

European Union Agency for  
Fundamental Rights

FRA  
Programming  
Document  
2017-2019

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### List of Acronyms

**CAT** Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment  
**CAT OP** Inhuman or Degrading Treatment or Punishment Optional Protocol to the CAT  
**CATHB** Convention on Action against Trafficking in Human Beings  
**CAOD** Convention on Access to Official Documents  
**CCVVC** Convention on the Compensation of Victims of Violent Crimes  
**CDDH** Steering Committee for Human Rights  
**CEDAW** Convention on the Elimination of All Forms of Discrimination against Women  
**CEPEJ** European Commission for the Efficiency of Justice  
**CJEU** Court of Justice of the European Union  
**CoE** Council of Europe  
**CPIPPD** Convention for the Protection of Individuals with regard to automatic Processing of Personal Data  
**CPIPPD Additional Protocol** Additional Protocol to the CPIPPD, on supervisory authorities and transborder data flows  
**CPT** European Committee for the Prevention of Torture  
**CRC** Convention on the Rights of the Child  
**CRPD** Convention on the Rights of Persons with Disabilities  
**CSEC** Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse  
**CVW** Convention on Preventing and Combating Violence against Women and Domestic Violence ('Istanbul Convention')  
**ECECR** European Convention on the Exercise of Children's Rights  
**ECHR (as amended by Protocol 14)** European Convention of Human Rights (Convention for the Protection of Human Rights and Fundamental Freedoms)  
**ECOSOC** United Nations Economic and Social Council  
**ECRI** European Commission against Racism and Intolerance  
**ECSR** European Committee of Social Rights  
**ESC (1996)** European Social Charter (1996 revised)  
**ECPT** European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment  
**ECRML** European Charter for Regional or Minority Languages  
**ECtHR** European Court of Human Rights  
**EEA** European Economic Area  
**EEC** European Economic Community  
**EFTA** European Free Trade Association  
**EQUINET** European Network of Equality Bodies  
**ENNHRI** European Network of national Human Rights Institutions  
**EU** European Union  
**EUROPOL** European Police Office  
**EUROSUR** European Border Surveillance System  
**FCNM** Council of Europe Framework Convention for the Protection of National Minorities  
**FRA** European Union Agency for Fundamental Rights  
**FRANET** FRA research network  
**FRONTEX** European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union  
**GC** Grand Chamber (of the European Court of Human Rights)  
**GRETA** Group of Experts on Action against Trafficking in Human Beings  
**ICERD** International Convention on the Elimination of All Forms of Racial Discrimination  
**ICCPR** International Covenant on Civil and Political Rights  
**ICESCR** International Covenant on Economic, Social and Cultural Rights  
**ICMPD** International Centre for Migration Policy Development  
**ICRMW** International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

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**ICPED** International Convention for the Protection of All Persons from Enforced Disappearance  
**ILO** International Labour Organization  
**ITUC** International Trade Union Confederation  
**NFP** National Focal Points  
**NGO** Non-Governmental Organisation  
**NHRIs** National Human Rights Institutions  
**NLOs** National Liaison Officers  
**OECD** Organisation for Economic Co-operation and Development  
**PACE** Parliamentary Assembly of the Council of Europe  
**PNR** Passenger Name Record  
**TCN** Third-country nationals  
**TEU** Treaty on European Union  
**TFEU** Treaty on the Functioning of the European Union  
**UCPD** Directive concerning unfair business-to-consumer commercial practices in the internal market  
**UN** United Nations  
**UNHCR** United Nations High Commissioner for Refugees  
**Venice Commission** European Commission for Democracy through Law  
**WHO** World Health Organization  
**WTO** World Trade Organisation

# Mission Statement

The European Union Agency for Fundamental Rights (FRA) was set up to provide independent evidence-based assistance and expertise relating to fundamental rights to EU institutions, bodies, offices and agencies and to the Member States when implementing EU law. FRA's mission is "helping to make fundamental rights a reality for everyone in the European Union".

The objective, scope and tasks of the Fundamental Rights Agency are set out in Articles 2 to 4 of Council Regulation (EC) No. 168/2007 establishing the agency. To achieve its objective, the agency carries out its work in the wider context of the Charter of Fundamental Rights of the European Union.

The activities of FRA are organised around the tasks set out in Article 4 of Council Regulation (EC) No. 168/2007 establishing the agency (FRA founding Regulation). These are mainly

- collect, record, analyse and disseminate relevant data;
- development of methods and standards to improve comparability, objectivity and reliability of data;
- formulate and publish conclusions and opinions on specific thematic topics;
- cooperation and networking with stakeholders and communication activities to disseminate the results of its work and to raise awareness of fundamental rights

FRA is not a monitoring or standard setting institution such as the Council of Europe, nor is it empowered to examine individual complaints such as the European Court of Human Rights (ECtHR). It has no regulatory decision-making power. Its mandate stipulates that FRA shall formulate conclusions and issue opinions to European Union (EU) institutions, bodies and agencies and to Member States on the situation of fundamental rights in the implementation of Union law. Moreover, FRA's prime objective is has the capacity to carry out scientific research and comparative analysis, follow cross-cutting trends, raise public awareness and provide assistance and expertise to national governments as well as to policy makers at EU level. FRA therefore ultimately aims to contribute to evidence-based policy making on fundamental rights across the EU. 28 (plus EU accession countries). In addition, FRA supports relevant operational EU agencies with fundamental rights data and expertise.

The purpose of the Charter of Fundamental Rights is to strengthen the protection of fundamental rights in the EU in the light of changes in society, social progress and scientific and technological developments. The agency fulfils its tasks, as defined by its founding Regulation, by implementing activities within the thematic areas of its five-year Multi-annual Framework, which fall under the Charter of Fundamental Rights.

The agency's thematic areas of work are determined through a five-year Multiannual Framework adopted, on a proposal by the Commission, by the Council of the European Union after consultation with the European Parliament. Bearing in mind the objectives of the foundation of the agency and with due regard to its financial resources, the agency shall carry out tasks for the period 2013-2017 within the following thematic areas:

- Access to justice;
- Victims of crime, including compensation to victims of crime;
- Information society and, in particular, respect for private life and protection of personal data;
- Roma integration;
- Judicial cooperation, except in criminal matters;
- Rights of the child;
- Discrimination based on 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;
- Immigration and integration of migrants, visa and border control and asylum;
- Racism, xenophobia and related intolerance.

The "FRA Mission and Strategic objectives" – identified for the period 2013-2017 – set out a number of short-term objectives for each of the thematic areas. These objectives were the basis for specific actions with regard to data collection, research and analysis in selected areas, the provision of evidence-based advice as well as dissemination of FRA findings and awareness raising towards stakeholders

# 1 General Context

Fundamental rights are a prominent part of the EU's founding values as listed in Article 2 of the TEU. Like the global set of international human rights, they are minimum standards to which the EU and its Member States are held accountable. For states to "respect, protect and fulfil" fundamental rights – stemming from the 1993 Vienna Declaration and Programme of Action\* – they must abstain from any action that may infringe on these rights, ensuring that rights violations are prevented and remedied, but also drawing attention to them and providing resources.

Human rights were traditionally emphasised in the EU's relations with third countries, and especially vis-à-vis states seeking EU membership. There is an increasing commitment to 'walk the talk' and increase efforts to protect and promote human rights – fundamental rights – within the EU system itself more systematically and effectively. From the early case law of the Court of Justice of the European Union (CJEU) in the 1960s, through the Amsterdam Treaty of 1999, which explicitly placed human rights at the core of EU values, to the Lisbon Treaty becoming law in 2009, the EU steadily expanded its commitment to protect fundamental rights within the EU.

With the Lisbon Treaty, the Charter of Fundamental Rights of the European Union became legally binding as primary law – with the same legal value as the EU treaties – and applicable to EU institutions and EU Member States when implementing EU law. It includes not only civil and political rights, but also economic and social rights, thus spanning the full spectrum and putting all rights on an equal footing in the EU system.

With the EU institutions increasingly committed to promoting a culture of fundamental rights in both their internal and external actions, the EU Charter of Fundamental Rights is becoming an essential element in the normative core of all EU action.

To strengthen the European Union's evidence base on fundamental rights helps to identify how these rights are respected and promoted, not only 'on paper' but also 'on the ground'. Collecting evidence on fundamental rights' issues in the Member States can help turning words into action, especially if linked to relevant indicators. FRA has therefore developed, in collaboration with the Commission and the Member States, rights-based indicators in certain areas, such as for the rights of the child, Roma integration and the rights of persons with disabilities in an effort to assess progress made in efforts to implement policy goals. Using these rights-based indicators to assess whether specific actions or measures have reached their targets could facilitate a better understanding of drivers and barriers in policy implementation. From a fundamental rights perspective, this will allow for better law making and render policymaking more transparent while also holding policymakers accountable for their actions. In the long run, this will strengthen democratic legitimacy and entrench a fundamental rights culture in the EU.

## **2 Multi-Annual Programming 2017-2019**



The current Agency’s multi-annual programming is based on the **FRA Strategic Plan 2013 –2017**, which was developed by drawing on input from consultations with a wide range of stakeholders and adopted in December 2013 by the FRA Management Board.

The FRA Strategic Plan outlines six strategic priorities and describes the Agency’s nine thematic areas of work as defined by its multi-annual framework (MAF) of five years’ duration, which is adopted by Council decision.

STRATEGIC PRIORITIES	Enhancing FRA’s contribution to processes at EU level
	Enhancing FRA’s contribution to processes at the national level
	Identifying trends over time and measuring progress in Member States
	Developing timely and targeted responses to fundamental rights emergencies
	Improving the impact of FRA communication and awareness raising
	Planning FRA work and evaluating its impact

THEMATIC PRIORITIES (by Council Decision)	Access to justice including judicial cooperation
	Victims of crime, including compensation to victims of crime
	Information society, in particular, respect for private life and protection of personal data
	Roma integration
	Rights of the child
	Discrimination based on 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
	Immigration and integration of migrants, visa and border control and asylum
	Racism, xenophobia and related intolerance

This programming document is established without prejudice to the upcoming 2018-2022 Multiannual framework and will be adapted once the new thematic framework is adopted. A detailed work plan including FRA’s projects and activities in 2018 can be found under Section III ‘Annual Work Programme’.

## 2.1 Strategic priorities

### 2.1.1 Strategic priority – Enhancing FRA’s contribution to processes at EU level

The comparative approach of the Agency’s data collection and analysis is very important for EU institutions and bodies. Indeed, the European Council has invited EU institutions to “make full use of the expertise of FRA, and to consult, where appropriate, with the Agency, in line with its mandate, on the development of policies and legislation with implications for fundamental rights”. According to the feedback collected, stakeholders at the EU level are generally very satisfied with the Agency’s work. This in turn has sparked an interest in the Agency’s contribution ranging from reports, studies and Focus Papers to methodology and contributing expert evidence-based advice and opinions on specific thematic topics.

FRA continues to fulfil this objective by ensuring that its output is of high quality, relevant to EU policy and useful to the services of EU institutions. In order to further facilitate this, FRA has established an European Institutions Officer which maintains regular contacts with the European Parliament, in particular the Committee on Civil Liberties, Justice and Home Affairs, the Presidencies of the Council of the European Union and the Council of the European Union, in particular the Council’s Working Parties on Fundamental Rights, Citizens’ Rights and Free Movement of Persons (FREMP)- in order to present its findings such as recent handbooks, reports and studies.

FRA’s work provides evidence and advice to inform legislative and policy processes with fundamental rights findings and opinions at different levels.

The work of FRA is also used by the European Commission for evidence based policy making on issues related to fundamental rights. FRA regularly contributes with its expertise in Commission expert groups with EU Member States.

FRA also cooperates actively with other EU agencies and bodies, such as the European Union Agency for Law Enforcement Training CEPOL, EASO, ECDC, EIGE, Eurofound, EU-Lisa, OSHA, Eurojust, Frontex and the European Ombudsman. In 2016 FRA has the chairmanship of the JHA Agencies network where it will endeavour to ensure synergies and avoid duplication.

The Agency will continue to allocate the necessary resources in order to provide EU institutions and bodies with objective, reliable and comparable data as well as expertise on fundamental rights' issues expertise.

#### MULTIANNUAL OBJECTIVES 2017-2019

- **FRA enhances its relevance for legal and policy processes at EU level**
- **FRA responds to requests for opinions and advice in a timely and competent manner**
- **FRA enhances its coordination with the European Commission, the European Parliament and the Council of the European Union**
- **FRA cooperates efficiently with other EU agencies, international organisations and civil society fostering synergies and avoiding overlaps**

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Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”

### 2.1.2 Strategic priority – Enhancing FRA’s contribution to processes at the national level

In 2012 FRA’s external evaluation recommended that the Agency increases the relevance and impact of its work at national level. A Management Board Working Group and an internal Task Force followed up on these recommendations implementing 7 ‘pilot’ initiatives with and for national stakeholders, the results of which will be evaluated in 2016. A meeting with FRA national stakeholders on 19-20 November 2015 offered an opportunity for exploring further possibilities of cooperation between national stakeholders. As a concrete output of the Management Board Working Group’s work, at its December 2015 MB meeting, the MB endorsed the document “Suggestions for MB members to contribute to FRA strategic priority “Contributing to processes at national level”. As consequence of the first FRA Fundamental Rights Forum the Agency committed to “make every effort to ensure that the evidence and analysis provided by the Agency on the situation of fundamental rights is taken on board and used by those who have a duty to enforce rights at different levels of governance from Union through to national, regional and, as far as possible, local level” (see point 93 of the Chair’s Statement)

The focus of FRA’s work with national stakeholders is on engaging with them in relevant parts of the project cycle. This includes raising awareness of the findings of its research, sharing good practices and providing, when requested, assistance and expertise on fundamental rights issues. Examples of such work include the Agency’s contribution to Schengen evaluations, the development of a reporting framework with a view to developing Roma integration indicators (which is being undertaken in close cooperation with the European Commission and national statistical offices), and the coordination of a Working party on hate crime focusing on issues of hate crime reporting, multi-agency partnerships and training. Feedback from Member States participating in this working party was positive. In 2016 the European Commission established a High Level Group on combating racism, xenophobia and other forms of intolerance to foster the further exchange and dissemination of best practices between national authorities and concrete discussions on how to fill existing gaps and better prevent and combat hate crime and hate speech. The Agency will participate in this group and, in addition, will set up and coordinate a dedicated subgroup of relevant national experts on methodologies for recording and collecting data on hate crime.

The Agency has put in place and coordinates three mechanisms for liaising with stakeholders at national level: First, the FRA’s National Liaison Officers network, mentioned in the Agency’s founding Regulation and meeting twice annually provides an opportunity for representatives of Member States to share information and discuss relevant fundamental rights issues and the ongoing work of the Agency; second, the network of National Parliamentary Focal Points provides an opportunity to engage with the services of national parliaments responsible for human rights issues; third, FRA meets and cooperates regularly with national human rights institutions, ombudspersons and equality bodies. In addition, the Director’s visits to Member States provided an occasion for high-level meetings, as well as formal and informal exchanges with stakeholders.

