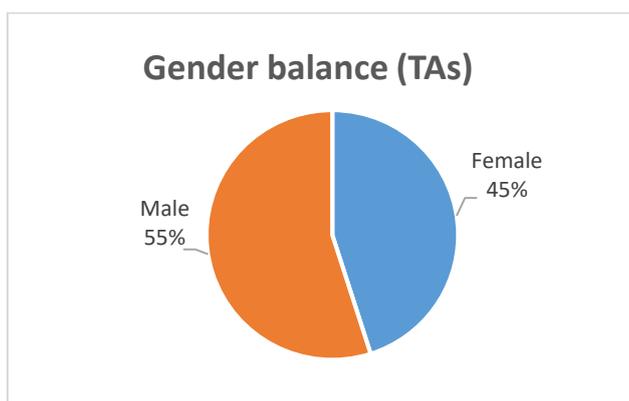
| | | Official | | Temporary | | Contract Agents | | Grand Total | |
|--------------------|--------------------------------|----------|-----------|-----------|-------------|-----------------|-------------|-------------|-------------|
| | | Staff | % | Staff | % | Staff | % | Staff | % |
| Female | Administrator level | 0 | 0% | 20 | 28% | 9 | 30% | 29 | 29% |
| | Assistant level (AST & AST/SC) | 0 | 0% | 12 | 17% | 10 | 33% | 22 | 22% |
| | Total | 0 | 0% | 32 | 45% | 19 | 63% | 51 | 50% |
| Male | Administrator level | 0 | 0% | 27 | 38% | 6 | 20% | 33 | 33% |
| | Assistant level (AST & AST/SC) | 0 | 0% | 12 | 17% | 5 | 17% | 17 | 17% |
| | Total | 0 | 0% | 39 | 55% | 11 | 37% | 50 | 50% |
| Grand Total | | 0 | 0% | 71 | 100% | 30 | 100% | 101 | 100% |

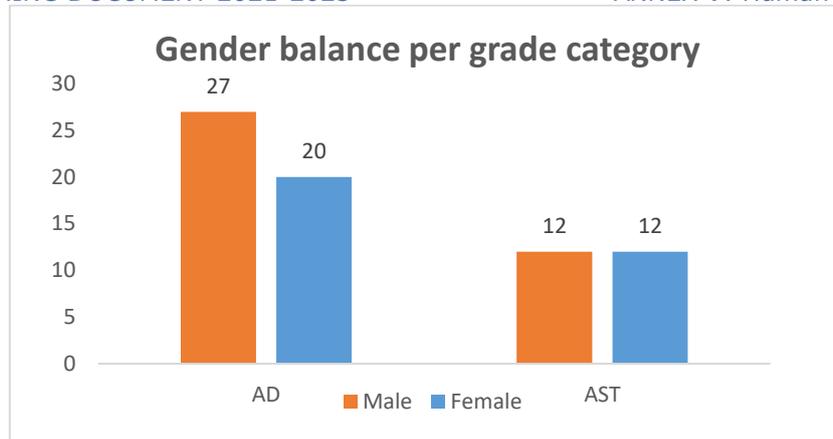
Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management

| | 2015 | | 2019 | |
|------------------------|--------|-----|--------|-----|
| | Number | % | Number | % |
| Female Managers | 1 | 20% | 3 | 50% |
| Male Managers | 4 | 80% | 3 | 50% |

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

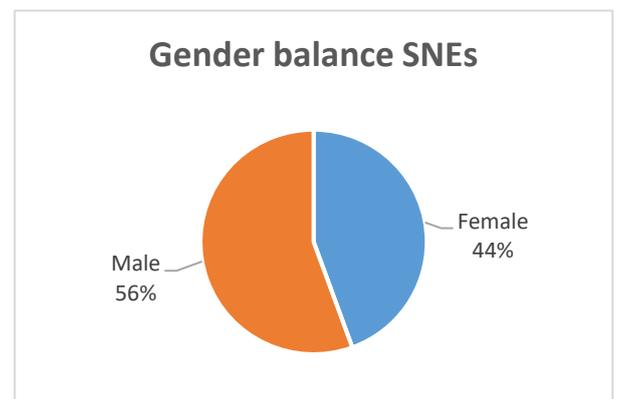
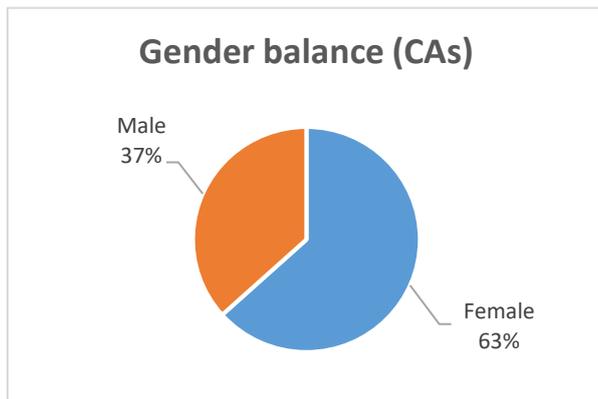
1. Temporary Agents





2. Contract Agents

3. Seconded National Experts (SNEs)



E. GEOGRAPHICAL BALANCE

Explanatory figures to highlight nationalities of staff (split per Administrator/CA FG IV and Assistant /CA FG I, II, III)

Table 1 - Table on 31/12/year 2019 - statutory staff only (officials, AT and AC)

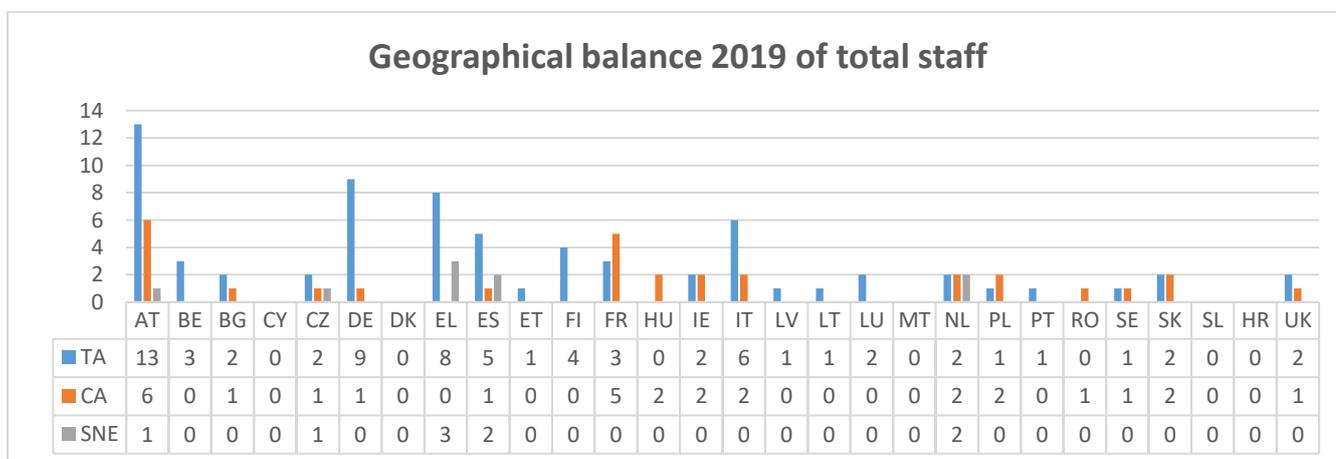
| Nationality | AD + AC FG IV | | AST/SC- AST + CA FGI/CA FGII/CA FGIII | | TOTAL | |
|-------------|---------------|---|---------------------------------------|--|-----------|------------------|
| | Number | % of Total Staff members in AD and FG IV categories | Number | % of Total Staff members in AST SC/AST and FG I, II and III categories | Number | % of total staff |
| AT | 10 | 16% | 9 | 23% | 19 | 18.8% |
| BE | 1 | 2% | 2 | 5% | 3 | 3.0% |
| BG | 2 | 3% | 1 | 3% | 3 | 3.0% |
| CY | 0 | 0% | 0 | 0% | 0 | 0.0% |
| CZ | 3 | 5% | 0 | 0% | 3 | 3.0% |
| DE | 9 | 15% | 1 | 3% | 10 | 9.9% |
| DK | 0 | 0% | 0 | 0% | 0 | 0.0% |
| EL | 5 | 8% | 3 | 8% | 8 | 7.9% |
| ES | 3 | 5% | 3 | 8% | 6 | 5.9% |
| ET | 1 | 2% | 0 | 0% | 1 | 1.0% |

| | | | | | | |
|--------------|-----------|-------------|-----------|-------------|------------|-------------|
| FI | 2 | 3% | 2 | 5% | 4 | 4.0% |
| FR | 2 | 3% | 6 | 15% | 8 | 7.9% |
| HU | 1 | 2% | 1 | 3% | 2 | 2.0% |
| IE | 1 | 2% | 3 | 8% | 4 | 4.0% |
| IT | 6 | 10% | 2 | 5% | 8 | 7.9% |
| LV | 0 | 0% | 1 | 3% | 1 | 1.0% |
| LT | 1 | 2% | 0 | 0% | 1 | 1.0% |
| LU | 1 | 2% | 1 | 3% | 2 | 2.0% |
| MT | 0 | 0% | 0 | 0% | 0 | 0.0% |
| NL | 3 | 5% | 1 | 3% | 4 | 4.0% |
| PL | 3 | 5% | 0 | 0% | 3 | 3.0% |
| PT | 0 | 0% | 1 | 3% | 1 | 1.0% |
| RO | 1 | 2% | 0 | 0% | 1 | 1.0% |
| SE | 1 | 2% | 1 | 3% | 2 | 2.0% |
| SK | 3 | 5% | 1 | 3% | 4 | 4.0% |
| SL | 0 | 0% | 0 | 0% | 0 | 0.0% |
| HR | 0 | 0% | 0 | 0% | 0 | 0.0% |
| UK | 3 | 5% | 0 | 0% | 3 | 3.0% |
| TOTAL | 62 | 100% | 39 | 100% | 101 | 100% |

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

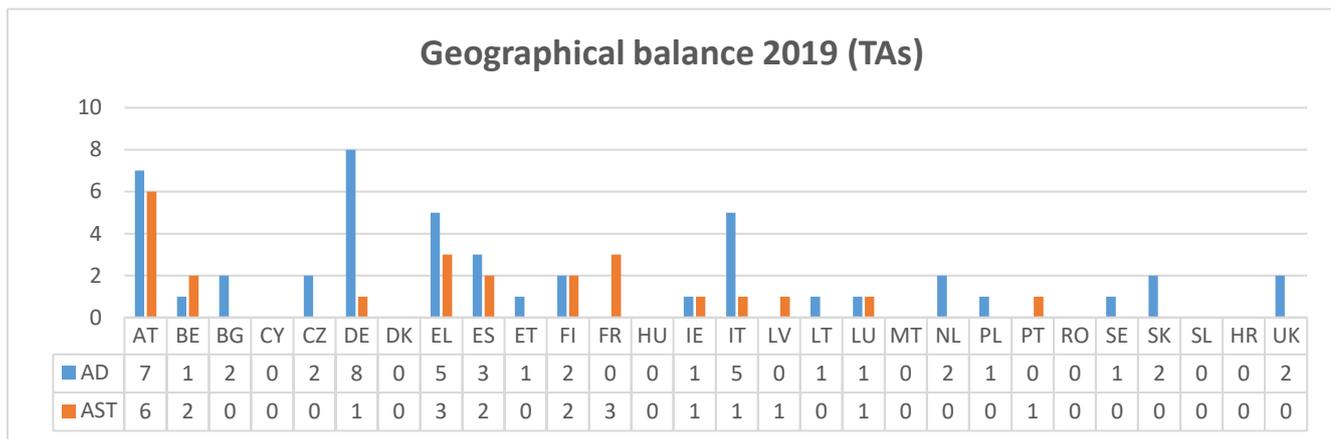
| Most represented nationality | 2015 | | 2019 | |
|------------------------------|-----------|-------------|------------|-------------|
| | Number | % | Number | % |
| AT | 17 | 17% | 19 | 19% |
| Total | 99 | 100% | 101 | 100% |

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

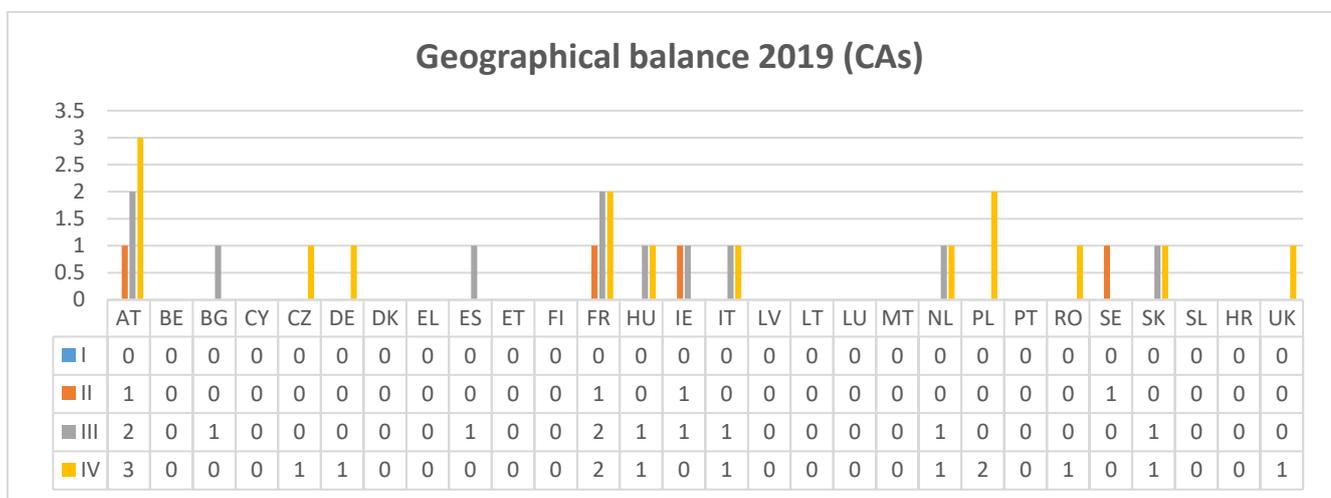


A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

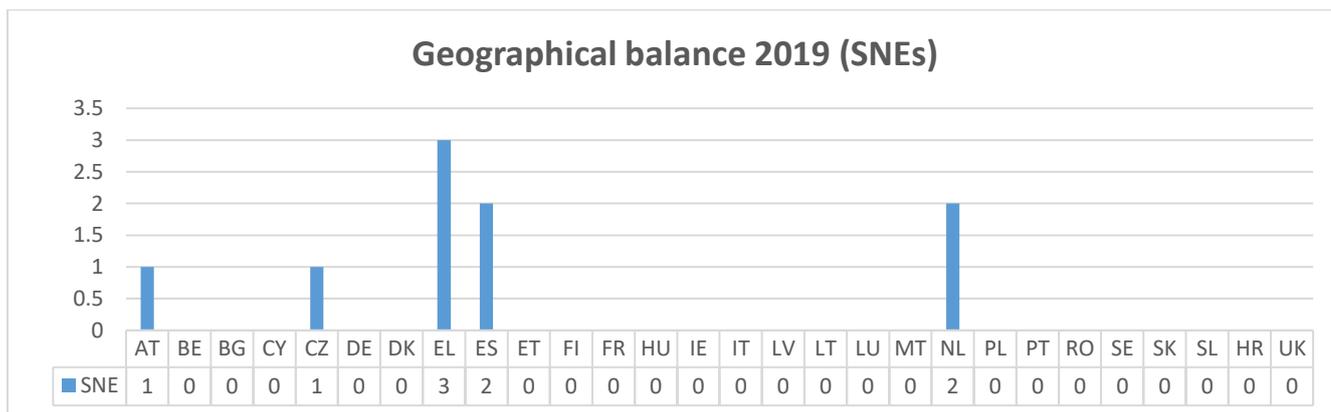
i) Temporary Agents: a total of 21 nationalities as shown below



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



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



F. SCHOOLING

| | | | |
|---|------------|--|--------------------|
| Agreement in place with the European School(s) of: No European School(s) exists in AUSTRIA | | | |
| Contribution agreements signed with the EC on type I European schools | Yes | | No X |
| Contribution agreements signed with the EC on type II European schools | Yes | | No X |
| Number of service contracts in place with international schools: | 4 | | |

Description of any other solutions or actions in place:

Having regard to the Guidelines on Staff Policy in the European Regulatory Agencies as adopted by the European Commission on 16 December 2005 (C(2005)5304) and in particular to point 2.3.3 thereto, the European Union Agency for Fundamental Rights is implementing the MB Decisions [No. 2013/06] *on childcare facilities costs for pre-school children of FRA staff* <http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf>, and No. 2013/07] *on Education costs for children of FRA staff* http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013_07_education_cost.pdf] by concluded Service Level Agreement(s) with service providers for the pre-schooling and schooling services.

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

G. LEARNING AND DEVELOPMENT

For FRA learning and development is an on-going process and an investment in people. In order to encourage growth and development FRA has devoted an average of 10 learning and development days to the staff and a budget of an average of 2,500 EUR per staff member. Besides that, FRA annually organises wide range of Learning and Development activities including mandatory training (such as on the prevention of psychological and sexual harassment; unconscious bias as well as on ethics and integrity). These are complimented by various workshops and language training for integration of staff and also staff partners/spouses into the host city and for the third language requirements. Additional profession training is made available in online language courses, as well as via the Commission EU Learn portal etc.

H. STAFF WELLBEING

FRA acknowledges that wellbeing at work contributes to a positive working environment, improved staff engagement, improved health and productivity, increases job satisfaction, quality of life-work integration and improved overall organisational performance. Periodic, wellbeing surveys are conducted at the FRA and the 2020 edition was concluded in July 2020 with an action committee established to draw up actions based on the concerns in the report for the Director's consideration and action over the next 2yrs.

Wellbeing is also included as a part of Learning and Development, where different trainings are provided that are connected with the wellbeing of staff, such as psychological and sexual harassment prevention, resilience, mindfulness etc. FRA staff invests in wellbeing activities that are a part of the working time such as running group, choir, theatre group etc.

I. TELEWORK

FRA acknowledges the need to provide a variety of working tools and solutions for its workforce and from this perspective has adopted by analogy via EB decision 2016/02 from 19 May 2016 the Commission Decision C(2015)9151 on teleworking. In this context teleworking is defined as an arrangement for organising and carrying out work outside the FRA premises. It is part of a modernising trend in organisations, which focuses on result-based management and objective-driven performance to increase efficiency of operations.

On a voluntary basis, staff members have the right to request to telework. In assessing these requests, FRA takes into account the interest of the service in the specific circumstances.

ANNEX VI: Environment management

1. Context of the Agency and its environmental management strategy

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

2. Overview of the agency's environmental management system

The Agency implemented a number of actions to reduce its environmental footprint the last years even if it is not EMAS registered. This is due to the limited resources available to it, human and financial, as well as to the condition of the building that it rents. Finally, acquiring an environmental management system certification was not considered to be a priority. Having said that the Agency took a pragmatic approach in considerably improving its environmental footprint by introducing measures at indicated under section 3.

3. Environmental aspects, indicators and targets

The list of practical measures and indicators, where possible, are described below:

1. Energy and water consumption: The Agency changed its electricity provider to a provider that produces energy from renewable sources.
Furthermore, it changed its datacentre cooling system from a purely electricity one to an environmental friendly one, which operates based on the "heat exchange" principle. Meaning that if the outside temperature is below 25 degrees the datacentre is not cooled using electricity. This means that for about 7-8 months per year, the Agency makes use renewable sources to operate the datacentre cooling system.
Moreover, the Agency is in the process of replacing its light bulbs to LED technology bulbs.
The Agency monitors the implementation of these measure by keeping stable or reducing the annual water and energy consumption.
2. Waste management: The Agency takes measures to reduce internally generated waste and to recycle the generated waste. Different recycle bins are installed allowing staff to also contribute by sorting out daily waste. Furthermore, the Agency ensures when the contractor is asked to dispose waste, it also provides certificates that it was done in an environmental friendly manner and in accordance with the national regulations.
3. Paper use: The Agency is promoting the use of recycled paper for internal use. Also all its paper publications are using recycled and environmentally friendly material. Finally, the Agency is working in digitising its internal processes and hence reducing the use of printing paper.
4. Building emissions to air: Measures to reduce, building emissions are linked to the heating system. It is provided by the district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating, hence reducing emissions.
5. Professional mobility: The Agency promotes the use of bicycle amongst its employees by offering a secure parking space inside its building. Also it supports and promotes the use of videoconference technologies, hence eliminating the need of mission travelling. Over the last years the use of videoconference is considerably increased. This results in CO2 emissions reductions due to the reduced number of missions.
6. Green Public Procurement (GPP): The Agency follows the practices of the Commission Services when publishing tenders, which include provisions linked to GPP. For example, in tenders related to Facilities the use of environmentally friendly products is requested.

4. Actions to improve and communicate environmental performance

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

1. Donations: For the 2020-2021 period the Agency is looking to donate electric and office equipment to charity organisations who in return are reusing equipment in their projects. Hence, contributing to the reduction of waste disposal.
2. Electricity consumption: The Agency is in discussions with the building owner to improve the quality of the office spaces, which also includes the further replacement of conventional bulbs with LED technology bulbs.
3. Eliminating the use of personal printers currently assigned to a large number of its staff and prompt them to make use of the general printing facilities.

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

Staff are encouraged to follow certain practices like switching off lights, monitors before leaving the office and posters are placed through the building to encourage staff to actively contribute in reducing the environmental

footprint of the Agency by taking the stairs instead of the elevators, using bicycles by offering adequate parking space or avoid unnecessary printing.

ANNEX VII: Building policy – Year 2020

| | Name, location and type of building | Other Comment |
|--|--|--|
| Information to be provided per building: | Schwarzenbergplatz11, Vienna, AT-1040, Austria | None |
| Total Surface area (in square metres) - Of which office space - Of which non-office space | 5,546 - 3,704 - 1,842 | It should be noted that the offices are accommodated in an old building which is renovated keeping its original layout and does not provide any luxurious modern amenities. In addition, the price per m2 for the net office space (i.e. 3704 m2) is on the lower end of the average prices in central Vienna areas. |
| Annual rent (in EUR) | 856723,56 EUR | None |
| Type and duration of rental contract | Lease agreement for an initial period of 10 years with the provision for an indefinite period. | Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building. |
| Host country grant or support | Based on a letter of intent received from the Austrian authorities, the host country will subsidise the rent by 200,000 EUR. | None |
| Present value of the building | N/A | None |

| | Building Name and type | Location | SURFACE AREA(in m ²) | | | RENTAL CONTRACT | | | | | Host country grant or support |
|---|---|-----------------|----------------------------------|------------|-------|-----------------|--------------------------|-----------------|---------------------|--|-------------------------------|
| | | | Office space | non-office | Total | Rent (€/Year) | Duration of the contract | Type | Breakout clause Y/N | Conditions attached to the breakout clause (if applicable) | |
| 1 | Schwarzenbergplatz 11, stand alone building | Vienna, AT-1040 | 3704 | 1842 | 5546 | 856723,56 | indefinite | Lease agreement | Y | Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building. | 200000 contribution |

Building projects in planning phase

Following the expiration of the 10 years lease agreement in 2019, the Agency is renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building. These discussions are currently on hold due to the uncertainty linked to the COVID-19 pandemic situation

Building projects submitted to the European Parliament and the Council

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

ANNEX VIII: Privileges and immunities

| Agency privileges | Privileges granted to staff | |
|--|---|--|
| | Protocol of privileges and immunities / diplomatic status | Education / day care |
| The Agency is recognised as an international organisation. | The Director, the Heads of Units, the Heads of Sector and two designated senior staff members with grades AD9 or above, have been granted diplomatic status. They can claim VAT reimbursement and register tax free vehicles every two years. | In the absence of a European School and a European Sector in Austria the Agency has adopted two social measures: one regarding financial support to nursery schools and day care centres, and another one to Multi-lingual tuition for children of the Agency staff In Vienna. |
| The Agency enjoys VAT exemption. | The Agency's staff members (the remaining Temporary Agents and all Contract Agents) can register a tax free vehicle every four years. | - |
| No other privileges are offered to the Agency. | The Agency has been granted access to the UN Commissary, where staff members can purchase certain tax free items up to a limit based on their annual salary in accordance with the UN conditions. | - |

ANNEX IX: Evaluation of the FRA

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

- Ex-ante evaluations and;
- Ex-post 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.

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

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

EX-ANTE EVALUATION

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

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

EX-POST EVALUATION

Project D 1.1 - EU Fundamental Rights Information System – EFRIS

Project D 1.3 - Fundamental Rights Platform and cooperation with civil society

Project E 1.4 - Fundamental Rights Forum 2021

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

Internal Control systems

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

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

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

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

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

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

Management Board

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

Director

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

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

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

Units

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

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

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

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

General Principles for the assessment of the Internal Control

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

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

Internal control principle 16 states that the Agency carries out continuous and specific assessments to ascertain

whether the internal control systems and their components are present and functioning.

Therefore, before assessing the internal control system, the Agency sets its own baseline for each principle, as best adapted to its specificities and risks. These baselines are a starting point of known effective internal control from which regular monitoring and specific assessments can be implemented.