In order to consolidate work at national level FRA will focus its works at national level with national human rights structures on themes identified in close cooperation with the Council of Europe, the European Network of National Human Rights Institutions (ENNHRI) and Equinet – the European Network of Equality Bodies.

FRA will also explore further engagement with civil society associations and local and regional authorities, building on FRA’s Fundamental Rights Platform, its Fundamental Rights Forum 2016 and the Committee of the Regions. Developing a stronger connection to the Member States is expected to have a multiplier effect on the number of stakeholders reached by FRA and a policy-relevant impact at national level.

**MULTIANNUAL OBJECTIVES 2017-2019**

- **FRA increases its cooperation with national stakeholders in order to contribute to fundamental rights policy processes at national level**
- **FRA increases its cooperation with National Liaison Officers and other key national level stakeholders in order to bring FRA evidence-based advice to the centre of national fundamental rights policy making and implementation**
- **FRA supports MS supporting national authorities in developing sound methodologies for collecting comparable and disaggregated data on hate crime and for recording hate crime incidents.**

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Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.1.3 Strategic priority - Identifying trends over time and measuring progress in Member States

The Agency identifies trends and progress over time through much of its work, including the data and analysis provided in its Annual Report, surveys repeated at regular intervals and updates of legal studies. FRA will progressively explore how to assess trends in fundamental rights with respect to the following, for example: quantitative data collection (FRA surveys and existing data sources); updating legal analysis; creating benchmarks and indicators; identifying and evaluating promising practices. Regular monitoring of trends will initially concern a specific number of key fundamental rights areas – in line with the agency's MAF areas. In parallel, the Agency regularly monitors relevant data collection activities at EU level by other actors to avoid duplication, and cooperates with Agencies, such as Eurofound and EIGE, that also collect data in related fields.

FRA repeats data collection through surveys in key areas every few years. The first survey to be repeated by the Agency was the European Union Minorities and Discrimination Survey (EU-MIDIS) and the second in 2017/18 was the online survey on Jewish people's experiences and perceptions of discrimination, hate crime and antisemitism. The Agency also follows up key legal and social analysis – activities which over time will help it establish a comprehensive overview of fundamental rights trends. In addition, the regular updating of the Agency's legal handbooks, which is a joint undertaking with the European Court of Human Rights/Council of Europe, means that legal advancements and relevant case law are reflected in each new addition, which serves to measure progress over time. In order to communicate the output of its work more effectively, the Agency will continue to further enhance and develop online interactive maps and graphs that can facilitate the presentation of trends and progress over time.

#### MULTIANNUAL OBJECTIVES 2017-2019

- **FRA identifies trends over time and monitors progress across the EU – with respect to key areas**
- **FRA establishes different methodologies for identifying trends**
- **FRA regularly disseminates analyses based on trends**

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Please note that the indicators and targets are specified in Annex VIII "Performance Measurement Framework".

### 2.1.4 Strategic priority - Developing timely and targeted responses to fundamental rights emergencies

The EU can experience events, which call for swift and effective policy responses, for example in the fields of asylum, migration and internal security. In addition, operational EU agencies in the Justice and Home Affairs field are increasingly called on to support the EU Member States with actions on the ground. EU operational support is often required in areas, which are delicate from a fundamental rights point of view, such as border surveillance or the return of migrants in an irregular situation.

FRA already has some experience in conducting fieldwork research and providing evidence-based advice and expertise in crisis situations: it has already published three thematic situation reports: “Racism, discrimination, intolerance and extremism: learning from experiences in Greece and Hungary” (2013); “The situation of persons crossing the Greek land border in an irregular manner” (2011) and “Violent attacks against Roma in the Ponticelli district of Naples, Italy” (2008). At the peak of the asylum/migration crisis in Summer/Autumn 2015, the Agency was asked by DG Justice to provide evidence in the form of weekly reports on the situation on the ground in consideration of key fundamental rights concerns. These reports were shared with DG Justice, DG Home and relevant Agencies such as EASO and Frontex. In 2016 these reports were issued on a monthly basis and included a thematic focus, covering subjects like child protection, gender, healthcare, trafficking in human beings and the impact on local communities (to name a few).

In addition, in April 2016 FRA established its first temporary presence in Greece to support the European Commission, EASO and Frontex with fundamental rights expertise in their implementation of the hotspot approach. FRA’s temporary field presence was facilitated by the Commission’s Structural Reform Support Service (SRSS). During its deployment, and working closely with the Commission and the Greek authorities (alongside other relevant actors), FRA suggested concrete steps on how to mitigate some of the main fundamental rights challenges affecting EU action in the Greek hotspots. These relate to: the identification of and responses to the specific needs of vulnerable people; child protection; safety (including from gender-based violence); respect of procedural safeguards during registration, detention and return/readmission of asylum seekers or migrants; access to international protection and legal support.

In light of the work of EU operational agencies and other organisations, including relevant United Nations agencies, FRA has a strictly complementary role using its expertise in collecting and analysing data through scientifically validated fieldwork practices in cooperation with other entities, as appropriate.

#### MULTIANNUAL OBJECTIVES 2017-2019

- FRA provides robust data, analysis and advice on fundamental rights emergencies
- FRA develops the necessary flexibility to respond to fundamental rights emergencies in a timely manner
- FRA plays a complementary role *vis-à-vis* other international organisations

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Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.1.5 Strategic priority - Improving the impact of FRA communication and awareness raising

FRA has two communication tasks according to its mandate: providing evidence-based assistance and expertise as well as dissemination of information and awareness raising. The focus of FRA's communication activities is to engage with policy and decision makers at EU and national level in order to inform about its work and increase its impact, and to raise awareness of the fundamental rights situation on different thematic areas among its stakeholders, including those who are directly responsible for fulfilling fundamental rights 'on the ground', such as police officers and border guards, educators and medical professionals, other professional groups, local and regional authorities, as well as the media who are a core multiplier.

Communication activities are a vital part of all projects and activities. In addition, FRA set up in 2016 a comprehensive awareness-raising programme including the development of practical tools and delivery of training and capacity building activities tailored to specific target audiences based on FRA evidence. To increase FRA's impact at national level, FRA will increasingly make them available to national institutions.

FRA's Management Board members, as well as National Liaison Officers and National Human Rights bodies and civil society organisations or other relevant national actors – could further support awareness raising efforts, for example, by helping to disseminate FRA findings through round tables and other similar events. When possible, targeted multilingualism will be applied. FRA will pursue its efforts to diversify its products, in order to provide its stakeholders with information in the format that best meets their needs. This includes, in particular, the development of more targeted briefs, visuals, etc.

#### MULTIANNUAL OBJECTIVES 2017-2019

- **To improve the impact of FRA communication and awareness-raising activities**
- **To increase the FRA impact on decision-making processes**
- **To make effective use of “multipliers” to help FRA to better understand and reach the national level**
- **To win support from FRA partners for the agency's communication efforts**

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Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.1.6 Strategic priority - Planning FRA work and evaluating its impact

Striving to enhance the Agency's performance, accountability and learning, FRA manages planning activities through the design and implementation of strategic and operational processes, in accordance with EU policy developments and stakeholders' needs. To ensure smooth progress from planning to the implementation of activities and eventually to monitoring, review and evaluation, as well as to ensure transparency, FRA employs a number of instruments.

With the aim of improving the planning and evaluating activities, the FRA Project Planning Evaluation (FRAPPE) process, including the establishment of concrete indicators to assess its future results in terms of outputs and potential impact, was further embedded into the planning cycle and is now part of a revised *integrated planning and project management approach*. This new approach will enable FRA to streamline its planning workflow as well as to improve the monitoring of and reporting on its Annual Work Programme and will also consider the needs of this newly established *Single Programming Document* consisting of the multiannual and the annual programming of FRA, as required by the European Commission as of 2017.

In addition, to involve stakeholders as much as possible in FRA's work, the Agency carries out consultations to liaise with key stakeholder on different topics, such as e.g. its Annual Work Programme. Stakeholders' views and suggestions are then reflected in respective documents and taken into consideration in the process of planning FRA's activities. In accordance with the principles of transparency and accountability, stakeholder consultations are repeated on a regular basis in order to assess the added value of the Agency.

With the objective to evaluate the effectiveness, efficiency, added value, utility, coordination and coherence of the contribution made by FRA, the Agency is being evaluated by an external contractor every five years. After the last external evaluation in 2011, the Agency will be subject to the next evaluation in 2017 including an analysis of the its key inputs, outputs, results and impacts, as well as the conceptual relations between these elements. FRA will use the results of the external evaluation to further improve its planning and impact measurement activities and to adjust its integrated planning and project management approach, if needed.

In addition to the external evaluation exercise, the FRA regularly carries out in-house ex-ante and ex-post evaluations of FRA projects to support project managers to plan their work and assess the impact of their projects. In line with the European Commission's newly established Better Regulation Guidelines and Toolbox, FRA created a package of key evaluation documents including an Evaluation Policy, an Evaluation Step-by-Step Guide, as well as Evaluation Plans for the respective years. The policy sets out principles, processes and tools tailored to FRA. Based on the policy, the evaluation plans for the respective years are prepared including the projects that are eligible for conducting ex-ante and ex-post evaluation.

Finally, FRA's overall performance and the impact of its work can be measured with the help of different indicators set in the Agency's Performance Measurement Framework (PMF), including performance indicators that are at the heart of FRA's planning, monitoring, evaluation and reporting activities. To support its planning, monitoring, evaluation and reporting activities, FRA draws on MATRIX, the main project management tool that has been successfully used by the Agency over the past years, allowing project managers to plan and record the development of their projects on the one hand and serving as a centralised source of project information for reporting purposes on the other hand.

FRA's Annual Activity Report reports on project indicators and includes an in-depth account of all activities. Data populating project indicators include, for example number of downloads and visits to the FRA website, number of copies of publications disseminated, evaluations from visitor groups and event participants

#### MULTIANNUAL OBJECTIVES 2017-2019

- **The FRA effectively prioritises its work and evaluates its impact**
- **Evaluation activities are planned for since the first phases of a project**
- **The new performance measurement framework is applied to all strategic/thematic objectives and projects as well as key performance indicators and targets are identified**

Please note that the indicators and targets are specified in Annex VIII "Performance Measurement Framework".



## 2.2 Thematic priorities

The following section includes FRA’s thematic priorities for the period 2017-2019. They are based on the following thematic areas according to the Multi-annual Framework (MAF) 2017-2019.

THEMATIC PRIORITIES	Access to justice including judicial cooperation
	Victims of crime, including compensation to victims of crime
	Information society, in particular, respect for private life and protection of personal data
	Roma integration
	Rights of the child
	Discrimination based on 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
	Immigration and integration of migrants, visa and border control and asylum
	Racism, xenophobia and related intolerance
	FRA Surveys – encompassing different MAF areas
	Cross-cutting projects covering all MAF areas

This programming document is established without prejudice to the upcoming 2018-2022 Multi-annual Framework and will be changed once the new thematic framework is adopted.

Detailed information on projects and activities to be carried out in 2017 are to be found under Section III ‘Annual Work Programme’.

### 2.2.1 Access to justice including judicial cooperation

#### Fundamental rights context

FRA research shows that access justice – a right in itself as well as an enabler for claiming other rights – is problematic in a number of EU Member States. This is due to several factors, including a lack of rights awareness and poor knowledge about the mechanisms that are available to access justice. Other reasons include low efficiency and inadequately resourced mechanisms.

There are continuing efforts to improve access to justice by, for example, reducing the length of court proceedings, widening the circle of those allowed to bring legal claims, known as broadening legal standing, developing e-justice and enhancing usage of non-judicial mechanisms. Pressure to reform is driven by the need to improve and further modernise access to justice. It is also boosted by ‘incentives’ at the EU and international levels, such as EU legislation and criticism from Council of Europe or UN bodies. An additional factor is the shift to possibly more ‘frugal’ – cost-saving – justice at a time of financial austerity. Here it is essential that justice should be delivered more efficiently while ensuring fundamental rights compliance. Closer cooperation between Member States in some areas increasingly requires judicial systems to be adapted to better handle cross-border issues. Mutual trust plays an essential role, but this requires genuine and credible justice systems in all Member States that are firmly grounded in the rule of law.

#### Legal and policy context

Judicial cooperation in civil matters as well as in criminal matters in the EU refers to issues having cross-border implications. Cooperation is based on the principle of mutual recognition of judgments and other decisions related to the judicial process. The EU continues legislating and taking other measures in this area, partly in order to facilitate cross-border access to justice. This includes, most notably, work on the rule of law in order to secure an area of justice where a significant level of mutual trust exists, on the essential parameters of an effective justice system (EU Justice Scoreboard), free movement of judicial decisions including effective enforcement of rights, alternative dispute resolutions in civil and commercial claims, the rights of individuals in criminal proceedings, and collective redress and e-justice initiatives – including the European e-Justice portal. What will remain particularly important in the coming period is the effective implementation of the criminal procedure roadmap instruments – creating a minimum level of rights for suspects and accused persons across the EU. This roadmap is also clearly linked to the parallel process of improving rights for victims of crime (see Section on victims of crime). By ensuring the effectiveness of justice systems for individuals and businesses, the EU legislative and policy instruments aim to facilitate the effective implementation of EU law and to provide much needed tools in light of the EU’s economic growth strategy ‘Europe 2020’. Here, the freedom to conduct a business (Article 16 of the Charter of Fundamental Rights of the EU) is an under-used right in EU policy contexts. In relation to the criminal aspect of access to justice policies and legislation of the EU, the FRA Multi Annual Framework prevents the agency from taking the initiative to specifically research judicial cooperation in criminal matters. However, the Founding Regulation allows EU institutions and Member States to seek FRA’s expertise in this field, which they are increasingly doing.