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

Antifraud strategy

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

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

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

The last revision of the anti-fraud strategy in 2018 took into account the lessons learnt in the implementation of the previous strategy over the past years, the latest trends and developments in the legislative framework and guidance received by the European Anti-Fraud Office.

The implementation of the internal control systems creates a reinforced overall environment in which fraud is prevented by the integrated application of different measures embedded in the Agency processes. Furthermore, the permanent contribution of the Internal Audit activities (IAS) and the Court of Auditors visits provides an independent assessment on the existing level of assurance.

Aiming to keep the risk of fraud at the minimum level allowing a sound financial management of its resources, the Agency, through this revision will strengthen the areas of prevention and detection continuing to raise awareness with regard to fraud matters among staff members and contractors, facilitating detection of possible fraudulent behaviours.

The current revision will also take into account the principle of proportionality, according to which the achievement of the strategy should not require disproportionate and excessively expensive inputs and should not jeopardise the operational activities.

Objectives and actions

During the past years of implementation FRA achieved the strategic objectives to reinforce a culture of high ethical behaviour and to strengthen the existing controls in a perspective of fraud prevention.

After the successful set up of this ethics framework, taking into account the proportionality principle and the available resources the Agency is now in a position to focus on continuous follow up and improvement of the measures taken, with special attention to continued communication and awareness raising and a regular review of key policies and procedures.

On the basis of the above considerations and taking into account the risk assessment the Agency has identified the following strategic objectives in order to further improve the efficiency of fraud prevention within the already existing structure of internal controls.

1. Maintain and enhance an anti-fraud culture grounded on high levels of awareness, integrity, impartiality and transparency within the organisation.
2. Maintain an efficient system for internal reporting of suspicious behaviours.
3. Focus efforts on fraud risk-mitigation in identified areas of the organisation.
4. Regular follow up and monitoring of the existing ethics framework
 - Improve the staff's awareness of internal reporting and whistleblowing procedures.

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

| | General Information | | | | | Financial and HR impacts | | | | |
|--|--------------------------------------|--------------|-----------|---------------------------|--|--------------------------|----------------|-----------|-----------|-----------|
| | Actual or expected date of signature | Total amount | Duration | Counterpart | Short description | | 2020 | 2021 | 2022 | 2023 |
| Service-level agreement | | | | | | | | | | |
| 1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 | | | | | | | | | | |
| 1 | 14/12/2017 | 1,500,000 | 2017-2024 | EEA and Norway Grants-FMO | Programme Level Cooperation: Advice to Programme Operators and strategic assessments to the Donors and FMO | Amount | 214,286 | 214,286 | 214,286 | 214,286 |
| | | | | | | Number of CA | 2 | 2 | 2 | 2 |
| | | | | | | | Number of SNEs | 0 | 0 | 0 |
| 2 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek | | | | | | | | | | |
| 2 | Expected 2021 (Q1) | 294,028 | 2021-2024 | Greek Ombudsman | Project Level Cooperation: Provision of advice, training and contribution to capacity building activities of the Greek Ombudsman | Amount | 0.00 | 73,507.00 | 73,507.00 | 73,507.00 |
| | | | | | | Number of CA | N/A | N/A | N/A | N/A |
| | | | | | | | Number of SNEs | 0 | 0 | 0 |
| 3 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 | | | | | | | | | | |
| 3 | 10/06/2019 | 248,111 | 30 months | NSI Bulgaria | Project Level Cooperation: TA for developing and implementing a module on discrimination, harassment and victimization; testing new methods of generating data; drafting policy-oriented reports on the situation of vulnerable populations at national, regional and local levels | Amount | 62,028 | 86,839 | 24,811 | 0 |
| | | | | | | Number of CA | N/A | N/A | N/A | N/A |
| | | | | | | | Number of SNEs | 0 | 0 | 0 |

| 4 Providing fundamental rights expertise to stakeholders operating in Greek migration and asylum system | | | | | | | | | | |
|---|--------------------|-----------|-----------|-----------------|--|----------------|---------|---------|---------|---------|
| 4 | Expected 2020 (Q4) | 1,000,000 | 2021-2024 | Greek Ombudsman | Project Level Cooperation: Providing assistance to the Greek Ombudsman on fundamental rights | Amount | 0 | 250,000 | 250,000 | 250,000 |
| | | | | | | Number of CA | N/A | N/A | N/A | N/A |
| | | | | | | Number of SNEs | 0 | 0 | 0 | 0 |
| Total Service-level agreement | | | | | | Amount | 276,313 | 624,632 | 562,604 | 537,793 |
| | | | | | | Number of CA | 2 | 2 | 2 | 2 |
| | | | | | | Number of SNEs | 0 | 0 | 0 | 0 |
| GRAND TOTAL | | | | | | Amount | 276,313 | 624,632 | 562,604 | 537,793 |
| | | | | | | Number of CA | 2 | 2 | 2 | 2 |
| | | | | | | Number of SNEs | 0 | 0 | 0 | 0 |

ANNEX XII: Risks Year 2021

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

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

- risk
- type
- possible consequence
- likelihood of occurrence on a five level scale very low (1), low (2) medium (3) or high (4) very high (5)
- potential impact (objectives, financial, reputation) on a five level scale limited (1), moderate (2), significant (3) or severe (4), critical (5)

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

Risk typology

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

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

| Risk details | | Assessment of the risks | | | Management of the risks | | | | |
|--------------|---|--|--------------------------|------------|-------------------------|------------------|-------------------|--------------|---|
| Risk Type | Description of the risks | Potential impact | | | | | | | |
| | | Possible consequences | Likelihood of occurrence | Objectives | Financial | Reputation | Residual risk L*I | Action owner | Action |
| E | Brexit impact in terms of budget and staffing due to absence of information. Potential impact in terms of negative media campaign in case of HR reduction. Potential impact in case of limited capacity of outsourcing on UK contractors. | 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 | COVID 19 outbreak and risks related to business continuity | Non achievement of objectives. Difficulties in engaging with stakeholders (at EU and MS level). Severe budgetary constraints. Delays in the procurement and implementation | High 4 | Major 4 | Major 4 | Significant 3 | High 16 | ALL | - At present with the available information and without certainty on the duration of the restricting measures the assessment is taking into account the situation following the activation of the business continuity plan. - Follow-up on the evolution of the COVID-19 crisis and the priorities set up by the Commission. Alignment of FRA activities to the new priorities keeping the |

| | | | | | | | | | |
|---|--|---|-----------|------------|------------|------------------|------------|-----|--|
| | | of existing contracts. Loss of key resources. | | | | | | | <p>focus on the major projects.</p> <ul style="list-style-type: none"> - The activities are continuing even if at a lower intensity. - A system for project prioritisation has been conceived in order to respond to eventual budget or resources reductions. - The communication to interested parties during the crisis should be factual and effective. - The contracts are covered by clauses of force majeure. Adapt the service requests (e.g. FRANET) to the new reality. Implementation of an appropriate response for ensuring the continuity of the services (e.g. documents signature). - Deputising/Back-up arrangements ensures the continuity in case of unavailability of key functions. |
| E | COVID 19 outbreak and risks related to re-introduction of normal working conditions | Unplanned leaves and insufficient resources to ensure business continuity Potential conditions of bankruptcy for suppliers | High 4 | Major 4 | Major 4 | Significant 3 | High 16 | All | <ul style="list-style-type: none"> - In compliance with the national restrictions to the movements establish a preliminary structure of presence in the office and appropriate leave planning. - Ensure preliminary contact with all contractors to ensure preliminary information on financial stability following the corona crisis. |
| E | COVID 19 outbreak and risks related to the normal operations for the MB and EB including the elections of new members. | Discontinuity on the MB operations and decisional capacity. | High 4 | Major 4 | Major 4 | Significant 3 | High 16 | CS | <ul style="list-style-type: none"> - In compliance with the national restrictions to the movements establish the possibility of remote meeting and voting possibility. |

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

FRA's cooperation and engagement with international organisations (IGOs) is based on specific provisions in [Council Regulation no 168/2007](#)⁸ (Founding Regulation) and is consistent with the list of actions established by the [Common Roadmap on EU Agencies](#)⁹. FRA's engagement with international organisations serves to:

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

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

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

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

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

Cooperation with the Council of Europe

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

In 2021–2023, the established institutional cooperation will continue through the following main strands:

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

FRA will continue its cooperation with the CoE and the European Court of Human Rights for the production of handbooks on European law. The handbooks deal with key topics such as data protection; asylum, borders and

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

⁹ List of Actions established by the Common Roadmap on EU Agencies, point 44: Ensure the relations with stakeholders (e.g. the United Nations and other international organisations, sister agencies in third countries and Member States' agencies) are coherent with their mandate, the institutional division of tasks in international relations, EU policies and priorities, and Commission's actions.

immigration; non-discrimination; rights of the child; and access to justice. In the future the topic of cybercrime and fundamental rights will also be addressed. These handbooks are in high demand among legal professionals and have often filled an important gap in the provision of training materials in the official languages of EU Member States.

FRA closely cooperates with the CoE in developing the European Union Fundamental Rights Information System (EFRIS) during 2021-2023. This online tool provides accessibility and visibility to EU Member States human rights obligations under international human rights law and to the assessments by the various monitoring mechanisms of the Council of Europe and the United Nations. It provides access to such human rights data, allowing among other things for country-focused searches, through a single access point.

In the period 2021-2023, FRA will strengthen operational cooperation with the CoE in various thematic areas, including: combating racism, xenophobia and other forms of intolerance; equality and non-discrimination; asylum and migration; information society, data protection and artificial intelligence; the rights of the child; Roma and travellers; rights of LGBTI persons; national human rights institutions (NHRIs) and national human rights action plans; civil society space; human rights at the local level; the HELP Programme; sustainable development goals (SDGs); and communicating human rights.

Cooperation with the United Nations

FRA will continue enhancing the working engagement with the United Nations Office of the High Commissioner for Human Rights (OHCHR) and other UN relevant bodies, funds, specialised agencies and also with other organisations within the UN system on an ad-hoc basis. In the period 2021-2023, the on-going institutional cooperation will develop through: a) a bi-annual FRA-OHCHR Management Team dialogue; b) an annual meeting between the FRA Director and the High Commissioner; c) an annual FRA-UNODC management team meeting; d) ad-hoc presentations to UN Treaty Bodies; e) submission of relevant country data to support UN Universal Periodic Review, Treaty Monitoring Bodies and Special Procedures; f) participation in annual meetings of Regional Human Rights Mechanisms' focal points for cooperation, as well as workshops on regional arrangements.

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

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

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

Cooperation with OSCE-ODIHR

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

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

Engagement with third countries

The Agency's geographical coverage is the EU and also countries with observer status in the Agency's work (currently North Macedonia, Serbia, and Albania pending the nomination of an observer to FRA's Management Board). In the period 2021-2023, other Western Balkan countries may gain observer status in the Agency. This would allow for a more comprehensive inclusion of the Western Balkan region in FRA projects and data collection. This in turn may allow FRA to better respond to the interconnectedness of fundamental issues within the region and also in relation to EU Member States.

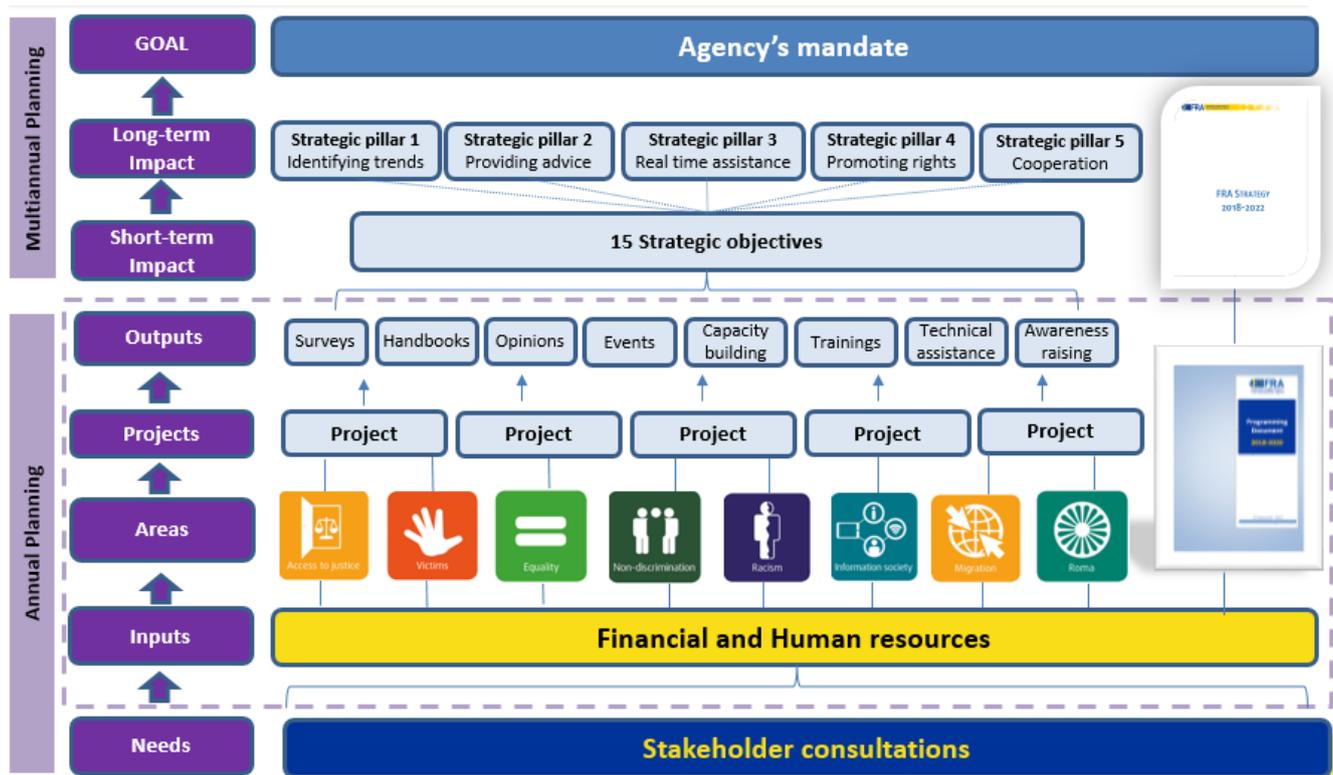
Besides its engagement with third countries holding observer status with FRA, the Agency engages with third countries at the request of the European Commission and the European External Action Service, with the main aim to share knowledge and expertise. When the Agency shares its findings, expertise and methodologies with countries or regions outside the Agency's geographical scope, priority is given to multilateral fora where the Agency can simultaneously inform a number of non-EU countries about its work. Examples include: Human Rights

Dialogues, the annual EEAS NGO Forum on human rights, country delegations visiting FRA, and participation in the Inter-agency (JHA) task force on the Western Balkans, or for thematic reasons the EU-Israel Dialogue where FRA regularly shares its data on antisemitism. The Agency's participation in EU's external human rights dialogues is limited to around three per year on strict request by the EEAS.

ANNEX XIV: 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 of reports, number of participants in each event etc.) and short term, long term and aspirational indicators, most of which can only be measured after the completion of project activities. The PMF is linked to both the Strategic plan and Annual Work Programmes. FRA’s PMF is organised in a way, which supports the analysis of performance (i.e. monitoring and evaluation as well as reporting activities) at different levels of the Agency, i.e. project, activity, thematic area and at strategic levels.

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



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

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

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

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

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

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

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

A. FRA'S KEY PERFORMANCE INDICATORS

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

| Output Indicators | |
|-------------------------|--|
| I1 | Number of hearings or presentations to institutional stakeholders across levels of governance |
| I2 | Percentage of responses to requests for opinions and other advice |
| I3 | Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area] |
| I4 | Number of good practices identified (per Thematic Area) |
| I5 | Number of publications produced (per thematic area) |
| I6 | Number of relevant stakeholders receiving FRA information |
| I7 | Number of stakeholders receiving a copy of the publications |
| I8 | Number of documents produced whose purpose is to present methods and standards (including sets of indicators) |
| 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 2021-2023: INDICATORS AND TARGETS PER OBJECTIVE

The table below contains the relevant indicators and targets identified for each strategic priority and objectives illustrated in Section 2 "Multi-Annual Programming 2021-2023". The indicators are recalled by a code, as explained in the table above.

| Priority 1: Identifying trends: collecting and analysing comparable data and evidence | | | | |
|---|---|--|--|---------------------|
| 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 | | I13 | I22 | I26 |
| | 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 | | I12 | | |
| | Assessed separately for every individual project | Minimum target: 70% | | |
| 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 | | I13 | I22 | I26 |
| | Assessed separately for every individual project | Minimum target: 70% | Minimum target: 70% | Average target: 50% |
| Priority 2: Contributing to better law making and implementation: providing independent advice | | | | |
| 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 | | I13 | I21 | I26 |
| | Assessed separately for every individual project | Minimum target: 70% | Minimum target: 70% | Average target: 50% |
| 2.2) Providing, upon request by EU institutions, opinions on the compatibility of legislative proposals with fundamental rights | | I12 | I22, I23 | I27 |
| | Assessed separately for every individual project | Minimum target: 70% | Minimum target: 70% | Average target: 50% |
| 2.3) Providing fundamental rights advice to EU Member States when they are implementing EU law drawing on FRA expertise and evidence | | I12 | I24 | I27 |
| | Assessed separately for every individual project | Minimum target: 70% | Average target: 70% | Average target: 50% |
| Priority 3: Supporting rights-compliant policy responses: providing real-time assistance and expertise | | | | |
| 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 | | I13 | I21 | I26 |
| | Assessed separately for every individual project | Minimum target: 70% | Minimum target: 50% (EU level) Average target: 50% (MS level) | Average target: 50% |
| 3.2) Informing EU and national authorities on fundamental rights risks in priority areas | | I12, I13 | I22 | I26 |
| | Assessed separately for every individual project; | Minimum target: 70% Average target: 75% | Minimum target: 70% | Average target: 50% |
| 3.3) Supporting on the ground responses to fundamental rights challenges | | I12, I14 | I24 | I27 |
| | Assessed separately for every individual project | Minimum target: 70% Average target: 50% | Average target: 30% | Average target: 50% |
| Priority 4: Effectively promoting rights, values and freedoms | | | | |
| 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% |
|--|--|---------------------|--|---------------------|
| | | I15, I17 | I21 | I30 |
| 4.2) Creating a safe and inclusive space for dialogue with key and new actors to respond pressing human rights challenges and shape critical agendas | Assessed separately for every individual project | Average target: 70% | Minimum target: 50% (EU level) Average target: 30% (MS level) | Average target: 50% |
| | | I17, I18, I19 | I21 | I30 |
| 4.3) Ensuring smart communications to maximise the effect of FRA outputs | Assessed separately for every individual project | Average target: 70% | Minimum target: 50% (EU level) Average target: 30% (MS level) | Average target: 50% |
| Priority 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 |
| | | I13 | I21 | I26 |
| 5.1) Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level | Assessed separately for every individual project | Average target: 70% | Minimum target: 50% (EU level) Average target: 30% (MS level) | Average target: 50% |
| | | I14 | I21 | I30 |
| 5.2) Supporting further the strengthening 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% |
| | | I12 | I22 | |
| 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; 100% | Minimum target: 70% | Minimum target: 70% | |

C. ANNUAL PROGRAMMING 2021: INDICATORS AND TARGETS PER PROJECT ¹⁰

The table below contains the list of the multi-annual and new projects described in Section 3 "Work Programme 2021". For each project, several indicators and the relevant have been identified, in order to assess their achievements and impact.

| STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES | | | | | |
|---|---|---|---|---------------------------------|--------|
| Area of activity: Equality and non-discrimination | | | | | |
| Projects | PMF Indicators' path and assigned targets | | | | |
| | Output category | Output type | Output description | Output Indicators ¹¹ | Target |
| A 1.1 Roma Survey 2020 | Research outputs | Dataset | Cleaned dataset used for calculation of various indicators as well as the dataset prepared for publishing | I8 | 2 |
| | Research outputs | Survey/ Questionnaire | Questionnaire published along with the selected results report | I5 | 1 |
| | Research outputs | Set of Indicators | The set of headline and secondary indicators for the EU Roma Strategic Framework on Equality, Inclusion and Participation covering the survey countries plus Slovakia and Bulgaria delivered to DG JUST | I8 | 1 |
| | Written / oral input | Review of strategies/resolutions/other documents | Review of the Communication on Roma published by the EC using the data from RS2020 | * | 1 |
| | FRA organised events | Stakeholder meeting | Stakeholder meeting to discuss the preliminary results of the survey in 10 countries (2 representatives per country) | I9 | 1 |
| A 1.2 EU Survey on immigrants and descendants of immigrants | Research outputs | Research Methodology | Research Methodology | I3 | 2 |
| | Research outputs | Survey/ Questionnaire | Survey/ Questionnaire | I3 | 2 |
| A 1.3 EU LGBTI Survey II | Publications | Report | Being Intersex in the EU | I5 | 1 |
| | | | | ***** | 500 |
| | Research outputs | Data analysis | Data explorer updates and use of LGBTI Survey results & reports | I12 | 60 |
| | | | | I13 | 60 |
| | Written / oral input | Written / oral input | Presentations of survey results and FRA opinions | * | 5 |
| | Capacity building Activities | Capacity building Workshop | Participation in workshops - capacity building seminars in MS | *** | 4 |
| I1 | | | | 4 | |
| Communication Outputs | Social media post | Public presence on social media and internet channels | I12 | 60 | |
| A 1.4 Ageing in digital societies: enablers and barriers to older persons exercising their rights | Publications | Paper | Focus paper on how older persons use the internet drawing on the Fundamental Rights Survey | I.5 | 1 |

¹⁰ Please refer to the list of indicators described in Annex X, Section A "FRA'S KEY PERFORMANCE INDICATORS"

¹¹ 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.

| | | | | | |
|--|----------------------|---|---|---|-----|
| | Research outputs | Data analysis | Analysis of primary and secondary data and evidence (in-house). The analysis will draw in particular on FRA survey data. FRA will also look into data from other Agencies, such as Eurofound. | I.3 | 2 |
| | | FRANET reports | Short country reports (based on short information request) mapping legal and practical barriers faced by older people at national level in exercising their rights to dignity and independence, including the use of and access to new technologies, encompassing artificial intelligence, as well as to offline public and private services. | I.3 | 27 |
| | Written / oral input | | Presentations or other written/oral input | * | 2 |
| | | FRA organised events | Consultation meeting | Stakeholder consultation meeting to fine tune project objectives | I.9 |
| A 1.5 Social rights in the digital age | Research outputs | Data analysis | Analysis of primary and secondary data and evidence. The analysis will draw in particular on FRA surveys. FRA will also look into data from Eurostat or other Agencies, such as Eurofound. | I.3 | 1 |
| | Written / oral input | Written input upon request | Presentations or other written/oral input | * | 2 |
| | | FRA organised events | Consultation meeting | Stakeholders consultation meeting to fine tune project objectives | I.9 |
| A 1.6 – Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality” | Publications | | Papers upon request | I5 | 1 |
| | | | Summary upon request | I13 | 1 |
| | Research outputs | | Data analysis upon request | I3 | 1 |
| | | | Set of indicators upon request | I4 | 1 |
| | Written / oral input | | Thematic analysis upon request | * | 2 |
| | | | Other Inputs given in the context of bilateral meetings | ** | 5 |
| FRA external events | | Formal presentation to EU institutions upon request | I1 | 5 | |

| | | | | | |
|--|---|--|---|-------------------|--------|
| | | Country mission | | **** | 2 |
| | Capacity building activities | Upon request | | *** | 2 |
| Area of activity: 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 "Social integration of Roma" | Capacity building Activities | Capacity building Workshop | TA workshop for the NRCs on use of the information collected in policy-making | I9 | 1 |
| | Capacity building Activities | Other capacity building events | Facilitating a Roma Working Party meeting devoted to monitoring | I9 | 2 |
| | Capacity building Activities | Other capacity building events | Inputs for the Commission's 2021 Communication | * | 2 |
| | Capacity building Activities | Other capacity building events | Ad-hoc support upon request from EUMS on the implementation of monitoring framework | * | 4 |
| Area of activity: 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 | Report | Annual overview of recorded antisemitic incidents | I5 | 1 |
| | Research outputs | Data analysis | Data collection for the annual overview of antisemitic incidents | I3 | 1 |
| | FRA external events | Formal presentation to EU institutions | Presentation to the working group on antisemitism | I1 | 1 |
| | Communication Outputs | News/Press release | News item on the report launch | ***** | 1 |
| A 3.2 – Capacity building and technical assistance in the area of hate crime | Publications | Report | Report on encouraging reporting | I5 | 1 |
| | Publications | Report | Online tool-compendium of practices to combat hate crime | I5 | 1 |
| | Research outputs | Survey/ Questionnaire | Data collection for the online compendium from MS via working group | I4 | 15 |
| | Research outputs | Standard | Key guiding principles on encouraging reporting and on cooperation with CSO on reporting hate crime | I5 | 2 |
| | FRA organised events | Launch event | Launch event of report on encouraging reporting of hate crime | I7 | 50 |
| | FRA organised events | Launch event | Launch event of report on encouraging reporting of hate crime | I10 | 40 |
| | FRA organised events | Seminar | Annual meeting of the WG on hate crime recording, data collection and encouraging reporting, facilitated by FRA | I10 | 30 |
| | Capacity building activities | Capacity building Workshop | New diagnostic workshops held in 2021 and follow up to past national workshops | *** | 4 |
| | Capacity building activities | Capacity building Workshop | Diagnostic workshops held in MSs | I10 | 40 |
| Capacity building activities | Awareness raising event | Awareness raising event | ** | 2 | |