#### FRA previous work

- General reports on access to justice (2010 and 2012) exemplified from a discrimination perspective
- FRA-ECTHR Handbook on Access to Justice in Europe (2016)
- Reports on access to justice in specific settings (e.g. asylum seekers 2010, data protection 2014 and children 2015)
- Work related to non-judicial bodies: (NHRI report in 2010, Handbook on NHRIs in 2012, Clarity online guidance on where to turn launched in 2015 and integrated into the European e-Justice portal in 2016)
- Criminal justice reports and focus papers (on cross-border transfer of suspect and accused as well as sentenced persons, and on rights of suspects and accused to interpretation, translation, and

information, both in 2016)

- Opinions (on the European Investigation Order in 2011, confiscation of proceeds of crime in 2012, the European Public Prosecutor’s Office in 2014, the development of an integrated tool of objective fundamental rights indicators able to measure compliance with the shared values listed in Article 2 TEU in 2016 and access to an effective remedy for victims of business-related human rights abuses in 2016)

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To contribute to the EU’s efforts to enhance mechanisms for ensuring access to justice through judicial as well as non-judicial mechanisms, at the EU and Member State level, which serve to underpin fundamental rights compliance.</b></p>	<ul style="list-style-type: none"> <li>• ensure FRA becomes a key actor providing robust, relevant and timely evidence-based advice on fundamental rights in the area of access to justice at the EU and Member State level; stimulate debate and action in the EU on how access to justice must be improved using new technology; identify best practices on awareness-raising on access to justice for marginalised groups – working closely with key stakeholders in the field of justice (including, for example, other EU agencies such as Europol and Eurojust);</li> <li>• depending on the availability of FRA budget - map the ‘access to justice situation’ in Member States, and establish a learning mechanism for Member States – which can be based on the identification and sharing of promising practices between countries (such as those to address excessively long proceedings);</li> <li>• look at implications for ‘access to justice’ in other fundamental rights areas where the agency is working;</li> <li>• depending on availability of FRA budget – provide evidence where there is a knowledge gap on the functioning of access to justice and the implementation of existing legislation with respect to fundamental rights compliance such as rights of crime victims to have access to justice;</li> <li>• provide clarity on which access to justice mechanisms are available in the EU and how they work.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.2 Victims of crime including compensation to victims of crime

#### Fundamental rights context

Victims of severe fundamental rights violations (i.e. victims of crime), who some states' traditional, state-centred criminal justice systems have long side-lined, are gradually being promoted as primary stakeholders who are afforded certain rights. Some of the key concerns in the field include facilitating access to criminal justice systems and the role of the victim in criminal proceedings: recognising victims as persons with rights that must be respected and safeguarded by the criminal justice system. Victims' access to criminal justice systems differs widely among Member States. Differences relate, for example, to the legal means available to victims, to the ability of criminal courts to compensate and provide victims with redress, to the role offered to victims in proceedings, and to the ability of criminal justice practitioners (e.g. police, courts, judges and lawyers) to interact with them sensitively and respectfully. This considerable divergence of systems has its roots in varied perceptions across the EU of the basic relations between victims and the criminal justice system. Victims' strictly procedural rights need to be considered together with their other rights, such as the right to protection against re-traumatisation, intimidation or retaliation, as well as the right to protection in the context of restorative justice. The role of different victim support services, which can assist victims to enjoy their rights, is now a key policy area for enhanced action at the level of the EU and Member States.

#### Legal and policy context

Victims of crime are entitled to access to criminal justice (under the European Convention on Human Rights) and to active participation in criminal proceedings (under the Charter of Fundamental Rights of the EU), which is reflected in the Victims' rights Directive. Closely related legislation covers compensation to victims of crime as well as specific vulnerable groups and certain types of crimes.

The Victims' rights Directive (Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, transposition deadline was 16 November 2015) is a significant development towards recognition of victims' rights, which builds on the previous Framework Decision on the standing of victims in criminal proceedings. The Directive and its accompanying actions at Member State level can be seen as marking a significant step in an evolution towards ensuring victims' rights, which has the potential to reshape criminal justice systems by highlighting and strengthening their fundamental rights basis. What emerges is a concept that organises the criminal justice system around its core function to avoid impunity of fundamental rights abuses, whilst ensuring that victims do not experience 'secondary victimisation' by the justice system itself.

In addition, Victims' rights Directive recognises the right of victims to be protected against repeat victimisation, and obliges Member States to ensure that the protection needs of victims are assessed on an individual basis, highlighting the needs of particular groups, including victims of gender-based violence, of violence in a close relationship and of sexual violence. In this context the European Commission in October 2015 published a Roadmap for a possible EU accession – by means of a Council Decision - to the Council of Europe Convention on preventing and combating violence against women and domestic violence (the 'Istanbul Convention'). According to the Commission, such an accession would "send a strong political message on the importance of women's human rights in the EU, and the need to combat violence against women through an integrated and comprehensive set of measures."

However, a crucial issue remains that in light of continuing austerity policies and budgetary constraints across the EU, Member States may be reluctant to commit sufficient resources to improve services for victims. Given the impact of the financial crisis on budgetary policies, the need to fund robust and reliable victim support structures has been a matter of public debate in several Member States, where funding to the NGO sector (which provides core victim support services in many states) has been reduced, including cuts to legal aid and compensation.

**FRA previous work**

- Four large-scale surveys that include sets of questions on respondents’ experiences as victims of crime, including whether they report incidents and where they turn to for assistance; namely: EU-MIDIS I and II (European Union Minorities and Discrimination Survey); survey on LGBT persons; survey on discrimination and hate crime against Jews; violence against women survey.
- Report on support services to victims of crime in general (2015) and specifically for victims of hate crime (2016); online resources covering support to victims of crime (as of 2014); deliverables highlight ‘promising practices’ at the level of individual Member States.
- Report on severe labour exploitation (2015) and follow up research on foreign workers’ perspective (2016-17).
- Other related research and publications that address ‘victims of crime’ include: child-friendly justice (2015 and 2016), child trafficking (2009) and irregular migrants in domestic workers (2011).

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To become a main actor in the promotion of the fundamental rights of crime victims; in particular as regards the right of victims to have access to justice, and to make visible the invisible victims of, in particular, hate crime.</b></p>	<ul style="list-style-type: none"> <li>• support EU institutions and MS to ensure that victims’ rights are acknowledged and implemented in practice in line with developments in EU legislation and policy;</li> <li>• through the provision of FRA evidence, assist EU institutions and MS so that different actors are aware of their responsibilities towards crime victims in diverse fields – encompassing both vulnerable victims and others whose rights need protecting;</li> <li>• support the Member States in organising their own data collection concerning the extent and nature of victimisation, including victims’ experiences of justice and victim support services;</li> <li>• enhance the monitoring of the actual enjoyment of rights by victims in the EU;</li> <li>• build on FRA’s work on victim support services to outline further the role of victim support services in being able to ensure that victims’ rights are met in practice in line with legislative and policy initiatives;</li> <li>• develop indicators with respect to victims of crime;</li> <li>• contribute to discussions and developments at EU and Member State level with respect to criminal justice systems that place victims of crime in the centre, as primary stakeholders.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

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

#### Fundamental rights context

As underscored by the Commission's Digital Single Market strategy, which is one of ten priorities for the Commission for 2016 and beyond, the digital revolution provides great opportunities for growth and the development of a prosperous digital economy. At the same time – as recognised in another of the ten Commission priorities on 'Justice and Fundamental Rights' – a number of fundamental rights concerns are triggered by this revolution, which need to be safeguarded.

Privacy and data protection are protected fundamental rights in international human rights law (Article 17 of the International Covenant on Civil and Political Rights and Article 8 of the European Convention on Human Rights). They are also specifically protected by the Charter of Fundamental Rights of the EU (Article 7 and 8). The massive circulation of data in a digital world can affect other fundamental rights such as non-discrimination, consumer protection, and access to services. The protection of fundamental rights in the digital world will be high on the agenda given the growing importance of electronic communication in people's lives. Despite the specific challenges posed by the increasing use of digital technologies, it is essential to ensure that fundamental rights are equally promoted and protected in the online and offline spheres. Technological developments, increasing data exchange with third countries, and the extension of existing databases represent emerging fundamental rights challenges and require a continuous trust in online services. Large-scale surveillance by public authorities has seriously impacted on privacy and protection of personal data, as well as on freedom of expression and freedom of association. Similar data collection by private actors affects also online behaviours questioning the dichotomy between what is 'private' and what is 'public' information. The digital world and the data economy opens up additional threats related to various form of cybercrime, such as data breaches or digital identity theft. This quickly evolving digital and fundamental rights context calls for action – such as an overarching bill of rights adapted to the digital world. Various initiatives at global, regional or national level can be explored by FRA to ensure that extension of the digital single market is accomplished while respecting fundamental rights – hence ensuring that the EU is seen as a safe place in which to conduct business and to interact on private matters, which can be an asset for further growth.

#### Legal and policy context

With the Digital Agenda for Europe, the European Commission underlined the crucial role of ICT and particularly the Internet, as "a vital medium of economic and societal activity: for doing business, working, playing, communicating and expressing ourselves freely." The Digital Single Market Strategy confirmed this approach. One of the challenges faced in the implementation of the Digital Agenda for Europe and also addressed in the Digital Single Market strategy relates to security (especially cybercrime) and the low levels of trust that internet users have in the privacy of online communications and interactions. Specific legislation enhancing EU law, such as the new EU legislative framework for data protection, the e-Privacy Directive as well as the Network and Information Security Directive are of particular significance in this regard. Given the rapidly evolving landscape in the ICT field and its implications with respect to fundamental rights, FRA will closely monitor these changes through targeted research, and will extend its current work with other EU Agencies and actors that are tasked with technical developments and assistance in these fields; such as ENISA and eu-LISA.

#### FRA previous work

- Report on data protection authorities (2010); Access to data protection remedies (2014)
- FRA/CoE Handbook on European data protection law (2014)
- Report on surveillance by intelligence services (2015)

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To establish FRA as a relevant player in the field of information society, privacy and data protection.</b></p>	<ul style="list-style-type: none"> <li>• develop FRA work in the area of information society, in particular in the area of fundamental rights in the online world;</li> <li>• continue its contribution to the implementation of privacy and data protection guarantees in the EU;</li> <li>• provide expert input and advice to key stakeholders in the area of information society, privacy and data protection;</li> <li>• provide evidence-based advice to the EU and its Member States on the protection of fundamental rights in the context of large-scale surveillance, and in particular on existing judicial remedies available to individuals in relation to those practices;</li> <li>• enhance the understanding of European institutions as regards the need to protect fundamental rights in the digital age and to secure a fair balance between competing fundamental the rights (eg. data protection and other fundamental rights);</li> <li>• strengthen synergies with other key players in the area of information society, privacy and data protection;</li> <li>• develop human rights-based indicators in the area of privacy rights – utilising preliminary ideas (and in due course results) from the agency’s ‘Fundamental Rights Survey’ – which intends to include a component on information society;</li> <li>• ensure a multi-disciplinary approach to FRA’s work in this field, so that complex areas with respect to ICT can be effectively explored and critiqued in consideration of fundamental rights compliance.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.4 Roma integration

#### Fundamental rights context

Prejudice, intolerance, discrimination and hate crime faced by many Roma in the European Union violates their fundamental rights. The European Commission Communication of April 2011 notes that Member States need to ensure that Roma are not discriminated against but treated like any other EU citizens with equal access to all fundamental rights as enshrined in the EU Charter of Fundamental Rights. The related Council Recommendation on effective Roma integration measures of December 2013 notes that many Roma in the Union still face deep poverty, social exclusion, discrimination and barriers to exercising their fundamental rights, which leaves them vulnerable to exploitation and therefore, more effective social inclusion measures adapted to their situation and needs should be considered. The Council Recommendation further notes that Roma integration is an essential part of the convergent efforts by the Union and its Member States in the context of the 'Europe 2020 Strategy' coordinated and monitored through the European Semester. In this regard it should be noted that since 2012, five Member States with the largest Roma communities and the most acute challenges receive country specific recommendations on how to make mainstream policies more inclusive for Roma.

#### Legal and policy context

In September 2010, the European Commission established a Roma Task Force (RTF) with the participation of FRA, to assess Member States' use of EU funds for Roma integration and identify ways to improve the funds' effectiveness. The April 2011 European Commission Communication links Roma integration efforts to the Europe 2020 strategy and to fundamental rights, defining four areas where national efforts to improve the integration of Roma are required: education; employment; healthcare, and housing. To achieve these goals, Member States were asked to submit national Roma integration strategies to the European Commission. The European Commission asked FRA to carry out specific work to continue and expand its research collecting data from all EU Member States, to carry out follow-up survey work measuring progress over time, and to work with Member States to develop effective monitoring systems for Roma integration that can yield comparable results. The Roma survey conducted by FRA provided evidence to the European Commission which, in the context of the European Semester, issued Country Specific Recommendations for five EU Member States on Roma integration. In December 2013, the Council issued a Recommendation on effective Roma integration measures in the Member States urging them to make use of any relevant core indicators or methods of empirical social research or data collection for monitoring and evaluating progress on a regular basis, particularly at the local level, enabling efficient reporting on the situation of Roma in the Member States with the optional support of the European Union Agency for Fundamental Rights.

In 2013 the Commission also introduced an "ex-ante conditionality mechanism" for its Cohesion Policy 2014-2020 requiring an appropriate national Roma inclusion strategy to be in place when a Member State wants to use funds for Roma integration. On 27 June 2016 the Commission reported in its Communication on the implementation of the EU Framework for National Roma Integration Strategies some positive trends, such as a growing focus on early childhood education, a new link between policy priorities on Roma integration and the use of European Structural and Investment funds, as well as the role of National Roma Contact Points in planning this funding. However, the Commission notes that these did not prevent the further deterioration of the living conditions of Roma and widespread hostility of majority societies. It concludes that a political recommitment to Roma integration is necessary so that legal, policy and financial instruments in place are fully used to bring tangible results on the ground, and stresses the critical importance of local implementation. On 28 June 2016, the European Court of Auditors issued Special report No 14/2016 entitled encapsulating its main conclusion in its title: "EU policy initiatives and financial support for Roma integration: significant progress made over the last decade, but additional efforts needed on the ground".



**FRA previous work**

- EU-MIDIS I – survey of migrants and minorities, including Roma in 7 Member States, on experiences of discrimination, criminal victimisation, rights awareness, etc.
- Roma survey – survey of Roma and non-Roma living near-by in 11 Member States on socio-economic characteristics and experiences of discrimination, criminal victimisation, rights awareness, etc.
- EU-MIDIS II – survey of migrants and minorities, including Roma in 9 Member States, on socio-economic characteristics and experiences of discrimination, criminal victimisation, rights awareness, etc.
- Development and testing of a reporting tool on the implementation of national Roma integration strategies or integrated sets of policy measures based on a set of rights-based indicators which will be further refined with Member States to monitor the implementation of Roma integration efforts under the EU Framework and the Council Recommendation of December 2013 on Roma integration measures in the member states; provision of technical expertise on equality data to Member States upon request.
- Qualitative action research using participatory methodologies to identify drivers and barriers to Roma integration at the local level in 11 Member States – 22 municipalities.
- Several reports based on survey data with focus on gender and specific issues, e.g. poverty and work, education, etc., as well as detailed country reports.
- Regular participation and input to the Commission’s internal Roma Task Force and the CoE CAHROM with observer status.

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To contribute to the achievement of the goals set by the EU Framework on Roma integration to respect the fundamental rights of Roma across the EU in the context of the implementation of the EU 2020 Strategy.</b></p>	<ul style="list-style-type: none"> <li>• develop and implement robust data collection methods that can provide a comparative analysis of the situation of Roma across the EU in regard to their fundamental rights and their socio-economic conditions of life, mainstreaming gender and age issues;</li> <li>• support the efforts of the European Commission and Member States to establish and improve monitoring mechanisms and tools for National Roma Integration Strategies;</li> <li>• identify and promote promising practices on implementing and monitoring local Roma integration policies and actions;</li> <li>• foster an evidence-based dialogue on Roma integration in the EU, to inform the EU and Member States on the stage of progress of Roma integration as evidenced by FRA’s research and to contribute to cross-national sharing of relevant promising practices;</li> <li>• support efforts to increase the meaningful participation of Roma in the design, development, implementation and monitoring of the relevant strategies, policies and actions at community level; and to explore the feasibility of establishing local monitoring systems for tracking progress at community level.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.5 Rights of the child

#### Fundamental rights context

The protection and promotion of the rights of the child is one of the objectives of the European Union and all policies and actions with an impact on children must be designed, implemented and monitored in line with the best interests of the child. The work of the Agency, however, shows that fundamental rights of children remain at risk in many areas and that many children in the EU are facing discrimination, neglect, violence and exclusion. For example, FRA's research has shown that children involved in criminal or civil judicial proceedings are often not heard in a safe and child-friendly environment, child protection systems do not always cater to the needs of different children, or lack the resources, the capacity and the prevention and monitoring mechanisms. Eurostat data shows that child poverty affects a large proportion of children and young people. The number of migrant and refugee children arriving in Europe, often separated from their parents, requires concerted efforts at the reception stage to ensure their rights are respected and, in the long run, to ensure proper integration and social inclusion.