| | | | | | |
|--|---|---|---|-------------------|---------------------------|
| | Communication outputs | Infographic | Infographics | I5 | 2 |
| | Communication outputs | News/Press release | News / Press release in relation to launch of report on encouraging reporting of hate crime | ***** | 1 |
| A 3.3 – Update of FRA’s online database on anti-Muslim hatred | Research outputs | Fieldwork research/mapping | Update of the online database on anti-Muslim hatred via MS, national, regional and local level mapping of relevant case law and research with data on 2020-2021 | I3 | 29 countries |
| | Research outputs | Fieldwork research/mapping | Update of the online database on anti-Muslim hatred via MS, national, regional and local level mapping of relevant case law and research with data on 2020-2021 | I3 | > 50 new cases in annex A |
| | Communication Outputs | Database | Update of the online anti-Muslim hatred database via MS, national, regional and local level mapping of relevant case law and research | ***** | >1,000 |
| A 3.4- Additional activities in the area of “Racism, xenophobia and related intolerance” | Publications | Summary upon request | | I5- | 1 |
| | Research outputs | Data analysis upon request | | I3 | 1 |
| | | Research Guideline upon request | | I4 | 1 |
| | Written / oral input | Paper or other materials upon request | | * | 5 |
| | | Other Inputs given in the context of bilateral meetings | | ** | 5 |
| | FRA external events | Formal presentation to EU institutions upon request | | I1 | 5 |
| | | Workshop upon request | | **** | 5 |
| | Capacity building activities | Other capacity building events upon request | | *** | 2 |
| Area of activity: Rights of the Child | | | | | |
| Projects | PMF Indicators’ path and assigned targets | | | | |
| | Output category | Output type | Output description | Output Indicators | Target |
| A 4.1 – Providing fundamental rights expertise on child protection and participation | Publications | Leaflet | Child- and youth-friendly language versions of FRA Rights of the Child material, e.g. for the Fundamental Rights Forum 2021 | I5 | 5 |
| | Research outputs | Data analysis | Analysis of FRA survey data for child guarantee | * | 2 |
| | Written / oral input | Review of strategies/resolutions/other documents | Review of strategies/resolutions/other documents | * | 10 |
| | Written / oral input | Review of training materials etc. | Review of training materials etc. | ** | 5 |
| | FRA organised events | Forum | Coordination of the Youth participation at the Agency’s Fundamental Rights Forum in October 2021 | I10 | 50 |

| | | | | | |
|--|------------------------------|--|---|-------------------|--------|
| | FRA organised events | Consultation meeting | Coordination of the Youth participation at the Agency's Fundamental Rights Dialogues in cooperation with the European Youth Forum | I10 | 50 |
| | FRA external events | Formal presentation to EU institutions | Rights of the Child Team participation in relevant EU Rights of the Child and Youth events, meetings and workshops in order to provide relevant FRA findings/data and promote FRA publications | * | 10 |
| | FRA external events | Conference/Forum | Rights of the Child Team participation in relevant Rights of the Child and Youth events in order to provide relevant FRA findings/data and promote FRA publications | 17 | 2 |
| | Capacity building activities | Training | Organisation and delivery of FRA Rights of the Child training activities in cooperation with EU Institutions, e.g. European Commission, European Parliament | *** | 2 |
| | Capacity building activities | Training | In-house training on child and youth participation | I10 | 20 |
| | Communication outputs | Video | Video clips produced for and on the basis of the Fundamental Rights Forum Dialogues leading to the Fundamental Rights Forum 2021 | I11 | 10 |
| | Communication Outputs | Tools | Manuals, guidance, checklist | I11 | 4 |
| A 4.2 - Update of the Handbook of European Case-law on the Rights of the Child | Publications- | Handbook | Update of the existing FRA/CoE Handbook on the rights of the Child | I5 | 1 |
| | Publications | Report | Production of the respective report | I5 | 1 |
| | Research outputs | Research outputs | Finalisation of the research: disaggregating data on young age groups from EU-MIDIS II | I3 | 1 |
| A 4.3 – Children and young people’s experiences of fundamental rights fulfilment - disaggregating data in existing FRA surveys | Written / oral input | Thematic analysis | Provide thematic analysis to EU Institutions on the basis of the 'young age group report' – based on EU-MIDIS II data - in order to 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 | * | 4 |
| | Capacity building activities | Capacity building Workshop | Provide relevant stakeholders (e.g. EU Institutions and Rights of the Child and Youth Organisations) 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 | I9 | 2 |
| | Communication Outputs | Video | Providing input/production of a video clip raising awareness on the situation of young people in the EU as a follow up of the report on 'young age groups' | I11 | 1 |
| 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 | | | | | |
| PMF Indicators’ path and assigned targets | | | | | |
| Projects | Output category | Output type | Output description | Output Indicators | Target |

| | | | | | |
|---|---|--|--|-------------------|--------|
| B 1.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups | Research outputs | Fieldwork research/ mapping | Data collection from online services including incidents of hate speech in selected EU MS | I 3 | 1 |
| | Research outputs | Research Methodology | Methodology for collecting data from online services | I3 | 1 |
| | FRA organised events | Expert meeting | Expert meeting on the methodology for the research and data collection. Might be organised in the framework of the service contract. | I9 | 1 |
| B 1.2 Technical assistance and capacity-building to prevent unlawful profiling | Capacity building activities | - | Workshops and meetings on the prevention of unlawful profiling | 1 | 5 |
| | Translations | | Translations of the profiling guide | 1 | 2 |
| | Research | | Assessment of good practices for fair policing | 1 | 1 |
| B 1.3– Artificial Intelligence, Big Data and Fundamental Rights | Publications | Report | Results from simulation study, the research for which was initiated in 2020 (tbc) | I5 | 1 |
| | Research outputs | Data analysis | Results from simulation study (tbc) | I3 | 1 |
| | FRA external events | Formal presentation to EU institutions | Results from the 2020 main results report to be presented at meetings at EU institutions. | I1 | 3 |
| | FRA external events | Group meeting with EU institutions and Member states | Results from the 2020 main results report to be presented at meetings and contribution to any meetings on the topic | **** | 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 | Handbook | Translation | i18 | 2 |
| | FRA external events | Meetings | Presentation/disseminating FRA findings in this area | I1 | 3 |
| B 1.5 – Handbook on European law relating to cybercrime and fundamental rights | Research outputs | Research Guideline | Technical specification for the contractor that will draft the handbook | I.8 | 1 |
| | FRA external events | Workshop | Expert workshop organised by CoE in the context of our cooperation on this Handbook to design the future Handbook's content | I.8 | 1 |
| Area of activity: Judicial cooperation, except in criminal matters | | | | | |
| 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 | 1 comparative report | I5 | 1 |
| | Publications | Report | 9 country reports | I5 | 9 |
| | FRA external events | Formal presentation to EU institutions | Presentation during Council meeting | * | 1 |
| | Communication Outputs | News/Press release | Press release accompanying the report | ***** | 1 |
| | Communication Outputs | FRA website | Information on the website | ***** | 1 |
| B 2.2 - Additional activities in the area of “Judicial cooperation, except in criminal matters” | FRA external events | Meetings | Presentation/disseminating of FRA findings in this area | I1 | 1 |
| B 2.3 – The impact of counter-terrorism legislation on fundamental rights | Publications | Report | Comparative report on the impact of counter-terrorism legislation on fundamental rights in the EU | I5 | 1 |

| | | | | | |
|---|---|---|---|-------------------|--------|
| | Written / oral input | Other Inputs given in the context of bilateral meetings | Providing research findings to EU institutions or other actors | * | 2 |
| B 2.4 Procedural rights of children in criminal proceedings | Research outputs | Research Guidelines | Research guidelines for FRANET | | |
| B 2.5 - Criminal detention in the EU - conditions and monitoring - update | Research outputs | FRANET reports | Country reports | I5 | 27 |
| | FRA external events | Formal presentation to EU institutions | Presentation at the Council meeting | * | 1 |
| | Communication Outputs | Database | Criminal detention database - audio visual materials/tools produced | I11 | 1 |
| | Communication Outputs | News/Press release | Press release | ***** | 1 |
| Area of activity: Victims of crime and access to justice | | | | | |
| Projects | PMF Indicators' path and assigned targets | | | | |
| | Output category | Output type | Output description | Output Indicators | Target |
| B 3.1 Business and Human Rights: Consumer Protection and the Environment | Publications | Report | Comparative analysis | | |
| | Research outputs | Fieldwork research/mapping | To examine relevant legislation and policy developments relating to the EU's Green Deal and Consumer Strategy | I3 | 8 |
| | | Data analysis | Other Inputs given in the context of meetings | I4 | 5 |
| | Written / oral input | Review of strategies/resolutions/ other documents | Other Inputs given in the context of meetings | * | 1 |
| | | Review of training materials etc. | Other Inputs given in the context of meetings | * | 1 |
| B 3.2 – Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights | Publications | Report | Report presenting selected results of the survey | I5 | 1 |
| | Research outputs | Data analysis | Data analysis of the survey results | I3 | 1 |
| | Research outputs | Dataset | Data set of the survey submitted to a data archive | I3 | 1 |
| | FRA organised events | Launch event | Event to launch selected results of the survey | I9 | 1 |
| | FRA external events | Country mission (in person or virtually) | Survey results presented in selected countries | I1 | 4 |
| | Communication Outputs | News/Press release | Press release related to the launch of selected survey results | ***** | 1 |
| | | | | | |

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|--|--|---|--|-------------------|---|
| | Communication Outputs | Video | Video related to the launch of selected survey results | I11 | 1 |
| B 3.3– Justice for all: Equal access to criminal justice for all victims of crimes against the person? | FRA external events | Conference/Forum | Presentation/disseminating our findings in this area | I1 | 1 |
| | Publications | Report | Comparative report published in the second half of 2021 | I.5 | 1 comparative report in the second half of 2021 |
| | | Report | FRANET Country reports | | I.5 |
| B 3.4 – Additional activities in the area of “Victims of crime and access to justice” | FRA external events | Conference/Forum | Participation in and contribution to the work of the Commission-led Victims’ Rights Platform | I1 | 1 |
| B 3.5 – Providing ad-hoc fundamental rights expertise in the area of justice, for and security of citizens | Written / oral input | Other Inputs given in the context of bilateral meetings | Other Inputs given in the context of bilateral meetings | * | 2 |
| | | | | | |
| | FRA external events | Formal presentation to EU institutions | Formal presentation to EU institutions | * | 1 |
| STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM | | | | | |
| Area of Activity: Migration, borders, asylum and integration of refugees and migrants | | | | | |
| 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, ten language versions | ***** | 10 |
| | | Report | New reports or updates of past reports | I5 | 2 |
| | Research outputs | Legal opinion | Up to three legal opinions, if requested | I5 | 3 |
| | | Guide/Manual | Guide to FRA materials on IT systems | I5 | - |
| | | | Training curriculum for guardians | I5 | |
| | Written / oral input | Different forms of written input | Tailor-made input to EU institutions | ** | 20 |
| | | | Tailor-made input to JHA agencies | ** | 10 |
| | | Participation to evaluation mission | Observer at Schengen evaluation on-site missions | * | 5 |
| | FRA organised events | Expert meeting | Expert meeting | I9 | 1 |
| | FRA External events` | Forum | EASO and EBCGA Consultative Forum meetings attended | ** | 4 |
| | | Group meeting with EU institutions and Member states | Participation in Council Working Parties, EP hearings, Commission expert groups | I1 | 10 |
| | | | Participation to national events | I1 | 10 |
| 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 | ***** | 30 |
| C 1.2 Collecting data for EU preparedness and crisis management | Research outputs | Regular overview | Periodic online publication | 1 | 4 |
| | Providing fundamental rights expertise | Different forms of written and oral input | Input shared during meetings of the EU Migration Preparedness and Crisis Management Mechanism Network | 1 | 5 |
| C 1.3 – Providing fundamental rights expertise to address operational challenges in the field of asylum, borders and migration | Research outputs | Research Methodology | Preparing and piloting methodology with focus on local communities | I8 | 1 |
| | Written / oral input | Letter | 12 monthly notes on situation in the hotspots | * | 12 |
| | FRA organised events | Stakeholder meeting | 3 meetings with stakeholders in Greece | I9 | 3 |
| | Capacity building Activities | Capacity building Workshop | 5 workshops | *** | 5 |
| C 1.4 The fundamental rights situation of long-term residents in the EU | - | - | - | - | - |
| STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS | | | | | |
| 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 |
| D 1.1 – EU Fundamental Rights Information System – EFRIS | Publications | In brief/Factsheet | Factsheet on EFRIS | ***** | 200 |
| | | Guide/Manual | User Guide/Manual and/or video on EFRIS | ***** | 200 |
| | FRA organised events | Expert meeting | Expert meeting on EFRIS | I9 | 1 |
| | | Stakeholder meeting | Meetings of EFRIS advisory group | I9 | 2 |
| | Capacity building activities | Awareness raising event | Online meetings to promote EFRIS | I9 | 3 |
| | Communication outputs | Tools | Number of page views for EFRIS per month | ***** | 1000 monthly |
| D 1.2 – Cooperation with Member States and with human rights and equality bodies at national level | Written / oral input | Other Inputs given in the context of bilateral meetings | Targeted presentations at national level, including FRA Director's country visits | I1 | 10 |
| | Publications | Paper | One paper on a component of national human rights infrastructure | I5 | 1 |
| | FRA organised events | Stakeholder meeting | Two meetings with National Liaison Officers and working party meeting and relevant meeting reports | I10 | 58 |
| | FRA organised events | Stakeholder meeting | National stakeholder dialogues on annual rule of law of European Commission | I9 | 3-5 |
| | Capacity building Activities | Other capacity building events | Report on results of piloting of a 'framework of commitments' for human rights cities in the EU | I11 | 1 |
| | Capacity building Activities | Awareness raising event | Peer review meeting on human rights cities during the Fundamental Rights Forum 2021 | I9 | 1 |
| D 1.3 – Fundamental Rights Platform and cooperation with civil society | Publications | Report | Report summarising FRANET findings on civic space and FRP civic space consultation report | I5 | 1 |

| | | | | | |
|---|------------------------------|---|--|---|------|
| | Research outputs | Data analysis | Analysis of outcomes from FRP consultations (on work programme, FRP cooperation, civic space, and other FRP consultations as applicable) | I3 | 3 |
| | Research outputs | FRANET reports | FRANET data collection on civic space | I3 | 29 |
| | 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 | I1 | 5 |
| | | Other Inputs given in the context of bilateral meetings | Formal and informal input, notably to IGOs (CoE, OSCE/ODIHR, OHCHR, OECD etc.), as well as to civil society organisations | I1 | 3 |
| | FRA organised events | Stakeholder meeting | One meeting with FRP umbrella organisations | I9 | 1 |
| | | | Online meetings with FRP organisations (at least 10 online meetings, incl. bilateral meetings) | I10 | 40 |
| | FRA external events | Formal presentation to EU institutions | Presentation on civic space (at least 1) | I9 | 10 |
| | | Country mission | 2 FRP national meetings | I10 | 200 |
| | Capacity building activities | Other capacity building events | At least 3 FRP webinars | I1* | 1 |
| | | | | I9 | 2 |
| | | | | I10 | 40 |
| | | | | I9 | 1 |
| | | | | I10 | 100 |
| D 1.4 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies | Written / oral input | Other Inputs given in the context of bilateral meetings | Meetings with EU and national officials | I1 | 10 |
| | Written / oral input | Other Inputs given in the context of bilateral meetings | Meetings with officials from IGOs - (12 CoE, 6 UN, 6 OSCE/ODIHR) | I1 | 24 |
| | FRA external events | Formal presentation to EU institutions | Meetings, hearings and conferences organised by EU institutions and Member States - JHA meetings, JHA agencies meetings, EP hearings | I1 | 10 |
| | FRA external events | Networking event | Meetings, hearings and conferences organised by IGOs - Hearings at UN, CoE, OSCE/ODIHR | I1 | 10 |
| D 1.5 - Applying the EU Charter of Fundamental Rights of the European Union in national law and policy making | Research outputs | FRANET reports | FRANET data collection for Fundamental Rights Chapter Focus chapter for FRR | I3 | 29 |
| | Research outputs | Dataset | Charterpedia & Case law database | Number of visitors/followers FRA datasets | 9000 |

| | | | | | |
|---|---|---|--|---|--------|
| | Capacity building activities | Capacity building workshop | Charter training workshops & presentations of Charter material and tools | I9 | 12 |
| | FRA external events | Presentation of FRA Charter work to FRA stakeholder | Presentations to EU Institutions and Member States | Number of formal/oral inputs to EU institutions and Member states | 3 |
| | Publications | Training material | Training and presentation material on the Charter for online download | I9 | 10 |
| | Communication outputs | Video | Charter relevant tutorials | I11 | 4 |
| | Communication outputs | Database | Charterpedia, Charter e-guidance further developments | Number of visitors/followers FRA datasets | 9000 |
| D 1.6 – Participation in the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities | Publications | Paper | Draft paper on promising practices of national CRPD Frameworks (publication in 2022) | 1.5 | 1 |
| | | Paper | Draft paper on CRPD indicators (publication in 2022) | 1.5 | 1 |
| | FRA organised events | Consultation meeting | Stakeholder meeting on Disability Strategy | 1.9 | 1 |
| | | Stakeholder meeting | Meetings of the EU CRPD Framework | 1.9 | 3 |
| D 1.7 Providing technical assistance to national bodies involved in assessing EU Charter compliance of EU funds | Publications | Paper | Documented practices on fundamental rights aspects in monitoring of EU funds | I8 | 1 |
| | Capacity building Activities | Training | Selected staff members of statutory human rights bodies trained | I16 | 70 |
| | Capacity building Activities | Other capacity building events | Tested training modules | I11 | 1 |
| D 1.8 - Bodies of the Agency | FRA organised events | Stakeholder meeting | Organisation of meetings of the Management Board (2) | I9 | 2 |
| | | | Organisation of meetings of the Executive Board (4) | I9 | 4 |
| | | | Organisation of meetings of the Scientific Committee (4) | I9 | 4 |
| STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS | | | | | |
| Area of activity: Communicating rights across 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 | 27 EU MSs, Serbia and North Macedonia | I5 | 29 |

| | | | | | |
|--|------------------------------|--|--|--|---|
| | FRA organised events | Workshop | 2 to 3 workshops at national level | I9 | 2-3 |
| | FRA external events | Formal presentation to EU institutions | 2-3 presentations | * | 2-3 |
| | Communication Outputs | Infographic | Development of Chapter infographics | I3 | 9 |
| E 1.2 – Raising awareness and effectively promoting rights | Publications | Case study | e-learning case studies | I17 | Additional 100 journalists |
| | FRA organised events | Conference | EU Presidency conferences (Portugal and Slovenia) | I10 | 150-300 |
| | FRA organised events | Forum | Human Rights Film Festival | I17 | 15,000 |
| | FRA external events | Conference/Forum | Expert communication meetings | I17 | 500 |
| | Capacity building Activities | Capacity building | HR Communicators Network (moderated closed Facebook group) | I10 | 350 |
| | Capacity building Activities | Tool | E-learning platform Moodle | I10 | 1,000 |
| | Communication outputs | Campaigns/website campaign | Social media campaigns | Number of visitors/followers on FRA communication channels | An increase of 5% or more in social media followers |
| | Communication outputs | Tools | Communication tools shared with stakeholders | I6 | 30 |
| E 1.3 – Production and dissemination of FRA output | Communication outputs | FRA website | FRA website (visits) | I6 | 2,400,000 |
| | Communication outputs | Tools | Data explorer (visualisation) for selected surveys (page views) | I6 | 100,000 |
| | Communication outputs | Promotional materials | Various types of print material | I11 | 10 |
| | Communication outputs | Video | Various types of video | I11 | 30 |
| | | | | I6 | 3,500 via website 30,000 via social media |
| | Communication outputs | Infographic | Various types of infographics | I11 | 5 |
| | | | | I6 | 10,000 |
| | Communication outputs | Q&A | Q&A files for launches | I11 | 5 |
| | | | | I6 | 2,500 |
| | Communication outputs | News/Press release | News and press releases files for launches | I11 | 5 |
| I6 | | | | 1,000 | |
| Communication outputs | Social media post | Various social media posts | I11 | 5 | |
| | | | I6 | 150,000 | |
| Communication outputs | Campaigns/website campaign | Various campaigns | I11 | 2 | |
| | | | I6 | 6,000 | |
| E 1.4 - Fundamental Rights Forum 2021 | FRA organised events | Forum | Fundamental Rights Forum 2021 Public event | I9 | 1 |
| | FRA organised events | Forum | Fundamental Rights Forum 2021 | I15 | 60 |
| | FRA organised events | Conference | Fundamental Rights Dialogues - Public events | I9 | 2 |
| | Communication | Public Event | Forum 2021 communication and outputs | I16 | 60 |

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|--|-----------------------|---|--|------|----|
| | outputs | | | | |
| | Communication outputs | Video | Forum 2021 communication and outputs - audio visual materials/tools produced | I11 | 10 |
| | Communication Outputs | Live stream | Forum 2021 communication and outputs | I17 | 60 |
| STRATEGIC PROGRAMME O - OTHER OPERATIONAL ACTIVITIES | | | | | |
| Other activities covering all MAF areas | | | | | |
| O 1.1 Performance, Monitoring and Evaluation | | Report | Evaluation reports | N/A | - |
| | | Review of strategies | Mid-term review of FRA Strategy 2018-2022 | N/A | |
| O 1.2 Complementary data collection and other activities to support evidence based advice for stakeholders | Research outputs | Data collection | Data collection | N/A | - |
| Other Operational Expenditure | | | | | |
| 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 evaluations of call for proposals, preliminary outputs of predefined projects and other related documents needed for implementation of the programme | * | 6 |
| | | Other Inputs given in the context of bilateral meetings | Reporting and feed-back to the FMO/Donors | ** | 2 |
| | FRA organised events | Stakeholder meeting | Annual Meeting on Cooperation between FRA and the Grants at Directors' level | ** | 1 |
| | FRA external events | Country mission | Meeting of the Cooperation Committee and meetings of the monitoring committees for the call for proposal and PDP. Meeting/s with the Czech Ministry of Justice re. the development of tools to facilitate the implementation of international HR standards at national level | **** | 9 |
| | | Conference/Forum | FMO Meeting/s with International Partner Organisations. | ** | 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 | Thematic report - the situation of children | I5 | 1 |
| | Publications | Report | Thematic report - the situation of people with disabilities | I5 | 1 |
| | Publications | Report | Thematic report - the situation of old-age | I5 | 1 |
| | Publications | Report | Thematic report - SDG profiles of the 28 regions | I5 | 1 |
| | Publications | Report | Thematic report - Municipal vulnerability maps | I5 | 1 |
| | Publications | Report | Thematic guide "How to understand, communicate and apply data on vulnerability in policy process" | I5 | 1 |
| F 1.3 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. | Research outputs | Fieldwork research/ mapping | Research/mapping on local communities and migration | I3 | 1 |
| | Written / oral input | Paper | bi-monthly reports to FMO | ** | 6 |

| | | | | | |
|---|------------------------------|---|--|------|----|
| Technical assistance to Greece in the field of migration | Capacity building activities | Capacity building Workshop | Monthly capacity building activities | *** | 12 |
| F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building | Written / oral input | Review of strategies/ resolutions/other documents | Advice to the Ombudsman concerning the incorporation of FR strategies into good governance strategies | * | 10 |
| | | Other Inputs given in the context of bilateral meetings | Participation in visits of Ombudsman personel in the regions including adaptation of FRA findings | **** | 10 |
| | Capacity building activities | Capacity building Workshop | Workshops and cooperation meetings for the Training of GO personnel and other stakeholders on HR (EU/FRA related). | *** | 1 |