#### Legal and policy context

The EU Agenda for the Rights of the Child continues to provide policy guidance. Major developments were achieved in most of the 11 priority actions set in the Agenda by the European Commission, such as promoting child-friendly justice through extensive research, as well as through the Directive on procedural safeguards for children suspected or accused in criminal proceedings; providing guidance and recommendations on strengthening guardianship systems, also catering for the specific needs of unaccompanied children in line with the asylum procedure Directive, as well as EU guidance on integrated child protection systems; and the on-going revision of the Council Regulation on parental responsibility (Brussels IIa). In the area of child victims of crime, the implementation of three Directives remains a priority in the agenda of the EU and its Member States: on child sexual abuse and sexual exploitation, on trafficking in human beings and in respect of the victims' rights Directive.

The 2013 Commission's Recommendation "Investing in children: breaking the cycle of disadvantage" remains an important component of the Social Investment Package and the Europe 2020 policy goals. The establishment in 2014 of an Inter-group on Rights of the child in the European Parliament, the Council of the EU Conclusions that same year on the rights of the child, as well as the Commission's initiative for a new European pillar of social rights open new avenues to advance in this fundamental rights area.

FRA's future work will also contribute to the work of the new intergovernmental committee in the Council of Europe following-up on the implementation of its new Strategy on the rights of the child.

#### FRA previous work

FRA will continue its work collecting evidence through desk and fieldwork research and providing assistance and expertise in areas where child rights are at stake targeting various stakeholder groups, including professionals and children, on European and national level. Following up to FRA earlier reports on Child Trafficking (2009), Child Rights Indicators (2010) and Separated Asylum-seeking Children (2010), FRA conducted research, involving children themselves, and published reports on child-friendly justice and guidance material for children in the migration and asylum context. Furthermore, the Agency has continued to interview children themselves in the context of its research. In the last years, FRA has developed a Handbook on European Law on the Rights of the Child (2015), in co-operation with the Council of Europe and the European Court of Human Rights and carried out research on:

- Mapping child protection systems across all EU Member States (web-publication, 2015);
- Child friendly justice - through fieldwork research with professionals and with children (first main report, 2015);
- Guardianship for children deprived of parental care (handbook, 2014; report, 2015);
- Violence against children with disabilities (report, 2015)

In 2015 and 2016 the Agency has focused particularly on the protection of unaccompanied children affected

by large migration movements engaging with various actors and stakeholders in hotspots in Greece and Italy at local, national and EU level. This resulted in monthly data collection and thematic reports on the situation of refugee children, as well as activities supporting the identification of children at risk, appointment of guardians, assignment of safe and child-friendly spaces at reception facilities, and dealing effectively with children disappearing, family reunification and children in detention.

FRA’s work in the area of rights of the child is cross-cutting and draws on many other areas of its research work, such as on Roma integration, on persons with disabilities, on asylum and migration, on violence against women or on LGBTI issues.

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To mainstream child rights issue throughout the agency’s work, in line with the need for a holistic approach, and thus provide robust, relevant and timely evidence-based advice on the protection, respect and promotion of the rights of the child to EU institutions and Member States.</b></p>	<ul style="list-style-type: none"> <li>• collect comparable primary and secondary data on children’s rights based on child rights indicators, particularly on access to justice, child poverty as well as other child protection relevant issues, maintaining a particular focus on children in vulnerable situations;</li> <li>• develop methodologies for conducting trans-national research with children to ensure their right to participation;</li> <li>• assist EU institutions’ and Member States’ efforts to draw on FRA research to promote protection of the rights of the child feed the results of our research into European and national policy and legislative processes;</li> <li>• support through evidence based advice the daily work of other EU agencies in improving child protection;</li> <li>• support, through evidence-based advice, of the professionals /practitioners working for and with children;</li> <li>• enhance the exchange of learning and good practices on children’s rights, particularly on access to justice;</li> <li>• increase the awareness of children regarding their rights;</li> <li>• provide focused analysis across different fundamental rights areas mainstreaming child rights issues across the work of the FRA and some of the on-going research such as on violence against women, asylum and migration, data protection, persons with disabilities, Roma children, LGBT and others.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.6 Discrimination based on 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

#### Fundamental rights context

Despite an advanced legal and policy framework promoting equality and non-discrimination, many people across the EU continue to face discrimination, including multiple and intersectional discrimination. The Agency's surveys highlight that few of those who experience discrimination are aware of their rights, with even fewer seeking redress against perpetrators. The Agency has also collected evidence showing that many people in the EU continue to face inequalities that prevent them from participating in society on an equal basis with others.

#### Legal and policy context

The Lisbon Treaty renders the principle of non-discrimination into a horizontal clause guiding the Union in defining and implementing its policies and activities. The Charter of Fundamental Rights prohibits discrimination on the grounds of 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 (Article 21). The Equality directives offer comprehensive protection against discrimination on the grounds of sex and on the grounds of racial or ethnic origin. On the other hand, discrimination on the grounds of religion or belief, disability, age or sexual orientation are prohibited only in the areas employment, occupation and vocational training. Negotiations on the Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation (the Equal Treatment Directive) entered their eighth year in 2016. The Agency has repeatedly stressed that adopting this directive would put an end to the so-called hierarchy of grounds by ensuring that EU law offers comprehensive protection against discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation on an equal footing. The Audiovisual Media Services Directive prohibits commercial communication from including or promoting any discrimination based on sex, racial or ethnic origin, nationality, religion or belief, disability, age or sexual orientation.

People with disabilities contribute to society, like everyone else, but often face barriers that prevent them from participating in society on an equal basis with others. The EU and most of its Member States are party to the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and FRA is part of the EU framework to promote, protect and monitor the convention. The implementation of the CRPD by the EU and its Member States leads to legal and other reforms mainly at national level. The mid-term review of the EU Disability Strategy 2010-2020 is likely to reflect the CRPD Committee's concluding observations on the EU's implementation of the convention. FRA will continue to provide assistance and expertise to the EU and its Member States on the implementation of the CRPD drawing on its growing body of evidence, the indicators it develops and the promising practices it identifies.

The implementation of the Five Presidents' Report on completing Europe's economic and monetary union identifies a need for greater focus on social performance noting that "Europe's ambition should be to earn a 'social triple A'" in stage 1 of the roadmap towards a complete economic and monetary union. In addition, the EPSC Strategic Notes of 18 June 2015 on the social dimension of the economic and monetary union note that "social and economic performance are two sides of the same coin". Building on these developments, the European Commission presented in March 2016 for public consultation a first outline of the European Pillar of Social Rights intended to complement and operationalise the considerable EU social "acquis". The right to equal treatment guaranteed by the Fundamental Rights Charter and EU secondary law, is expected to be a core element of the future social rights pillar.

#### FRA previous work

The Agency continuously collects evidence, publishes and selectively updates comparative reports on issues pertaining to core elements of social inclusion, namely equality and non-discrimination. The overall aim of

this body of work is to provide evidence based advice to EU institutions and Member States to support their efforts to implement EU law when addressing discrimination and unequal treatment.

- The Agency systematically collects data on equality and non-discrimination as part of its work on the Fundamental Rights Report.
- The Agency completed the second European Union Minorities and Discrimination Survey (EU-MIDIS II), which covers issues pertaining to equality and non-discrimination, as well as rights awareness and social inclusion. EU-MIDIS II builds upon the first EU-MIDIS survey, which was carried out in 2008.
- Responding to Article 17 of the Racial Equality Directive, FRA produced an opinion on the situation of equality in the European Union 10 years on from initial implementation of the equality directives.
- The Agency published a *Handbook on European non-discrimination law* jointly with the European Court of Human Rights, which the agency is updating.
- Based on its previous work on the situation of persons with disabilities, FRA developed rights-based indicators in cooperation with the European Commission to examine how the rights of persons with disabilities are respected, protected, promoted and fulfilled in the EU and its Member States.
- The Agency finalised its project on the fundamental rights of persons with intellectual disabilities and persons with mental health problems with the publication of a socio-legal report focusing on Article 12 of the CRPD on equal recognition before the law, commonly known as ‘legal capacity’.
- The Agency carried out fieldwork in five EU Member States as part of its project on the right to independent living of persons with disabilities, as set out in Article 19 of the CRPD.
- The Agency coordinated the work of the EU’s Monitoring Framework on the UN Convention of Persons with Disabilities acting as Chair and Secretariat; in this context after a European Parliament request the Agency published an Opinion on the operation of the EU’s Framework.
- The Agency published reports in relation to the rights of lesbian, gay, bisexual, trans and intersex (LGBTI) persons.
- In 2016, the Agency started work collecting national case law on non-discrimination and citizenship of the Union following a request by the European Commission.

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To provide robust, policy relevant and timely evidence-based advice on equality and non-discrimination fundamental rights challenges to EU institutions and Member States as well as other stakeholders.</b></p>	<ul style="list-style-type: none"> <li>• provide focused legal and policy analysis on the challenges in the area of non-discrimination and equality, based on collected and analysed comparable data of a legal, social or statistical nature;</li> <li>• identify and promote ‘good practices’ in the equality field;</li> <li>• identify gaps in implementation of non-discrimination legislation and policies on the ground;</li> <li>• develop sets of fundamental rights indicators in the area of non-discrimination which form the basis for an informed discussion on ways how to combat discrimination and inequality in the EU and the EU Member States;</li> <li>• fulfil its specific role under the EU level framework for the monitoring of the CPRD by collecting data, providing evidence based advice, and developing indicators and benchmarks.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.7 Immigration and integration of migrants, visa and border control and asylum

#### Fundamental rights context

As outlined in the Commission's European Agenda on Migration – the increasing number of refugees, the absence of legal avenues for them to reach the EU, but also the demand for cheap labour often filled by migrants in an irregular situation, pose unprecedented challenges to the EU and its Member States. Thousands of people die every year trying to reach the EU, most while crossing the sea in overcrowded and ill-equipped boats. Confronted with increasing numbers of asylum seekers and migrants, EU Member States are building walls to keep them out. Instances of *refoulement* are growing; States increasingly cooperate with neighbouring countries to prevent the arrival of undesired people, often using practices which raise issues of compliance with the principle of *non-refoulement*. Reception capacities in Member States for those who reach the EU and apply for asylum are strained and the chance to get asylum differs depending on the Member State in which a person applies. At the same time the integration in host societies of persons granted international protection, alongside migrant workers (and their descendants), and other third-country nationals who are here to stay, remains challenging. People who do not have a right to stay and are to be returned are often placed in detention without adequately examining whether deprivation of liberty is necessary. Reports of excessive use of force when apprehending, detaining or removing third-country nationals feature regularly in the work of monitoring bodies and civil society 'shadow reports'. The large-scale IT systems set up or planned by the EU envisage the collection of personal data, including biometric identifiers, of virtually all non-EU nationals who travel to the EU; the consequences of which – with respect to both opportunities and threats to fundamental rights – need to be explored further. In sum, 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 – are variously under threat. Fundamental rights safeguards enshrined in European law and which could ensure compliance are not systematically applied.

In parallel, there is evidence, including from FRA surveys such as EU-MIDIS, that EU citizens of migrant descent, in particular young people from certain communities, are disproportionately excluded from equal participation in the labour market and may not have equal access to quality education and training or opportunities to participate in social and political life. This may lead to phenomena of alienation and may even contribute to violent radicalisation that threatens social cohesion. FRA will explore ways of collecting evidence on the situation of young people of migrant descent and social inclusion efforts of public authorities, including in particular promising practices at local level. Over the past two years phenomena of anti-migrant hatred have often been reported in the press. The Agency will collect relevant evidence in the context of its work on racism, xenophobia and related intolerance.

#### Legal and policy context

This MAF area falls largely under EU competence. It is a fast changing policy field, which is increasingly regulated at the EU level. The EU has adopted over 30 binding secondary EU law instruments on asylum, visas, borders, immigration, irregular migration, return and readmission, and several new legislative proposals are on the table. Most legislation in this field has significant implications on fundamental rights. There is an impressive body of case law by the Court of Justice of the European Union (CJEU) and the European Court of Human Rights (ECtHR) dealing with these subject matters. In 2015, the Commission adopted the European Agenda on Migration in response to the asylum and migration challenges engulfing the EU. The Agenda announces changes to EU policy on legal migration, asylum, border control, combatting smuggling of migrants, integration of migrants and return. In 2016, the Commission proposed a new smart border system as well as changes to virtually all asylum instruments. The Fundamental Rights Forum held in Vienna in June 2016, stressed that changes to the Common European Asylum System (CEAS) provide an opportunity to enhance compliance with the Charter of Fundamental Rights of the European Union.

FRA follows developments at the EU level with respect to the Agenda on Migration and its impact on fundamental rights. The Commission Action Plan on the integration of third-country nationals setting out

policy priorities on pre-arrival measures, education, labour market integration, access to basic services, as well as active participation and social inclusion will guide also FRA's work on integration of migrants.

EU agencies are active on the ground to support Member States, particularly with border management, asylum and combatting organised crime, including smuggling and trafficking in human beings. This adds a new dimension compared to other policy areas, as through its actions on the ground the EU may find itself accountable for fundamental rights violations. FRA works closely with these EU agencies – such as Frontex, EASO and eu-LISA – to try to ensure that fundamental rights can be applied on the ground when implementing EU law and policy; from the training of border guards in identifying vulnerable people, through to the application of smart borders technology. In addition, the Agency is building up work on migrant integration in close cooperation with Commission services coordinated through an interservice group, as well as Eurofound.

### **FRA previous work**

Given its limited resources and the range of legislative files covering this field, FRA has prioritised its work with respect to the following areas with severe fundamental rights implications where there is limited presence of other human rights actors and with prospects for FRA expertise to be used by policy makers, particularly at the EU level. FRA has

- published 18 reports focusing mainly on the situation at borders, migrants in an irregular situation, migrant smuggling, immigration detention, child trafficking, severe labour exploitation, and migrant integration;
- in addition to the reports, released two handbooks, one with the ECtHR and one with the Commission (guardianship) three guidance documents (on apprehensions, Passengers' Name Records – PNR, and fingerprinting for Eurodac) and two legal opinions (on safe country of origin and on ECRIS-TCN);
- initiated three large research projects, which are currently being implemented, on migrant integration, biometric data in large-scale IT systems, and severe labour exploitation;
- concluded working arrangements with Frontex, EASO and eu-LISA;
- provided fundamental rights expertise to EU institutions and agencies concerning for example, border management, returns, anti-smuggling policies and smart borders;
- published regular overviews of migration-related fundamental rights concerns in EUMS most affected by the asylum situation as well as the focus chapter of the FRA 2016 fundamental rights report;
- temporarily deployed experts in Greece to provide fundamental rights support to the European Commission and other EU actors working on the ground.

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To promote effective fundamental rights safeguards in the development and implementation of EU policies in the field of immigration and integration of migrants, visa and border control and asylum.</b></p>	<ul style="list-style-type: none"> <li>• help to further ensure that FRA remains a key actor providing robust, relevant and timely data, research and advice on fundamental rights to the EU and its Member States in this field – in particular as it relates to the asylum crisis;</li> <li>• produce evidence where there is a knowledge gap, particularly on policies relating to borders, visas, migrants in an irregular situation and returns;</li> <li>• identify and share promising practices collected through FRA’s research activities;</li> <li>• advise and support Frontex and EASO, especially, with respect to the application of fundamental rights in their respective spheres of work;</li> <li>• coordinate the agency’s efforts with the United Nations High Commissioner for Refugees and other relevant organisations working in this field;</li> <li>• contribute to the development of policies and actions which support migrant integration by collecting best practices and providing a more comprehensive and balanced picture of their positive contribution and added value to the economic, social and cultural development of societies.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.



### 2.2.8 Racism, xenophobia and related intolerance

#### Fundamental rights context

All 28 EU Member States are party to the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) and relevant Council of Europe instruments. However, despite the EU's advanced legal and policy framework addressing racism, xenophobia and related intolerance members of ethnic and religious minorities, Roma, migrants and their descendants, as well as asylum seekers and refugees continue to face racism, as FRA and other evidence illustrate. The evidence also shows that authorities in Member States often fail to acknowledge the lived experience of ethnic discrimination, racist victimisation and hate crime, thereby preventing many from seeking and receiving redress and hindering efforts to address racism, xenophobia and related intolerance decisively, effectively and lastingly.

#### Legal and policy context

The Lisbon Treaty grants the EU powers to combat discrimination on the grounds of racial or ethnic origin, with the Charter of Fundamental Rights prohibiting discrimination on the grounds of race, colour or ethnic origin (Article 21). The Racial Equality Directive offers comprehensive protection against direct and indirect discrimination or against harassment on the grounds of racial or ethnic origin in a range of areas of social life (Article 3). The Framework Decision on racism and xenophobia establishes legally binding minimum standards for counteracting severe forms of racism and xenophobia (including through computer systems) by criminal law. The Audiovisual Media Services Directive prohibits commercial communications from including or promoting any discrimination based on racial or ethnic origin.

Xenophobic reactions linked to the arrival of migrants and refugees prompted responses at EU and national level. In June 2016, the European Commission set-up a High Level Group on combating racism, xenophobia and other forms of intolerance (HLG), in which the Agency participates, with a view to bringing a further political impetus for the EU and its Member States to progress on countering hatred and intolerance in Europe. Commissioner Věra Jourová, called for the HLG to “develop, under the guidance of the Fundamental Rights Agency, a common methodology to record incidents and collect comparable data on hate crimes”.

#### FRA previous work

The Agency continuously collects evidence and publishes comparative reports on racism, xenophobia and ethnic discrimination. In addition, these issues are addressed in the context of work across several areas, e.g. migration and asylum, Roma integration, etc. The overall aim of this body of work is to provide evidence based advice to EU institutions and Member States to support their efforts to counter these phenomena when implementing EU law.

- FRA collects and analyses data on racism, xenophobia and ethnic discrimination as part of its work on the Fundamental Rights Report.
- The second wave of the European Union Minorities and Discrimination Survey (EU-MIDIS II), covers issues pertaining to racism, xenophobia and ethnic discrimination. EU-MIDIS II builds upon the first EU-MIDIS survey, which was carried out in 2008.
- FRA produced an opinion on the Framework decision on racism and xenophobia with special attention to the rights of victims of crime, at the request of the Council Working Party on Fundamental Rights, Citizens' Rights and Free Movement of Persons (FREMP).
- As required by article 17 of the Racial Equality Directive, FRA delivered an opinion on the implementation of the equality directives in the EU.
- The Agency publishes an annual overview on data on antisemitism available in EU Member States.
- FRA conducted a survey on discrimination and hate crime against Jews in 2012-13, which is repeated in 2017-18
- Responding to Council conclusions on combating hate crime, FRA set up and coordinated a Working Party on Improving Reporting and Recording of hate crime, which in 2016 was

transformed to a subgroup of the Commission’s High Level Group on combating racism, xenophobia and other forms of intolerance

- The Agency engaged with Member States to facilitate exchange of practices on reporting and recording of hate crime, in close cooperation with the European Commission and the OSCE Office for Democratic Institutions and Human Rights (ODIHR).
- Responding to emerging fundamental rights concerns, FRA published a thematic situation report on *Racism, discrimination, intolerance and extremism: learning from experiences in Greece and Hungary*.

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To serve as an observatory/data warehouse on phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination.</b></p>	<ul style="list-style-type: none"> <li>• enhance the comparability of data at EU level on phenomena of racism, xenophobia and related intolerance including hate crime and as well as on racial and ethnic discrimination;</li> <li>• identify trends concerning the manifestations of phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination;</li> <li>• support EU and national efforts to tackle phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination, in particular in the area of data collection recording and reporting mechanisms;</li> <li>• increase awareness among key FRA stakeholders of phenomena of racism, xenophobia and related intolerance including hate crime and extremism as well as on racial and ethnic discrimination;</li> <li>• increase awareness among FRA’s key stakeholders of Holocaust and Human Rights Education ;</li> <li>• enhance cooperation, fostering synergies and avoiding duplication, with FRA’s key stakeholders in the field: DG JUST, DGHOME, JHA Agencies, ECRI, CERD, ODIHR, national human rights bodies (NHRBs), social partners and NGOs.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.9 FRA surveys encompassing different MAF areas

#### Fundamental rights context

FRA research has shown that there is a lack of data in many areas related to the way in which people in the EU are able to benefit from and are protected by their fundamental rights, including an absence of data with respect to how different populations' experience fundamental rights abuses. To fulfil its mandate, FRA carries out primary data collection on fundamental rights in areas where the EU and its Member States have not been able to collect data in a harmonised way, and where better data are needed to investigate the situation on the ground concerning fundamental rights and emerging concerns. To date, FRA survey research – on different groups and different fundamental rights themes – has consistently highlighted the under-reporting of fundamental rights abuses by victims, which is often accompanied by lack of rights awareness.

In this respect, survey research can be used to collect data on fundamental rights 'outcomes', which documents how people experience rights in practice. Collection of outcome data, through surveys, is in line with the Structure-Process-Outcome framework of fundamental rights indicators, which is applied by FRA on the basis of work carried out by the UN Office of the High Commissioner for Human Rights.

Despite continuing efforts by the European Commission (including Eurostat), EU Member States and international organisations, comparable data collection remains limited in several thematic areas of FRA's work. In some fields where FRA is mandated to work, EU Member States do engage in administrative data collection, but this is often based on varying national norms and the results are not comparable at the EU level. Furthermore, administrative statistics are often limited in their scope; hence survey research is needed to know more about the situation of people who are at risk of having their fundamental rights breached, and also about the role of duty bearers as well as perpetrators of fundamental rights abuses.

With the exception of the Violence against Women survey (which is a general population survey on women), the Agency has concentrated its survey data collection on specific groups in EU societies – such as ethnic minorities and LGBT persons. In an effort to ensure that the Agency's data collection is also seen as relevant and applicable to the general population, the Agency launched a general population 'Fundamental Rights Survey' to explore how the general population in individual Member States understands and experiences key fundamental rights in practice; ranging from information technology and data protection, through to consumer protection and experience of discrimination on different grounds (such as age and sex). The repetition of this survey will allow for the analysis of trends in fundamental rights over time, with comparable data collected for all EU Member States.

#### Legal and policy context

Survey research is well established in the EU as providing comparable data as a basis for policy development in key areas. Comparative survey data on fundamental rights is needed in order to identify problems, design policies and allocate resources to address fundamental rights concerns. FRA surveys – as large-scale data collection projects – are designed to address several of the agency's thematic areas of work. The content of these surveys is defined with reference to the relevant EU legislative and policy framework, as described in the respective thematic fiches in this document. FRA carries out surveys in order to fulfil its mandate and the tasks assigned to it – typically addressing areas where there are data gaps. Therefore, the data FRA collects does not replace the need to further develop the collection of European Statistics, as defined in Regulation 223/2009 (and as amended by Regulation 2015/759), which are collected in the framework of the European Statistical System; which is a partnership between the Commission (Eurostat), the national statistical institutes and other national authorities responsible for the development, production and dissemination of European statistics. In this regard, FRA consults with Eurostat when developing its surveys in order to ensure that the selected sampling and fieldwork methods are robust and able to deliver comparable results – targeting thematic areas and population groups that are often not covered within the framework of national statistical data collection; for example – with respect to the experiences of different minority groups as victims of discrimination or criminal victimisation. Importantly, as FRA moves towards repeating some of its ground-breaking surveys over time, the Agency will be in a position to report on trends in fundamental rights

in key areas. EU-MIDIS is the first FRA survey to be repeated; the results of which will directly feed into relevant policy areas in the fields of migration, integration and equality, and will furnish the Commission with data on the Roma population in selected Member States.

FRA is increasingly working with national statistical offices – with respect to its work on data collection on the Roma, in relation to data collection on hate crime, and with respect to enhanced access to sampling frames for survey work – in an effort to ensure that its survey development and statistical analysis is aligned with relevant policy and practical initiatives at Member State and EU level.

**FRA previous work**

- Violence against women survey
- EU LGBT (lesbian, gay, bisexual, trans) survey
- Survey on Jewish people’s experiences and perceptions of discrimination and hate crime in European Union Member States
- Roma pilot survey
- European Union Minorities and Discrimination Survey (EU-MIDIS I)
- Survey on experiences of discrimination, social marginalisation and violence among Muslim and non-Muslim youth in three EU Member States

MULTI-ANNUAL OBJECTIVES 2017-2019	
MAIN OBJECTIVE	SPECIFIC OBJECTIVES
<p><b>To ensure FRA becomes a key actor providing robust and policy relevant comparable data for use as evidence-based advice on fundamental rights at the EU and Member State level.</b></p>	<ul style="list-style-type: none"> <li>• provide evidence where there is a knowledge gap concerning the way people in the EU are able to benefit from their fundamental rights and the effects of existing legislation to safeguard and promote these rights;</li> <li>• support Member States in organising their own data collection concerning fundamental rights issues;</li> <li>• contribute to the development of indicators on fundamental rights;</li> <li>• identify trends concerning fundamental rights through the development of rolling survey data collection, alongside analysis of existing secondary data – for example; trends in the manifestation of racism, xenophobia and related intolerance, including hate crime and extremism, as well as on racial and ethnic discrimination; trends with respect to how the majority population experiences fundamental rights in practice – for example, in relation to data protection and privacy;</li> <li>• develop methodologies for conducting trans-national, comparative research on fundamental rights based on robust data.</li> </ul>

Please note that the indicators and targets are specified in Annex VIII “Performance Measurement Framework”.

### 2.2.10 Cross-cutting activities covering all MAF areas

#### Fundamental rights context

A regular cooperation with stakeholders and partners at the horizontal and cross-cutting level is essential in connecting the Agency's projects and activities to the thematic priorities and decision-making cycles of the EU institutions, allowing the Agency to feed into key legislative and policy developments on fundamental rights in the EU and at Member States level. It enables the Agency to undertake its advisory role by providing evidence-based information, results, conclusions and opinions. Therefore FRA works closely and in addition to the vertical cooperation at project level with its partners of the European Union to ensure that its activities are relevant to current fundamental rights issues. FRA also cooperates with the Member States of the EU - one of the strategic priorities for 2013 – 2017 - to increase FRA's usefulness at the national level. A main instrument of this cooperation is the FRA network of National Liaison Officers (NLOs). NLOs are the main contact points for the Agency in Member States. Other cooperation partner at national level are the National Human Rights Institutions, Equality Bodies and Ombudsperson institutions, as well as the national Parliaments. Finally, the FRA has a close working relationship with the Council of Europe, employing its standards in its work. In addition, the Agency needs to have 'its ears to the ground' and being open to civil society. In this regard it has developed relations with civil society via a specific cooperation network, the Fundamental Rights Platform. As in previous years the FRA will continue to raise public awareness on fundamental rights issues and disseminate information about its work, focusing particularly on communicating with its key stakeholders and partners. The FRA Fundamental Rights Forum of 20-23 June 2016 was here a unique opportunity to further raise awareness of FRA work with its stakeholders and to establishing as follow-up of the Forum a platform for discussion among leading experts, policy makers and practitioners from all walks of life (see for details: FRF Chair's statement).

In order to ensure that its work has a real impact on policy, FRA is further developing its communication products, tools and services to ensure that FRA products and findings are received by all key players in the area of Fundamental Rights at the right time and in the most appropriate format. In this way the Agency ensures that it provides evidence-based, objective, relevant and useful data and information and advice in a user friendly style and format in a targeted and timely way. Key tools and channels for the FRA's communication and awareness raising include online, print and audio-visual tools and products, as well as events, personal meetings, information stands, and broadcast and print media.

#### Legal and policy context

According to the Agency's Founding Regulation, the Agency is asked to coordinate closely with relevant Community bodies (Art. 7) and to cooperate at Member State and International level (Art. 8), with Council of Europe (Art. 9) in order to ensure complementarity and added value and with Civil Society; Fundamental Rights Platform (Art. 10). The regulation also foresees (see Art. 4,1 h) the development of a communication strategy (FRA Communication and Cooperation Framework) to promote dialogue with civil society in order to raise public awareness of Fundamental Rights. For this the Agency is asked to disseminate information about its work.

#### FRA previous work

Above described objectives are fulfilled by a series of cross-cutting projects regularly performed in the context of FRA Work programmes

1. FRA Forum, conferences and stakeholder meetings
2. Cooperating with EU institutions, agencies and other bodies
3. Cooperating with stakeholders in EU Member States
4. Communication and Information about FRA
5. Production and dissemination of communication products
6. Raising awareness of Fundamental Rights
7. Performance, Monitoring and Evaluation

8. Bodies of the Agency
9. Consultation and cooperation mechanism - National Liaison Officers
10. Consultation and cooperation mechanism - Fundamental Rights Platform
11. Complementary data collection and analysis to support evidence based advice for stakeholders  
*The multi-annual objectives for communication activities are identified under the relevant Strategic priority  
“Improving the impact of FRA communication and awareness raising” (see page 13)*

# **3 Annual Work Programme 2017**

## Executive Summary

This Executive Summary provides an overview of FRA's Annual Work Programme 2017. In 2017 FRA will focus on the following main projects and activities within its nine thematic areas:

Under the area of 'Access to justice' the **FRA Fundamental Rights Survey** will be the first EU-wide survey to produce comparable trend data on the general population's experiences of fundamental rights in the EU. At the request of the European Commission, the second focus of this thematic area will be put on **criminal detention in the EU**, exploring fundamental rights aspects in situations of cross border criminal transfers in close cooperation with respective monitoring bodies.

Building on the work of FRA in the area of 'Victims of crime', the Agency will assess the situation of victims' rights with respect to courts and victims' participation in criminal proceedings. In this respect FRA will also support EU Member States with the practical implementation of the **rights of victims to access justice** in the aftermath of the transposition deadline of the *Directive establishing minimum standards on the rights of victims of crime*.