D. KEY PERFORMANCE INDICATORS FOR THE DIRECTOR

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

| OBJECTIVE | KPI | TARGET |
|--|---|---|
| Work programme fully implemented throughout the year and such implementation is reflected in the Annual Activity Report for such a year | Timely submission of the draft Programming document to the Management Board and to the European Commission | <i>December N-2 January N-1 December N-1</i> |
| | Percentage of completion of the activities of the AWP/Programming document | 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% |
| Swift, timely and full use of the financial and human resources allocated by the budgetary authorities | Rate (%) of implementation of Commitment Appropriations | > 90% |
| | 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) | > 90% |
| | Rate (%) of payments executed within the legal/contractual deadlines | > 80% |
| Timely implementation in the adequacy and effectiveness of internal control systems | Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable') | 90% |
| | Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31st December) | < 5% of total posts |
| | Positive review of agency publications containing Opinions through the FRA Opinions Committee | 100% |
| | Delivery of positive opinions by the Scientific Committee on agency publications | 100% |
| | Ex-ante and ex-post evaluations of projects are implemented based on the Annual Evaluation plan | 80% |
| Evidence of the level of staff wellbeing | Organisation of satisfaction surveys / engagement surveys within the Agency | <i>1 every three years</i> |
| | Annual average days of short term sick leave per staff member | < 8 |
| | Member of staff complaining under Article 90 (2) SR per 100 staff members | < 5 |
| External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders | Formal presentations to the European Parliament and Council (incl. its preparatory bodies) | > 4 |
| | Country visits to present the Agency's work | 2 |
| | Number of interviews or mentions of FRA Director in different media outlets | <i>12 in a year</i> |
| | Cooperation meetings with the Agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform) | <i>> 100 bilateral meetings > 12 stakeholder meetings at FRA 1 NLO meeting 1 major event (Fundamental Rights Forum) > 6 visits to EU institutions, bodies and agencies</i> |

ANNEX XV: Procurement plan Year 2021 (Financing Decisions)

STRATEGIC PROGRAMME A – FAIR AND EQUAL SOCIETIES

Area of activity: Equality and non-discrimination

A 1.1 – Roma Survey 2020

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 110,000 (1st priority)
 Budget line: B0-3100 Equality and discrimination 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: 4
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

A 1.2 – EU Survey on immigrants and descendants of immigrants

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 2,500,000 (1st priority)
 Budget line: B0-3100 Equality and discrimination 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: 3rd quarter of the year

A 1.3 - EU LGBTI Survey II

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 45,000 (1st priority)
 Budget line: B0-3100 Equality and discrimination 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: 1
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 300,000 (3rd priority)
 Budget line: B0-3100 Equality and discrimination B0-3100 Equality and discrimination
 Subject matter of the contracts envisaged: research, promotion and communication activities
 Type of contract: 1 direct contract 1 direct contract
 Type of contract: 34 specific contracts based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged:
 Indicative timeframe for launching the procurement procedure: 2nd and 4th quarter of the year

A 1.5 Social rights in the digital age

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 110,000 (3rd priority)
 Budget line: B0-3100 Equality and discrimination B0-3100 Equality and discrimination
 Subject matter of the contracts envisaged: research, promotion and communication activities
 Type of contract: 1 direct contract
 Type of contract: 4 specific contracts based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged: 5
 Indicative timeframe for launching the procurement procedure: 2nd and 4th quarter of the year

A 1.6 – Additional activities in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 70,000 (1st priority)
 Budget line: B0-3100 Equality and discrimination
 Subject matter of the contracts envisaged: research; 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

Subject matter of the contracts envisaged: ICT communication services; 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

Area of activity: Integration and social inclusion of Roma

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 80,000 (1st priority)

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

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 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: research

Type of contract: Direct contract

Type of procurement: serviceservice

Indicative number of contracts envisaged: 5

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

Area of activity: Racism, xenophobia and related intolerance

A 3.1 – Antisemitism: Data collection and analysis

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 5,000 (1st priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

Subject matter of the contracts envisaged: 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: B0-3110 Racism, xenophobia and related intolerance

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 40,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B0-3110 Racism, xenophobia and related intolerance

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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 80,000 (3rd 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 3.4 – Additional activities in the area of “Racism, xenophobia and related intolerance”

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 40,000 (1st priority)
 Budget line: B0-3110 Racism, xenophobia and related intolerance
 Subject matter of the contracts envisaged: 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: B0-3110 Racism, xenophobia and related intolerance
 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

Area of activity: Rights of the Child

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 25,000 (1st 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: 2
 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 2021 amounts to EUR 80,000 (1st priority) and EUR 170,000 (3rd priority)
 Budget line: B0-3120 Rights of the child
 Subject matter of the contracts envisaged: 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 theyear

Budget line: B0-3120 Rights of the child
 Subject matter of the contracts envisaged: spromotion 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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority) and 44,000 (3rd priority)
 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: 3
 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: 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

STRATEGIC PROGRAMME B - JUST, DIGITAL AND SECURE SOCIETIES

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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 150,000 (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: services
 Indicative number of contracts envisaged: 1
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year

B 1.2 Technical assistance and capacity-building to prevent unlawful profiling

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 5,000 (1st priority) and EUR 130,000 (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: 29
 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: 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: B0-3211 Information society and, in particular, respect for private life and protection of personal data
 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

B 1.3– Artificial Intelligence, Big Data and Fundamental Rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 35,000 (1st priority)
 Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data
 Subject matter of the contracts envisaged: 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: 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 2021 amounts to EUR 10,000 (1st priority) and EUR 150,000 (3rd priority)
 Budget line: B0-3211 Information society and, in particular, respect for private life and protection of personal data
 Subject matter of the contracts envisaged: 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: B0-3211 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: 3rd 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 2021 amounts to EUR 45,000 (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: direct 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 2021 amounts to EUR 15,000 (1st priority)
Budget line: B0-3230 Victims of crime and access to justice
Subject matter of the contracts envisaged: 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 2.2 – Additional activities in the area of “Judicial cooperation, except in criminal matters”

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)
Budget line: B0-3230 Victims of crime and access to justice
Subject matter of the contracts envisaged: 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 2.3 – The impact of counter-terrorism legislation on fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)
Budget line: B0-3230 Judicial cooperation, except in criminal matters
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

Budget line: B0-3230 Judicial cooperation, except in criminal matters
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

B 2.4 Procedural rights of children in criminal proceedings

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR (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: 8
Indicative timeframe for launching the procurement procedure: 4th quarter of the year

B 2.5- Criminal detention in the EU - conditions and monitoring - update

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 170,000 (1st priority)

Budget line: B0-3230 Judicial cooperation, except in criminal matters

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: 27

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

Budget line: B0-3230 Judicial cooperation, except in criminal matters

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: 1

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 Business and Human Rights: Consumer Protection and the Environment**

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 90,000 (3rd priority)

Budget line: B0-3240 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: 8

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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 120,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: 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: 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: 6

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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 16,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: 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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 10,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: 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 2021 amounts to EUR 10,000 (1st priority)

Budget line: B0-3240 Victims of crime and access to justice

Subject matter of the contracts envisaged: research
 Type of contract: Specific contract based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged: 1
 Indicative timeframe for launching the procurement procedure: 4th quarter of the year

STRATEGIC PROGRAMME C - MIGRATION AND ASYLUM

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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 250,000 (1st priority) and EUR 250,000 (3rd priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 29

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

C 1.2 – Periodic overviews of migration related fundamental rights concerns

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 300,000 (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: 20

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

C 1.3 – Providing fundamental rights expertise to address operational challenges in the field of asylum, borders and migration

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 60,000 (1st priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: 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: 1st quarter of the year

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 400,000 (1st priority)

Budget line: B0-3300 Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 3

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

STRATEGIC PROGRAMME D - SUPPORTING HUMAN RIGHTS SYSTEMS

Area of activity: Supporting human rights systems across all MAF areas

D 1.1 – EU Fundamental Rights Information System – EFRIS

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 130,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: promotion and communication activities

Subject matter of the contracts envisaged: 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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 150,000 (1st priority) and EUR 90,000 (3rd priority)

Activity/ Output: Two meetings with the National Liaison Officers, in addition to regular exchange

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 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: 1

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

Activity/ Output: Targeted research on national human rights component building on results of 2020 FRA study on situation of NHRIs in the EU

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: 2nd quarter of the year

Activity/ Output: National stakeholder meetings on European Commission annual rule of law report

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 3

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

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

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

Activity/ Output: Report on results of piloting of a 'framework of commitments' for human rights cities in the EU

Budget line: B0-3400 Supporting Human Rights systems

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: 2nd quarter of the year

Activity/ Output: Peer review meeting on human rights cities during the Fundamental Rights Forum 2021

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

D 1.3 – Fundamental Rights Platform and cooperation with civil society

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 147,000 (1st priority) and EUR 30,000 (3rd 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: 29

Indicative timeframe for launching the procurement procedure: 4th 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: 1
 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: 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: 3rd quarter of the year

Budget line: B0-3400 Supporting Human Rights systems
 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

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 80,000 (1st priority) and EUR 30,000 (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 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: 1
 Indicative timeframe for launching the procurement procedure: 1st 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 2021 amounts to EUR 132,000 (1st priority) and EUR 50,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems
 B03711 - Communication and awareness-raising
 Subject matter of the contracts envisaged: promotion and communication activities; technical assistance and capacity building
 Type of contract: Choose an item. Specific contract based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged: 30
 Indicative timeframe for launching the procurement procedure: 4th 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 2021 amounts to EUR 20,000 (1st priority)

Budget line: B0-3400 Supporting Human Rights systems
 Subject matter of the contracts envisaged: promotion and communication activities
 Type of contract: direct contract
 Type of procurement: service
 Indicative number of contracts envisaged:
 Indicative timeframe for launching the procurement procedure: 3rd quarter of the year

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

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 100,000 (3rd priority)

Budget line: B0-3400 Supporting Human Rights systems

B03711 - Communication and awareness-raising

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

Budget line: B0-3400 Supporting Human Rights systems

B03400 - 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: 3rd quarter of the year

D 1.8 - Bodies of the Agency

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 210,000 (1st priority) and EUR 90,000 (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:

Indicative number of contracts envisaged: 2

Indicative timeframe for launching the procurement procedure:

Budget line: B0-3400 Supporting Human Rights systems

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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: 3

Indicative timeframe for launching the procurement procedure:

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: 2

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: technical assistance

Type of contract: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 3

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

STRATEGIC PROGRAMME E - COMMUNICATING RIGHTS

Area of activity: Communicating rights across all MAF areas

E 1.1 – Annual Reports

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 430,000 (1st priority) and EUR 30,000 (3rd priority)

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: researchresearch

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 2021 amounts to EUR 170,000 (1st priority) and EUR 80,000 (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: 3

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: 2

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

E 1.3 – Production and dissemination of FRA output

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 475,000 (1st priority)

Budget line: B0-3500 Communication and awareness raising

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: New 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: B0-3500 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: 20

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: Direct contract

Type of procurement: service

Indicative number of contracts envisaged: 5

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

E 1.4 Fundamental Rights Forum 2021

The overall budgetary allocation reserved for procurement contracts in 2021 amounts to EUR 350,000 (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: 3
 Indicative timeframe for launching the procurement procedure: 1st 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 2021 amounts to EUR 90,000 (3rd priority)
 Budget line: B03701 - Research and data
 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: 2
 Indicative timeframe for launching the procurement procedure: 2nd and 4th 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 50,000 (1st priority)
 Budget line: B03701 - Research and 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: 2
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year and 2nd 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 2021 amounts to EUR 214,286 (3rd 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: 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 2021 amounts to EUR 88,854 (3rd priority)
 Budget line: B04000 - Cooperation with the Financial Mechanism Office
 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: 1st quarter of the year

Budget line: B04000 - Cooperation
 Subject matter of the contracts envisaged: research
 Type of contract: Direct contract
 Type of procurement: service
 Indicative number of contracts envisaged: 4
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

Choose an item. F 1.3 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Technical assistance to Greece in the field of migration

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 296,800 (3rd priority)
 Budget line: B04000 - Cooperation with the Financial Mechanism Office
 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: 15
Indicative timeframe for launching the procurement procedure: 1st quarter of the year

**F 1.4 – Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 –
Strengthening the Greek Ombudsman’s capacity-building**

The overall budgetary allocation reserved for procurement contracts in 2020 amounts to EUR 147,014 (3rd priority)
Budget line: B04010 - Partnership agreements
Subject matter of the contracts envisaged: 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: 2nd quarter of the year

ANNEX XVI Support Activities

CORPORATE SERVICES

Digital services & Facilities

The Digital Services and Facilities (DSF) sector is within the Corporate Services department and it provides the underlying ICT & Facilities infrastructure and services to the Agency. It is responsible for the provision and management of the ICT infrastructure, datacentre, ICT applications and systems. It also covers facilities services that include building maintenance, security and reception services.

| Description of the activity in 2021 | | | | |
|---|---|--|---------------------------|------------------|
| Objectives | Outputs | Indicators | Targets | Expected results |
| To ensure proper execution of Title II | - Timely execution of Title II commitments (approx. 100 transactions) and payments (approx. 250 transactions) | - % of budgetary execution - % of executed budget by Oct | >95% >80% | 99% 80% |
| To ensure the maximum uptime of ICT systems during working hours | - Uninterrupted delivery of ICT systems excluding planned maintenance periods | - % of ICT systems uptime | - 99,99 % | - 99,99% |
| To ensure timely responses on ICT & Facilities requests as foreseen in the related procedures | Timely delivery of ICT & Facilities services | - % of requests to be delivered in accordance with the foreseen procedures timelines | - 97% | - 97% |
| To ensure all ICT change requests are authorised | - Delivery of ICT change requests | - % of authorised change requests | - 100% | - 100% |
| To decrease the environmental footprint of the Agency | - Reduce energy and heating consumption | - % reduction on energy and heating consumption | - 5% reduction | - 5% reduction |
| Resources for the activity in 2021 | | | | |
| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
| | 5 | 3 | 0 | 8 |
| Budget available | | | | |