Following a 2014 request by the European Parliament and FRA's work within the thematic area of 'Information Society', the Agency will continue to engage in fundamental rights safeguards in the context of **large-scale communication surveillance** and will also update its 2010 **Guide on Preventing Discriminatory Profiling**.

FRA will continue its work in the area of 'Roma integration' through its multi-annual Roma Programme consisting of **data collection on integration, developing indicators and monitoring tools to track progress on integration** as well as of a project on **local engagement**.

The Agency's emphasis in the area of the 'Rights of the child' will remain on collecting data on child protection issues, especially concerning children in vulnerable situations. This will be carried out in the framework of the projects '**Children and justice**' as well as '**Child well-being and poverty**'.

In addition to strengthening its cooperation with important stakeholders working in the field of Non-Discrimination, FRA will place its focus on the **right to independent living of persons with disabilities**, also **participating in the EU framework to promote, protect and monitor the CRPD**. Moreover, projects in this area will cover **non-discrimination and citizenship of the EU** as well as **barriers preventing older people from living independently in the community**. Building on previous work, findings of the second **survey on minorities and discrimination in the EU** (EU-MIDIS II) will be analysed and published together with an update of the Agency's **Handbook of European non-discrimination law**.

Building on its previous work in the area of 'Immigration', the Agency will continue to inform policy making processes at the EU level as well as operational activities by relevant EU agencies. This shall be achieved by updating and disseminating research findings focusing on topics such as **severe labour exploitation** and **biometric data in large IT borders, immigration and asylum databases**, but also by looking at the **long-term impact of responses to the 2015 asylum/migration crisis**.

In the thematic area dealing with 'Racism', FRA will focus on the **collection and analysis of data** and evidence available on manifestations of racism, xenophobia, racist hatred and violence, antisemitism, antigypsyism, ethnic discrimination and hate crime in the EU. Following a request by the European Commission, projects will cover **discrimination and hate crime against Jews** as well as **anti-Muslim and anti-migrant hatred**.

Just like in previous years, FRA's cross-cutting activities will involve **the cooperation with stakeholders** as well as **the promotion of fundamental rights** and FRA's work. One way of promoting fundamental rights and increasing the impact of FRA's work is through the cooperation with the EU Member State holding the rotating 6 months EU Presidency, which is done under the project '**Fundamental Rights Promotion through FRA conferences in cooperation with EU Presidencies and other institutions**'. With the aim of institutionally strengthening the role of human rights promotion at the national level, working closely together with national human rights institutions and other national partners, FRA is also closely liaising with stakeholders in the EU Member States under the project '**Fundamental rights promotion through awareness raising and cooperation with stakeholders in EU Member States**'. As the Agency's products and activities are of direct or indirect relevance for the work of national administrations, FRA is also closely **liaising with National Liaison Officers** in the EU Member States as well as civil society organisations, active in the field of fundamental rights through its '**Fundamental Rights Platform**'. A highlight under this area will be the new project '**European Fundamental Rights Information System**' – a single access point, bringing together material of relevance



to the EU Member States. Moreover, covering all of FRA's projects and activities the cross-cutting project '**Promoting the impact of FRA output**' aims at ensuring that all communication activities reach the appropriate audiences at the right time in an appropriate format via the appropriate channels.

Ad-hoc requests by EU institutions as well as additional activities that are not carried out in the framework of any of the projects will be covered under 'Additional activities' of the respective thematic area.

### 3.1 Activity 1: Access to justice including judicial cooperation

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

Building on FRA's body of work in the area of access to justice, including relevant findings from the Agency's survey research, the work in 2017 is planned as follows. The dissemination of the Agency's handbook on access to justice (launched in 2016) will continue in 2017. The project related to people sentenced or awaiting trial in another Member State continued in 2016, with the focus on dissemination of identified promising practices. In parallel, the project on the right to interpretation and translation and the right to information will also be finalised in 2016 with the dissemination of results. In 2017, targeted dissemination of the results of both projects will continue. The Agency's criminal justice-related projects as a whole are expected to lead to further research in the area of criminal procedural rights, including by responding to requests from the EU institutions in relation to new initiatives in the field of criminal justice, including in relation to (pre-trial) detention. In addition, FRA's Fundamental Rights Survey – which is a survey addressing the various thematic areas covered by the Agency's work, including rights awareness and access to justice – will begin fieldwork data collection in 2017. The survey results will provide this area of the Agency's work with rich data that can also support research findings from other FRA projects.

#### EXPECTED OUTCOMES

Working closely with key stakeholders in the field of justice – including EU agencies – the Agency intends to provide evidence-based advice concerning the situation of access to justice on the ground to EU institutions and Member States in order to inform their policies and decision making, reinforcing FRA's role as a key provider of robust, relevant and timely evidence-based advice in this area.

#### LIST OF PROJECTS UNDER THE ACTIVITY 1

- A 1.1 Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights
- A 1.2 Criminal detention in the EU – conditions and monitoring
- A 1.3 Additional activities in the area of "Access to Justice"

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
3.1	0.9	0	<b>4</b>	246,000	90.000	<b>246,000</b>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

## Project A 1.1 - Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2014

### DESCRIPTION and ADDED VALUE of the PROJECT

The FRA Fundamental Rights Survey will be the first EU-wide survey to produce comparable trend data on the general population’s experiences of fundamental rights over time (through each successive round of the survey) in the EU. Unlike Eurobarometer surveys, the FRA’s fundamental rights survey will not focus only on people’s attitudes or opinions, but will also ask people about their actions and experiences that relate to their enjoyment of fundamental rights. The survey will be complementary to the Agency’s EU-MIDIS survey, as it will endeavour to match (where possible) certain questions that are asked in EU-MIDIS with regard to ethnic minority and immigrant groups, which can be used for comparison purposes. The core module of the survey, repeated every five+ years, will collect data on a wide spectrum of fundamental rights issues, such as discrimination on different grounds, rights awareness, consumer protection, data protection, and the right to good administration – focusing on where data is not available through Eurostat, Eurobarometer or other existing EU-wide surveys, or is otherwise not collected regularly for purposes of comparison in one survey instrument. In this regard, the survey is developed in close cooperation with relevant actors, including the Commission, to ensure complementarity and avoid duplication. In addition, the survey will collect data on the general population’s experiences as crime victims, which will provide valuable data for the Agency’s work on victims of crime and will offer key policy insights given the current absence of an EU-wide crime survey. The core survey module can be accompanied by additional modules, which will serve the data needs of other specific FRA projects, as relevant. The content and scope of the survey is 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.

### 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.
- Subsequent waves of the survey (every five+ years) will allow for the first time the identification of specific trends over time, which will 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 MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends over time and measuring progress in Member States;
- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level.

**NOTE:** The Fundamental Rights Survey encompasses different MAF areas, alongside Access to Justice.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• With the framework contract for the survey signed in 2016, FRA will work together with the survey contractor in 2017 to develop the sampling plans and data collection tools, pilot the survey in the EU Member States, and consult experts and stakeholders, as necessary.</li> <li>• FRA will make a request to FRANET in 2017 to collect contextual (legal and social) information in 2018 concerning the topics covered in the Fundamental Rights Survey.</li> </ul>	<ul style="list-style-type: none"> <li>• Data collection tools developed and translated for piloting in the 28 EU Member States</li> <li>• Results of the pilot component collated (not for publication) to inform and prepare the full-scale survey that will take place in 2018.</li> <li>• FRANET guidelines developed.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.9	0.5	0	2.4	200,000	0	0	200,000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>1.9</b>	<b>0.5</b>	<b>0</b>	<b>2.4</b>	<b>200,000</b>	<b>0</b>	<b>0</b>	<b>200,000</b>

**Project A 1.2 – Criminal detention in the EU – conditions and monitoring**

PRIORITY 1

STATUS:

TYPE: multiannual

START: 2017

**DESCRIPTION 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, and also in reference to other intra-EU transfer situations, such as under the 2008 Framework Decision on transfers of prisoners, due consideration has to be given to fundamental rights. This has been underscored by the Court of Justice of the European Union (in particular the 2016 Aranyosi and Căldăraru 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. Thus, EU instruments such as those advocating greater use of alternatives to detention – in particular the 2008 Framework Decision on probation and alternative sanctions (post-trial) and the 2009 Framework Decision on the European Supervision Order (pre-trial) – form an essential part of this area of EU law. The effectiveness of all these instruments hinges on mutual recognition, which only works well with a sufficient level of trust between Member States. The necessary foundation for establishing, maintaining or enhancing trust includes legal, judicial, penitentiary, probationary, and also social systems that are relatively comparable. How these systems operate must be clear and transparent; for example with regard to detention conditions, the existence and nature of social rehabilitation schemes and the types and application of alternatives to detention. For such information to be clear and transparent, but also – as far as possible – comparative in nature, it is crucial to draw on existing monitoring mechanisms, and to make findings from such mechanisms more accessible and relatable to the EU context and legislation.

At the request of the European Commission, and based on findings from FRA’s 2016 report on fundamental rights aspects in situations of cross border criminal transfers, in this project, FRA would seek to draw together available monitoring data and information in close cooperation 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. Part of the UN-framework would also be the so-called National Preventive Mechanisms (NPMs), required at national level under the optional protocol to the UN’s torture convention. This would enable the project objectives listed below to be further elaborated and explored.

The project should pay particular attention to child rights and discrimination, and could also include considerations for the prevention of radicalisation. This would make the project more EU-relevant and topical, while stressing particular areas of concern where action can taken.

**PROJECT OBJECTIVES**

- Develop a concept for accessible and EU specific data and information on detention conditions, as well as the nature and application of social rehabilitation schemes, and available alternatives to detention that is appropriate for practitioners – be they judges, prison and probation officials or ministry civil servants – who require access to detention conditions and alternatives across the EU at an operational level;
- Develop a harmonised approach to checking and assessing fundamental rights concerns in individual cases by judges, prison and probation officials, or ministry civil servants;
- Elaborate recommendations for a solid monitoring system connected to best practices and incentives for change. This could be based on an EU-encouraged and sponsored enhanced existing monitoring systems that could be more frequent and pay greater attention to EU law-relevant aspects. Additionally, such a system could also be linked to incentives, such as linking fund allocation (for example, EU structural funds) to recommendations by monitoring bodies, building on promising practices.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- FRA enhances its relevance for legal and policy processes at EU level
- FRA responds to requests for opinions and advice in a timely and competent manner
- FRA increases its cooperation with national stakeholders in order to contribute to fundamental rights policy processes at national level
- FRA identifies trends over time and monitors progress across the EU – with respect to key areas
- FRA establishes different methodologies for identifying trends

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• In-house research and analysis</li> <li>• Consultation and cooperation with stakeholders and monitoring bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation of the aims of the project at key events</li> <li>• A draft checklist for the second of the three project objectives</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.50	0.00	0.00	0.50	5,000	0	0	5,000
Communication and awareness-raising					5,000	0	0	5,000
<b>Total:</b>	<b>0.5</b>	<b>0</b>	<b>0</b>	<b>0.5</b>	<b>10,000</b>	<b>0</b>	<b>0</b>	<b>10,000</b>

**Project A 1.3 - Additional activities in the area of “Access to Justice”**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions, in the areas of access to justice. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies, including to ad-hoc requests, in the area of access to justice. 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) and organisations for legal professionals. FRA will also draft or update existing publications, such as reports, handbooks and/or types of publication.

**PROJECT OBJECTIVES**

- To provide data, thematic or summary reports, focus papers and evidence-based advice;
- Issue *ad hoc* reports or 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.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Identifying trends over time and measuring progress in Member States;
- Developing timely and targeted responses to fundamental rights emergencies.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers and other relevant stakeholders at EU and national level;</li> <li>• Update existing products, including reprinting, as required;</li> <li>• Prepare briefing papers for current policy issues;</li> <li>• Participate in and organise meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert input to stakeholders;</li> <li>• Preparation and presentation of relevant opinions, papers, presentations and other expert input;</li> <li>• Further develop indicators sets;</li> <li>• Selected publications and online tools (or parts thereof) updated.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.70	0.40	0.00	1.10	10.000	0	90.000	10.000
Communication and awareness-raising					26,000	0	0	26,000
<b>Total:</b>	<b>0.7</b>	<b>0.4</b>	<b>0</b>	<b>1.1</b>	<b>36,000</b>	<b>0</b>	<b>90.000</b>	<b>36,000</b>

## 3.2 Activity 2: Victims of crime including compensation to victims of crime

### PROJECTS AND ACTIVITIES PLANNED IN 2017

Building on the work of FRA on victims of crime during the preceding years, preliminary findings from the project on the 'Rights of crime victims to have access to justice', as well as preliminary results from the SELEX II project (see 2.7) will be available in 2017. In addition, results from the EU-MIDIS II survey will be available in 2017 to inform FRA's activities with data on crime victimisation among selected immigrant and ethnic minority groups in the 28 EU Member States. The results will be presented to and discussed with FRA stakeholders in the framework of the survey launch activities, and data on victims of crime will be included in the various survey outputs. In addition, the FRA's Fundamental Rights Survey – which is a survey addressing the various thematic areas covered by the Agency's work, including people's experiences as victims of crime and their reporting to the authorities – will begin fieldwork data collection in 2017. The survey results will provide this area of the Agency's work with rich data that can also support research findings from other FRA projects.

### EXPECTED OUTCOMES

Working closely with key stakeholders, the Agency intends to provide fundamental rights-centred evidence based advice concerning the situation on the ground with respect to selected areas of EU policy, legislation and practice related to victims of crime. In parallel, the Agency's work should feed into the policy and legislative processes of the EU – with the Agency becoming a key provider of robust, relevant and timely evidence-based advice on fundamental rights in the area of victims of crime. Building on the Agency's previous research, one focus will remain on victims' effective access to criminal justice and participation in proceedings, the identification of factors that enhance or impede victims' access to justice and the development of fundamental rights indicators that can be used as a measure when comparing the situation in various Member States. In addition, research will analyse to what extent risks of secondary and repeat victimisation impede victims' access to justice, in particular with regard to victims of hate crime and of gender-based or domestic violence.

### LIST OF PROJECTS UNDER THE ACTIVITY 2

- A 2.1 Rights of crime victims to have access to justice – a comparative analysis
- A 2.2 Additional activities in the area of "Victims of Crime"

### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
1.4	0.75	0.00	<b>2.15</b>	31,000	0	<b>31,000</b>

## Project A 2.1 - Rights of crime victims to have access to justice – a comparative analysis

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2015

### DESCRIPTION and ADDED VALUE of the PROJECT

The Directive establishing minimum standards on the rights, support and protection of victims of crime, which entered into force on 15 November 2012, obliges Member States to transpose the Directive by 16 November 2015. One objective of the Directive is to ensure that victims of crime are able to participate in criminal proceedings. The objective of the present project is to assess the situation of victims' rights with respect to courts and victims' participation in criminal proceedings. Hence the project's main added value is in providing evidence-based advice to the EU Member States on the practical implementation of the rights of victims to access justice in the aftermath of the transposition deadline. An in-depth comparison of the situation of victims in a selected number of EU Member States, which represent different legal systems and traditions, will be undertaken. The research provides a comprehensive overview at three levels:

1. Legal level: How are crime victims and their rights conceptualised in various legal systems and in relation to a background of different legal traditions? What are the rights of victims to ensure effective investigations, prosecution and sentencing, as well as to participate in criminal proceedings?
2. Institutional level: How do public and private institutions that deal with victims ensure that their work reflects the rights and needs of victims? What are the views of actors in the criminal justice system (the police, lawyers, prosecutors, judges) on the appropriate role of victims in the criminal justice system?
3. Practical level: To the extent feasible, the research will also examine the experiences of victims with respect to the above.

The project will draw on the Agency's previous research on victims of crime, and the results of its large-scale survey research that shows under-reporting of crime to the authorities (for example, FRA's Violence against Women Survey) – including data on victims' satisfaction with the response they receive having reported criminal victimisation.

Key stakeholders: Victims of crime; EU Member States that have to implement the Victims' Rights Directive; EU institutions monitoring the Directive's implementation; Legal and other relevant criminal justice practitioners that work with victims of crime; Victim support organisations.

### PROJECT OBJECTIVES

- To investigate and analyse – from a rights-based perspective – how victims of crime are included in the criminal justice process.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU level;
- Enhancing FRA's contribution at the national level;
- Identifying trends over time and measuring progress in Member States;
- Developing timely and targeted responses to fundamental rights emergencies.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Interaction with key stakeholders in the development of the project; including the Council of Europe (this started in 2016);</li> <li>• Drafting of a comparative report.</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation of the draft comparative findings.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1	0.55	0	1.55	15.000	0	0	15,000
Communication and awareness-raising					0	0	0	0
Total:	1	0.55	0	1.55	15.000	0	0	15,000

**Project A 2.2 - Additional activities in the area of “Victims of crime”**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2012

**DESCRIPTION and ADDED VALUE of the PROJECT**

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions, in the areas of victims of crime. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies, including to ad-hoc requests, in the area of 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.

**PROJECT OBJECTIVES**

- To provide opinions and evidence based advice;
- Issue *ad hoc* reports and opinions based on existing material and in-house expertise, update selected publications;
- Make FRA findings 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 MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level;
- Developing timely and targeted responses to fundamental rights emergencies.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers at EU and national level, alongside other relevant stakeholders;</li> <li>• Update existing products, including reprinting, as required;</li> <li>• Prepare briefing papers for current policy issues;</li> <li>• Participate in and organise meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert input to stakeholders;</li> <li>• Preparation and presentation of relevant opinions, papers, presentations and other input;</li> <li>• Further develop indicator sets.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.4	0.2	0	0.6	10.000	0	0	10.000
Communication and awareness-raising					6,000	0	0	6,000
<b>Total:</b>	<b>0.4</b>	<b>0.2</b>	<b>0</b>	<b>0.6</b>	<b>16,000</b>	<b>0</b>	<b>0</b>	<b>16,000</b>



### 3.3 Activity 3: Information society and, in particular, respect for private life and protection of personal data

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

In 2017, the Agency will assess further – building on previous analysis undertaken in 2016 – how fundamental rights are protected in the digital world and the challenges attached to the digital revolution.

In particular, the Agency will closely follow various overarching developments linked for example to the Internet bill of rights or more targeted research in the field of remedies internet users' victims of fundamental rights violations.

The 2017 activities will build on a stakeholder meeting that will ensure complementarity on FRA's work.

#### EXPECTED OUTCOMES

The Agency's work will complement that of, amongst others, the European Data Protection Supervisor and the Council of Europe, which are variously engaged in initiatives to uphold and promote data protection and privacy in relation to ICT. A key expected impact of the Agency's work is to provide evidence of the situation on the ground concerning internet users and data protection issues, which can serve to inform legislative and practical initiatives to promote and protect fundamental rights. At the same time, the Agency's work should ensure that promotion and protection of fundamental rights relating to data protection and privacy are not seen as barriers to the use of and growth in new technologies, but only serve as barriers in the context of unlawful activities that can jeopardise fundamental rights.

#### LIST OF PROJECTS UNDER THE ACTIVITY 3

A 3.1 National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies

A 3.2 Update of the Guide on Preventing Discriminatory Profiling

A 3.3 Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
1.5	1.3	0	<b>2.85</b>	87,000	20,000	<b>87,000</b>

## Project A 3.1 – National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

In response to a 2014 request by the European Parliament, the Agency initiated this project.

The project focuses on fundamental rights safeguards in the context of large-scale communication surveillance. The project analyses the way institutions in EU Member States that are in charge of upholding fundamental rights safeguards ensure democratic oversight over intelligence authorities and facilitate remedies against fundamental rights abuses. International human rights standards developed at the United Nations and the Council of Europe, as well as EU law, including relevant case law, served as a benchmark for the study.

An EU 28 comparative legal study, carried out in 2014, analysed the national legal frameworks in place. The legal mapping was published in November 2015. The legal study was complemented during a second research phase in 2015-2016 by further research analysing the implementation of fundamental rights and in particular data protection safeguards; including existing administrative, parliamentary or judicial oversight mechanisms. Key stakeholders and duty-bearers were asked to participate in the fieldwork research. This fieldwork phase was complemented by an updated legal research in 2016.

This project will provide a unique overview of the fundamental rights safeguards applicable to the work of the intelligence services in the EU.

### PROJECT OBJECTIVES

- To provide opinions and evidence based advice to the EU and its Member States on the protection of fundamental rights in the context of large-scale surveillance, and in particular oversight mechanisms and remedies available to individuals;
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities;

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends over time and measuring progress in Member States;
- Improving the impact of FRA's communication and awareness raising.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• In-house desk research, comparative legal analysis and analysis of fieldwork research</li> <li>• Develop targeted analysis and speeches;</li> <li>• Engagement with key stakeholders in the EU and at EU Member States</li> <li>• Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Publications of the research findings (socio-legal comparative report)</li> <li>• Preparation and presentation of relevant opinions, presentations and other input.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.65	0.5	0	1.15	0	0	0	0
Communication and awareness-raising					27.000	0	0	27.000
<b>Total:</b>	<b>0.65</b>	<b>0.5</b>	<b>0</b>	<b>1.15</b>	<b>27.000</b>	<b>0</b>	<b>0</b>	<b>27.000</b>

## Project A 3.2 – Update of the Guide on Preventing Discriminatory Profiling

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2016

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2010, FRA published a Guide on Discriminatory Ethnic Profiling, which drew on findings from the Agency's first EU-MIDIS survey that included data on selected ethnic minority, immigrant and Roma groups' experiences of police stops. The Guide proved to be a very relevant tool for law enforcement officers, offering unique data alongside a clear explanation of what profiling means, together with the legal implications and the framework in which ethnic profiling might be used. The Guide also provided evidence, based on case studies, of situations where profiling might be useful and where it might be unlawful and/or counterproductive. With the results from the Agency's second EU-MIDIS available from the end of 2016, which includes data on police stops, the Guide can be updated. The new Guide will take into account developments, in recent years, concerning the context and use of profiling with respect to two main factors:

- 1/ the rapid development of data technologies coupled with the increased use of these technologies by law enforcement authorities;
- 2/ the development and increased use of similar technologies for border management.

These two factors impact on various fundamental rights such as data protection, privacy and non-discrimination. Current FRA research is already looking into some aspects of this, such as the biometrics and the surveillance projects.

In this context, FRA will update the Guide to reflect these new realities and assess how they are having an impact on profiling methods and fundamental rights. The new Guide will provide a general update of the analysis, taking into account legal and technological developments and expand the scope to include border management.

### PROJECT OBJECTIVES

- Update and expand the 2010 edition of the Guide on Discriminatory Ethnic Profiling.
- Enhance cooperation with Europol, Frontex and CEPOL as key users of and potential contributors to the Guide.
- Contribute to awareness raising and understanding of the European legal framework that applies to the use of profiling by law enforcement officers and border guards at national level.
- Contribute to the proper implementation of European data protection standards in the fields of law enforcement and border management.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU level.
- Enhancing FRA's contribution to processes at the national level.
- Improving the impact of FRA's communication and awareness raising.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Background research and analysis</li> <li>• Preparation of the guide for publication online</li> <li>• Communication of research findings to key actors at EU and national level.</li> <li>• Specific stakeholder communication and awareness raising activities.</li> <li>• Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Easily accessible guide for law enforcement officers and border guards.</li> <li>• Meetings with stakeholders and experts.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.5	0.3	0	0.8	6.000	0	5.000	6,000
Communication and awareness-raising					17.000	0	15.000	17,000
Total:	0.5	0.3	0	0.8	23.000	0	20.000	<b>23,000</b>

**Project A 3.3 - Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data"**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

In response to two of the Commission’s ten priorities for 2016 and beyond – the ‘Digital Single Market’ and ‘Justice and Fundamental Rights’ – the Agency is in a position to play a vital role with respect to the provision of research findings and expertise concerning the intersection of these two areas – addressing core rights such as privacy and data protection, which adds significant value to work in these fields. Given the rapidly evolving landscape in the ICT field and its implications with respect to fundamental rights, FRA will closely monitor these changes through targeted research, and will extend its current work with other EU Agencies and actors that are tasked with technical developments and assistance in these fields; such as ENISA.

The Agency 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 Article 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 alongside other fundamental rights such as privacy. During 2017, the Agency intends to examine further the role of ICT with respect to its impact on key fundamental rights – looking at both the negative and (potentially) positive implications of increased use of ICT. To this end, the Agency will explore the possibilities of launching a project in 2016-17 to further examine this field, building on research work already undertaken by FRA on information society, privacy and data protection, and looking at parallel work conducted by FRA on freedom to conduct a business. In addition, the Commission’s work in relation to freedom of expression, media freedom and media pluralism will be closely followed by the Agency; with the Commission’s 2016 Fundamental Rights Colloquium setting the agenda.

Key stakeholders: European parliament; Council of the EU; European Commission; Member States; Article 29 Working Party; European Data Protection Supervisor; NHRIs/Equality Bodies; European Union Agencies (ENISA, EUROPOL, eu-LISA); Council of Europe; Civil Society; Professional organisations.

**PROJECT OBJECTIVES**

- Provide opinions and evidence based advice;
- Issue *ad hoc* reports based on existing material and in-house expertise,
- Update selected publications – such as the Handbook on Data Protection and the Ethnic Profiling Guide;
- Make findings of FRA available to policy makers in a proactive manner;
- Promote relevant communication & cooperation activities;
- Develop EU rights based indicators on specific issues relevant to the area and specific projects.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Identifying trends over time and measuring progress in Member States;
- Improving the impact of FRA’s communication and awareness raising.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate research findings in this field to key policy makers at EU as well as national level, alongside other relevant stakeholders;</li> <li>• Develop targeted analysis and briefs;</li> <li>• Re-print existing reports as required;</li> <li>• Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Selected publications (or parts thereof) updated;</li> <li>• Preparation and presentation of relevant opinions, papers, presentations and other input;</li> <li>• Development of indicators.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.4	0.5	0	0.9	10,000	0	0	10,000
Communication and awareness-raising					27,000	0	0	27,000
<b>Total:</b>	<b>0.4</b>	<b>0.5</b>	<b>0</b>	<b>0.9</b>	<b>37,000</b>	<b>0</b>	<b>0</b>	<b>37,000</b>

### 3.4 Activity 4: Roma integration

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

The Agency will continue its multi-annual Roma Programme through three major activities. The first concerns the efforts to develop further the evidence base concerning Roma integration that can assist Member States in designing targeted policies and in evaluating their impact, in respect to the EU Framework and the Council Recommendation of December 2013 on Roma integration. This activity includes in depth analysis and timely publication of the Roma component of EU-MIDIS II results and preparation for the third Roma survey with additional qualitative research, as well as a project testing a local monitoring system for tracking progress at municipal level. The second activity concerns the testing and finalisation of the work on Roma integration indicators and ongoing support to Member States in close cooperation with the Commission through the Working Party on Roma Integration Indicators. The third activity concerns analysis and publication of the Agency's qualitative action research at local level.

#### EXPECTED OUTCOMES

Data and analysis will support the European Commission's annual reporting on the implementation of the EU Framework on national Roma integration strategies and the Council Recommendation on effective Roma integration measures in the Member States. The analysis will also assist national, regional and local authorities, in designing, reviewing, implementing and monitoring effective and inclusive Roma integration actions. The local monitoring system for tracking progress at municipal level is expected, in particular, to contribute in optimizing the allocation of resources in regard to Roma integration. The analysis of qualitative research will provide information on drivers and barriers to Roma integration at local level providing evidence based assistance and expertise to Members States, including local authorities in order to increase the impact of resources invested. The outputs of the programme (analysis, reports, indicator and data sets and methodologies of data collection) will also serve to raise awareness on different aspects of Roma integration and will be useful to all organisations working on Roma, in particular the Council of Europe, and especially in the framework of the European Alliance of Cities and Regions for Roma inclusion. Preparatory activities concerning the third Roma survey will result in a set of data collection tools that will be used when implementing the survey in 2018.

#### LIST OF PROJECTS UNDER THE ACTIVITY 4

- A 4.1 Data collection on Roma integration
- A 4.2 Developing indicators and monitoring tools to track progress on Roma integration
- A 4.3 Local Engagement for Roma Inclusion
- A 4.4 Additional activities in the area of "Roma integration"

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
4.1	2.5	2.1	<b>8.7</b>	1,645,000	350,000	<b>1,645,000</b>

### Project A 4.1 – Data collection on Roma integration

PRIORITY 1

STATUS: new

TYPE: multiannual

START: 01/01/2017

#### DESCRIPTION and ADDED VALUE of the PROJECT

The objective of the project is to collect robust and comparable data disaggregated by Roma ethnic origin, including quantitative and qualitative data, which are not collected by European statistical instruments. The data will provide evidence on progress made in Roma inclusion efforts to European Institutions, in particular the European Commission to support its annual reporting needs. Member States at national, regional and local level also benefit from the data and analysis provided through this project. The project has two strands:

- First, data collection on Roma integration outcomes at aggregated (national) level. This will be achieved through the third Roma survey (the first was conducted in 2011 and the second – in 2015 as part of the EU MIDIS II), which will include research components that can provide data and information on Roma integration for Member States that have not yet been surveyed. Preparation will start in 2017 with fieldwork planned for 2018. It is expected to generate data disaggregated by Roma ethnic origin that can track progress on Roma integration at outcome level.
- Second, data collection on Roma integration challenges and responses at local level. This will be achieved through an on-line survey of the views and perceptions of public authorities at local level. It is expected to generate data on the challenges and drivers of Roma integration measures and actions in municipalities with a sizeable Roma population implementing national Roma integration strategies.

The two strands of the project complement each other generating evidence on the fundamental rights and socio-economic situation of Roma in the four core areas of social life, on the scope of the challenges involved and on the responses of public authorities at local level. The local level perspective will complement the aggregated picture of the resources devoted centrally (through the respective operational programmes of the European Structural and Investment funds (ESIF) assisting Member States in the implementation of their national Roma integration strategies. These activities also serve to raise awareness on issues concerning the respect of fundamental rights concerning persons of Roma origin.