Finance and Contracting

The Finance and Contracting sector provides service-oriented services, ensures sound financial management of the Agency's resources (effectiveness, efficiency and economy of operations) as well as compliance with the applicable rules (legality and regularity). The sector produces reliable management reporting in order to facilitate the decision-making process. The Agency manages its resources following the ABM (Activity Based Management) approach. The presentation of the budget per activity takes into account all operational components under the same budget line. This allows having a clear picture on the use of resources per project. The Agency has also in place a time recording software where staff enter the actual number of hours worked per project. This resource allocation is consistent with the Agency's priorities and pre-defined objectives, and ensures a common framework for planning, budgeting, monitoring and reporting.

| Description of the activity in 2021 | | | | |
|-------------------------------------|---|--|----------------------|---------------------|
| Objectives | Outputs | Indicators | Targets | Expected results |
| To maintain high level of financial | - 700 budgetary commitments - 1,500 payments | - % of budgetary execution - % of outturn | - >95% - >95% | - 100% - 99% |

| | | | | |
|--|--|--|---|--|
| management services | | - % of delayed payments - Number of ex-post exceptions registered - Fulfilment of recommendations given by IAS/ECA | - <10% - =< compared to previous year - >95% | - <5% - =< compared to previous year - 100% |
| To provide timely and reliable financial management reports | - Monthly execution reports | - No. of days between the end of the month and the publication of the report | - <15 | - 7 |
| Increase efficiencies and productivity in the financial circuits | - Paperless workflows | - Time required for the completion of each financial workflows | - Reduced by 10% | - Initially reduced by 5% |
| Mission management | - Timely process of mission claims - Effective management of the travel agency contract | - % of missions execution - Timely management of the travel agency | - >80% of the mission claims and invoices from the travel agency are paid within the 30 days deadline | - 90% of the mission claims and invoices from the travel agency are paid within the 30 days deadline |

| Description of the activity in 2021 | | | | |
|---|--|---|---|---|
| Objectives | Outputs | Indicators | Targets | Expected results |
| To provide legal and regular procurement procedures | - 20 tendering procedures - 660 contracts | - No. of failed procedures - No. of complaints from unsuccessful economic operators - No. of complaints after the General Court, presented by bidders and/or contractors - Amount of damages payed | - <5% - <5% - <1 <€5,000 | - <2% - <2% - 0 - €0 |
| Increase efficiencies and productivity in the procurement circuit | - Enhance of local systems for the management of tenders and contracts | - Time required for the completion of each procurement procedure | - Reduced by 10% | - Reduced by 10% |
| Resources for the activity in 2021 | | | | |
| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
| | 5 | 3 | - | 8 |
| Budget available | | | | |

Quality Management

The Quality Management team coordinates the implementation of the FRA Quality Management System and ensures its continual improvement. In this context the main responsibilities are: Risk management, process design, liaison with the Internal Audit Service, compliance checks and continuous monitoring on the implementation of the internal controls and the necessary corrective and preventive actions.

| Description of the activity in 2021 | | | | |
|--|---|--|-----------------------------------|------------------|
| Objectives | Outputs | Indicators | Targets | Expected results |
| Full coverage and consolidation of the Quality documentation | Process description in the appropriate procedures and | - No. of procedures revised and time for quality review. | - Quality revision within 2 weeks | - < 2 weeks |

| | | | | |
|--|--|--|---|------------------------|
| (policies, procedures) and the appropriate description of lean administrative and operational processes, continual revision and update for effectiveness | continual update for effectiveness. | | | |
| 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. | Gap analysis | - Assessment of compliance estimate (%) | - 100% compliance with the new ICS framework | - 90% |
| Annual risk management and effective preventive measures | Annual risk assessment and 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 2021 - 75 % |
| Extension of ex post controls methodology and introduction of internal quality checks at process level | Adoption of a compliance check plan for internal processes and implementation. | - Level of implementation of the plan. | - 80% plan implemented | - 80% |
| Liaise with external auditing bodies for the follow up of corrective and preventive actions, preparation of Audits | Prompt action on raised recommendations | - Level of implementation of the plan. | 90 % actions taken on the recommendations by the agreed deadline | - 90% |
| Resources for the activity in 2021 | | | | |
| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
| | 1 | 1 | | 2 |
| Budget available | 0 | | | |

Planning

The main aim is to set up and manage the Agency's planning through the design and implementation of strategic and operational programming processes and tools as well as by effectively monitoring and evaluating FRA objectives and activities in accordance with EU standards as well as based on stakeholders' needs - to enhance agency's performance, accountability and learning.

| Description of the activity in 2021 | | | | |
|---|---|--|--|--|
| Objectives | Outputs | Indicators | Targets | Expected results |
| To strengthen all Planning processes by timely drafting | - Programming documents 2022-2024 and 2023- | - No. of FRA programming documents submitted | - PD 2022-2024 is adopted by Dec. 2019 | - Programming documents timely are approved by |

| | | | | |
|---|--|---|---|---|
| and delivering the relevant key documents | 2025 - Director's note on the development of the Annual Work programme 2023 | to the MB | - Director's note on 2023 is drafted by May 2020 | 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 | - Performance Measurement Framework revised | - No. of indicators simplified/introducing | - Framework of indicators is updated by May 2021 | - Performance monitoring and reporting at FRA is strengthened |
| 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 2020 |
| To ensure FRA stakeholders are constantly involved and consulted within the PMER cycle | - Stakeholder consultations on relevant planning documents | - No. consultation undertaken - Response rate of FRA stakeholders | - 1 consultation on AWP 2022 - 1 consultation on Director's note on 2023 | - Stakeholder inputs are taken into account during the entire PMER cycle |
| To enhance the Reporting of the Agency and ensure its timely delivery | - Consolidated Annual Activity Report 2019 | - No. of Consolidated annual activity report | - 1 CAAR 2020 | - CAAR is timely prepared and adopted by the MB in May 2020 |

Resources for the activity in 2021

| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
|-------------------------|------------------|-----------------|---------------------------|-------|
| | 12 | - | - | - |
| Budget available | N/A | | | |

Human Resources

The aim is to provide high quality and modern human resources and legal services, and to create and sustain a pleasant and appreciative working environment.

| Description of the activity in 2021 | | | | |
|-------------------------------------|--|--|--|---|
| Objectives | Outputs | Indicators | Targets | Expected results |
| Deliver top class HR services | Fulfilment of the establishment plan and the non-statutory positions | - Average statutory staff occupancy rate - Rate of recruitment procedures launched/successfully completed | - 95% - 80% | - >90% - >75% |
| | Implementation of the 2020 L&D plan and yearly evaluation report | - % of completion of the L&D plan - Evaluation results | - >90% | - >80% |
| | 2020 appraisals and 2020 reclassifications of statutory staff | - Implementation and monitoring of appraisal and reclassifications | - Two appraisals and two reclassifications exercises (one for each | - 100% of launching and closing the exercises |

¹² The two 'Temporary Agents – TAs' in Planning are included in the allocated human resources of AWP under "Operational Activities"

| | | | | |
|--|---|---|---|---|
| | | | category of statutory staff) | |
| | 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 Number of meetings ensuring social dialogue | - % of adoption of policies - Average time consumed - No. of consultations - No. of meetings | - Consultations within the statutory deadlines - Accomplishment of all meetings scheduled | - Smooth and timely adoption of policies - Communication to staff |
| Management of budget title I in collaboration with administration | Monitoring and execution of 2020 budget title I Drafting 2021 budget title I | - % of budgetary execution - % of completion of draft 2020 budget title I | - >100% | - 95% |
| Implementation of the Equality and Diversity Strategic Action plan 2016-2020 | Prioritisation of 2020 activities | - % of implementation of the annual plan | - >90% annual plan implemented | - 80% |
| Running the internships and study visitors programmes | Smooth running of programmes in compliance with the regulatory framework | - Average occupancy rate | - 90% | - >90% |
| Legal services | | | | |
| Deliver top class HR services | Handling of requests including complaints and litigations with respect to staff and staff recruitment | Smooth handling of complaints and litigations within the statutory deadlines | Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements | Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements |
| Resources for the activity in 2021 | | | | |
| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
| | 3 | 4 | 0 | 7 ¹³ |
| Budget available | N/A | | | |

Director's office and advisers

Please find the key performance indicators (KPI) and targets for the Director in Annex XIII.

The Director's Office supports the Director in day-to-day administration, in representing the Agency externally, and in ensuring that the agency's overall objective and related tasks, set out in the founding Regulation, are achieved efficiently and effectively and in accordance with the multi-annual strategic priorities defined by the Management Board of the agency.

The advisers support the director in his tasks by providing expertise on issues concerning research – data collection and analysis - and communication. In this context, they participate in internal and external meetings and events.

| Description of the activity in 2021 | | | | |
|-------------------------------------|---------|------------|---------|------------------|
| Objectives | Outputs | Indicators | Targets | Expected results |

¹³ The total includes: 1 TA (Human resources Team), 1 TA (HoU of Corporate Services Unit), 1 TA (Legal services), 2 CAs (Human resources Team) and 2 CAs (CS Unit)

| | | | | |
|---|--|--|---|---|
| <ul style="list-style-type: none"> - Enhancing relevance and impact of FRA evidence and advice on fundamental rights at the national and local level | <ul style="list-style-type: none"> - Fiches - Briefings - Notes - Evaluation reports - Country Specific Information - Events - Dialogue | <ul style="list-style-type: none"> - Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors | <ul style="list-style-type: none"> - Representatives of national administrations - Representatives of human rights structures - Civil society - Local government | <ul style="list-style-type: none"> - Incorporation of fundamental rights considerations in future policy responses and action - 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 |
| <ul style="list-style-type: none"> - Informing EU and national authorities on fundamental rights risks in priority areas | <ul style="list-style-type: none"> - Briefings - Notes - Country Specific information - Dialogue | <ul style="list-style-type: none"> - Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors | <ul style="list-style-type: none"> - Representatives of national administrations - European Commission Representatives - EU Agencies | <ul style="list-style-type: none"> - Incorporation of fundamental rights considerations in future policy responses and action - Access for the Agency to government controlled facilities or locations - Incorporation of fundamental rights considerations in training and education modules |
| <ul style="list-style-type: none"> - Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU | <ul style="list-style-type: none"> - Fiches - Briefings - Notes - Country specific information - Events - Dialogue | <ul style="list-style-type: none"> - Delivery of Timely and accurate information - Meetings arranged with the key interlocutors that develop and influence policy responses and action - Delivery of Up to date and relevant information that speaks to the issue and the responsibilities of the interlocutors | <ul style="list-style-type: none"> - Representatives of national administrations - European Commission Representatives - Representatives of human rights structures - Civil Society - Local government | <ul style="list-style-type: none"> - Incorporation of fundamental rights considerations in future policy responses and action - Incorporation of fundamental rights considerations in training and education modules |
| <ul style="list-style-type: none"> - Creating a safe and inclusive space for dialogue with key and new actors to respond to pressing human | <ul style="list-style-type: none"> - Events - Briefings - Dialogue | <ul style="list-style-type: none"> - Meetings arranged with the key human rights actors under threat | <ul style="list-style-type: none"> - Civil society - European Commission Representatives | <ul style="list-style-type: none"> - Activities and events to support threatened human rights actors |

| | | | | |
|---|--|--|---|--|
| rights challenges and shape critical agendas | | | | |
| - Support effective functioning of the Executive Body | - 4 EB meetings - Decisions of the Executive Board - Proposals submitted to the MB | - Number of EB decisions - Number of proposals accepted by the MB - Number of participants in each meeting | - 95 % of the decisions adopted - 95 % of the proposals accepted - Quorum (3 members) in order to take EB decisions | - 100 % of the decisions adopted - 100 % of the proposals accepted - 95 % of all members |
| Resources for the activity in 2021 | | | | |
| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
| | 6 | - | 0 | 6 |
| Budget available | N/A | | | |

Accounting

| Description of the activity in 2021 | | | | |
|--|---|--|--|--|
| Objectives | Outputs | Indicators | Targets | Expected results |
| Prepare and keep the 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. |
| Resources for the activity in 2021 | | | | |
| Human resources | Temporary agents | Contract agents | Seconded National Experts | Total |
| | 1 | 0 | 0 | 1 |
| Budget available | €17,000 | | | |