The results of the project are expected to be used by a broad range of stakeholders in their activities, including European Commission; Council of the EU; European Parliament; Eurofound; Member States, including local authorities and communities; NHRIs/Equality Bodies; Civil Society; Professional organisations; Council of Europe; NRCPS.

#### PROJECT OBJECTIVES

##### Strand A:

- To provide objective, reliable and comparable data and raise awareness on the outcomes of Roma integration as reflected in the socio-economic status of representative samples of Roma population focusing on the core areas of employment, education, housing and health; other issues, such as discrimination and reporting of incidents, criminal victimisation with bias motivation and reporting of incidents, as well as rights awareness;
- To track progress through trends analysis of existing data.

##### Strand B:

- To generate, reliable and comparable data and raise awareness on the scope of the challenges and the responses in regards Roma integration at local level complementing the aggregate picture generated by the periodic representative sample surveys;
- The data collection will cover municipalities with a sizeable Roma population across the EU;
- To facilitate exchange of experience and knowledge among stakeholders directly involved in Roma integration measures;
- To improve the effectiveness of resources devoted to Roma integration.

#### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level.

#### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<b>Strand A:</b> <ul style="list-style-type: none"> <li>• In-house desk research and preparation including developing the sampling strategies, sampling framework and plans for the MSs covered by the survey through expert consultations on methods for ethnic data collection;</li> <li>• Meetings with stakeholders and experts to ensure that the survey data is targeted appropriately;</li> <li>• Developing relevant terms of reference and tender specifications.</li> </ul>	<b>Strand A:</b> <ul style="list-style-type: none"> <li>• Methodological guidelines on constructing indicators and generating data disaggregated by Roma ethnic origin;</li> <li>• Terms of reference and tender specifications for outsourcing the survey fieldwork.</li> </ul>
<b>Strand B:</b> <ul style="list-style-type: none"> <li>• Developing the on-line application for local authorities;</li> <li>• Testing and piloting the on-line application;</li> <li>• Data analysis.</li> </ul>	<b>Strand B:</b> <ul style="list-style-type: none"> <li>• Data sets and analysis;</li> <li>• Meetings with experts and stakeholders.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

PROJECT RESOURCES FOR 2017								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.8	0.8	1.3	3.9	1,515,000	0	350,000	1,515,000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>1.8</b>	<b>0.8</b>	<b>1.3</b>	<b>3.9</b>	<b>1,515,000</b>	<b>0</b>	<b>350,000</b>	<b>1,515,000</b>

## Project A 4.2 – Developing indicators and monitoring tools to track progress on Roma integration

PRIORITY 1

STATUS: new

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2012, FRA in close cooperation with the European Commission invited Member States in accordance to Commission Communication of April 2011 on an EU Framework for National Roma Integration Strategies up to 2020 Agency to work together in order to develop monitoring methods which can provide a comparative analysis of the situation of Roma across Europe. In response, a Working Party was formed coordinated by FRA which developed a reporting framework for Roma integration indicators that facilitate reporting in respect to the requirements of the relevant Council Recommendation issued on 9 and 10 December 2013 by the Employment, Social Policy, Health and Consumer Affairs Council.

This project assists the Working Party on Roma Integration Indicators by providing the necessary infrastructure for support to Member States on issues related to monitoring and evaluation of progress made on Roma integration, also bilaterally when requested. The project will contribute in improving the effectiveness and efficiency of national Roma integration monitoring and evaluating measures and actions.

In 2017, the project will complete a set of Roma integration indicators, in close cooperation with the Commission. The results of the project will be used by a broad range of stakeholders including European Commission; Council of the EU; European Parliament; NRCPs.

### PROJECT OBJECTIVES

- To assist the European Commission and Member States in monitoring and reporting progress on Roma integration through the further refinement and testing of a set of Roma integration indicators linked to Member States reporting on their measures under the EU Framework and the Council Recommendation;
- To provide ad-hoc technical assistance and expertise to the European Commission and Member States, as required;
- To facilitate exchange of promising practices in respect to monitoring and evaluation of Roma integration measures and actions.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU level;
- Enhancing FRA's contribution at the national level.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Completing a set of Roma integration indicators;</li> <li>• Developing user-friendly monitoring tools;</li> <li>• Testing the application of the indicators and monitoring tools;</li> <li>• Exchange of experience and promising practice on monitoring tools and practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Publication on Roma integration indicators and monitoring;</li> <li>• Assistance and expertise to Member states</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.4	0.2	0	0.6	50.000	0	0	50.000
Communication and awareness-raising					5,000	0	0	5,000
Total:	0.4	0.2	0	0.6	55.000	0	0	55.000



### Project A 4.3 – Local Engagement for Roma Inclusion

PRIORITY 1	STATUS: new	TYPE: multiannual	START: 01/01/2017
DESCRIPTION and ADDED VALUE of the PROJECT			
<p>The Commission has identified since 2010 the need to understand what works and what not when implementing Roma integration measures and actions at local level. The objective of this project is to identify local level drivers and barriers to Roma integration measures and actions through the use of qualitative participatory action research involving the active engagement of local stakeholders, public authorities and residents, both Roma and non-Roma.</p> <p>The project (acronym LERI) generates qualitative data on the dynamics of Roma integration interventions at local level that reveal bottlenecks preventing the achievement of tangible results. The analysis will generate knowledge that can assist national, regional and local authorities to improve the effectiveness of the Roma-targeted interventions.</p> <p>The results of the project will be used by a broad range of stakeholders including European Commission; Council of the EU; European Parliament; Eurofound; Member States, including local authorities and communities; NHRIs/Equality Bodies; Civil Society; Professional organisations; Council of Europe; NRCs.</p>			
PROJECT OBJECTIVES			
<ul style="list-style-type: none"> <li>➤ To provide evidence based assistance and expertise that will support EU institutions and Member States when designing measures or take actions on Roma integration to ensure that fundamental rights are fully respected and fulfilled;</li> <li>➤ To identify and raise awareness on drivers and barriers to the efforts and resources devoted to Roma integration.</li> </ul>			
LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES			
<ul style="list-style-type: none"> <li>• Enhancing FRA’s contribution to processes at EU level;</li> <li>• Enhancing FRA’s contribution at the national level.</li> </ul>			
PROJECT PLAN FOR 2017			
ACTIVITIES		OUTPUTS	
<ul style="list-style-type: none"> <li>• Analysis of qualitative research case studies;</li> <li>• Drafting reports and other material;</li> <li>• Communicating project results and developing communication material.</li> </ul>		<ul style="list-style-type: none"> <li>• Country case studies;</li> <li>• Comparative report;</li> <li>• Technical report;</li> <li>• Audio-visual and other communication material.</li> </ul>	

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

PROJECT RESOURCES FOR 2017								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.6	0.9	0.4	1.9	0	0	0	0
Communication and awareness-raising					50,000	0	0	50,000
<b>Total:</b>	<b>0.6</b>	<b>0.9</b>	<b>0.4</b>	<b>1.9</b>	<b>50.000</b>	<b>0</b>	<b>0</b>	<b>50.000</b>

**Project A 4.4 - Additional activities in the area of “Roma integration”**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

The Agency 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. FRA also provides expertise upon request and gets involved in relevant actions and cooperation contributing to Roma integration, in particular by supporting Member States to implement and monitor their national Roma integration strategies and the European Commission in assessing progress in this respect. In this context, cooperation with EEA/Norway Grants was established to support Roma integration actions at national, regional and local level.

European Parliament; Council of the EU; European Commission; Member States including local authorities and communities; NHRIs/Equality Bodies; Specialised Agencies; EU Agencies; Civil Society; Professional organisations; NRCs.

**PROJECT OBJECTIVES**

- To provide opinions and evidence based advice;
- To issue analysis and papers based on existing materials, when required and update selected publications;
- To make findings of FRA available to policy makers in a proactive manner;
- To engage in relevant awareness raising, communication & cooperation activities;
- To develop EU rights-based indicators on specific issues relevant to the area and specific projects.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Identifying trends over time and measuring progress in Member States;
- Improving the impact of FRA’s communication and awareness raising.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers at EU, as well as national level and other relevant stakeholders;</li> <li>• Develop targeted analysis and briefs;</li> <li>• Re-print existing reports, as required;</li> <li>• Publish additional material, as required;</li> <li>• Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Preparation and presentation of relevant opinions, papers, presentations and other inputs, as required;</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.3	0.6	0.4	2.3	20.000	0	0	20.000
Communication and awareness-raising					5,000	0	0	5,000
<b>Total:</b>	<b>1.3</b>	<b>0.6</b>	<b>0.4</b>	<b>2.3</b>	<b>25.000</b>	<b>0</b>	<b>0</b>	<b>25.000</b>

### 3.5 Activity 5: Rights of the child

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

Following-up on its past work, in particular concerning research on child-friendly justice, on child protection systems and minimum age requirements, as well as on child poverty, FRA will continue collecting data on child protection issues, especially concerning children in vulnerable situations, such as children in migration, children in poverty and others, to be identified in detail after consultation with the European Commission and other stakeholders. Furthermore, FRA will continue to provide assistance and expertise, as requested, on child friendly justice and guardianship systems. In addition, FRA will expand its work to cover the treatment of children involved in administrative judicial proceedings in the context of asylum procedures and may, upon request, expand its work on children suspected or accused in criminal proceedings.

Research in 2017 will continue on issues of child well-being and poverty through desk research and consultation with stakeholders and experts, in particular the European Commission and Eurofound, as well as through the analysis of EU-MIDIS II survey results, in respect to migrants and minorities, in particular Roma, from a child rights perspective.

FRA's work in the area of rights of the child is cross-cutting and related activities will continue to be mainstreamed across other areas of FRA research, in projects on asylum, Roma and migrants' integration, access to justice, equality and non-discrimination, the rights of persons with disabilities and data protection.

#### EXPECTED OUTCOMES

The work of FRA in the area of child rights will continue to assist EU institutions and Member States in the development and assessment of the implementation of legal and policy provisions concerning inter alia the EU agenda for the rights of the child, the Victims' Rights Directive, the Directive on procedural safeguards for children suspected or accused in criminal proceedings, the EU asylum acquis, etc. raising awareness on relevant issues.

Analysis of child poverty issues will provide data on the implementation of the Commission Recommendation of 20.2.2013 'Investing in children: breaking the cycle of disadvantage', as well as on the EU 2020 targets. Furthermore, FRA will provide assistance and expertise to key stakeholders, including professionals and children, contributing also to awareness raising.

#### LIST OF PROJECTS UNDER THE ACTIVITY 5

- A 5.1 Children and Justice
- A 5.2 Child well-being and poverty
- A 5.3 Additional activities in the area of "Rights of the child"

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
3.1	1.65	1.3	<b>6.05</b>	95,000	430,000	<b>95,000</b>

**Project A 5.1 – Children and justice**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2012

**DESCRIPTION and ADDED VALUE of the PROJECT**

Following-up to past work on child friendly justice, national child protection systems, the treatment of separated asylum-seeking children, etc., this project will identify core child protection issues in order to provide useful input for the Commission’s assessment of legal and policy instruments, such as the Agenda on the Rights of the Child, the Victims' rights Directive, including the safeguards established for ‘vulnerable’ victims and child victims, the trafficking Directive, the Directive on child sexual abuse and exploitation, etc. The project may also provide useful input for the 2016 Directive on procedural safeguards for children suspected or accused in criminal proceedings, provided FRA is requested to carry out work in this area. Furthermore, the research on children involved in judicial proceedings will be extended to cover administrative proceedings in respect migration and asylum. This work would be linked with already on-going work in the areas of borders, immigration and asylum and provide input to the implementation of procedural safeguards as outlined in the asylum acquis. The results of the project will also continue to feed into activities at Council of Europe level concerning its Guidelines on child-friendly justice.

FRA will continue to provide assistance and expertise to relevant stakeholders, in particular professionals in the justice field, as well as consider updating aspects of its past research on child friendly justice, depending on legal and policy developments.

This project is expected to benefit the European Parliament; Council of the EU; European Commission; Member States (e.g. Ministries of Justice, Parliaments, Courts, Public Prosecutor’s Offices, Police, National Child Protection Mechanisms); Council of Europe; Civil Society; Professional associations; children and their parents.

**PROJECT OBJECTIVES**

- To disseminate and communicate the results of the project promoting the implementation of the Council of Europe Guidelines on Child-friendly Justice and the Victim’s Directive;
- To provide assistance and expertise to selected stakeholders in regard to the treatment of child victims, witnesses and parties in criminal and civil proceedings

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Identifying trends over time and measuring progress in Member states;
- Improving the impact of FRA’s communication and awareness raising;
- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Provide evidence based assistance and expertise requested by stakeholders;</li> <li>• Develop internet-based awareness raising material;</li> <li>• Participation in meetings and events;</li> <li>• Data collection and analysis in respect to the implementation of the proposed Directive on Procedural Safeguards for children suspected or accused in criminal proceedings, if resources become available (3<sup>rd</sup> priority).</li> </ul>	<ul style="list-style-type: none"> <li>• Analysis of data concerning the implementation of the proposed Directive on Procedural Safeguards for children suspected or accused in criminal proceedings, if resources become available (3<sup>rd</sup> priority);</li> <li>• Meetings with stakeholders;</li> <li>• Update relevant information available on the internet.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.5	0	0.7	1.2	25,000	0	180,000	25.000
Communication and awareness-raising					5,000	0	0	5,000
<b>Total:</b>	<b>0.5</b>	<b>0</b>	<b>0.7</b>	<b>1.2</b>	<b>30.000</b>	<b>0</b>	<b>180.000</b>	<b>30.000</b>

## Project A 5.2 – Child well-being and poverty

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2016

### DESCRIPTION and ADDED VALUE of the PROJECT

During 2017 and building up to Europe 2020 Strategy’s headline targets and the Commission’s 2013 Recommendation *Investing in children: breaking the cycle of disadvantage*, the well-being and the rights of children living in poverty will continue to be present in the EU agenda. This is also reflected in the European Parliament’s interest to include child poverty indicators in the Commission’s Annual Growth Survey.

Based on its preliminary previous work carried out in 2016 on child well-being and poverty, project activities in 2017 will continue with the analysis of available statistical data and other evidence on child well-being and poverty in the EU that can provide evidence on progress made. This can be useful for the Commission’s mid-term review of its Recommendation ‘Investing in children: breaking the cycle of disadvantage’.

The project will benefit the European Union institutions and agencies; EU Member States; National Human Rights Institutions; Civil society.

### PROJECT OBJECTIVES

- Collect and analyse statistical data and other information;
- Inform the implementation of the Commission Recommendation ‘Investing in children: breaking the cycle of disadvantage’.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends over time and measuring progress in Member States;
- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Desk research and analysis;</li> <li>• Consultation with stakeholders and experts;</li> </ul>	<ul style="list-style-type: none"> <li>• Comparative report;</li> <li>• Meetings with stakeholders;</li> <li>• Meetings with experts.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1	0.9	0	1.9	25,000	0	50,000	25,000
Communication and awareness-raising					10,000	0	20,000	20,000
<b>Total:</b>	<b>1</b>	<b>0.9</b>	<b>0</b>	<b>1.9</b>	<b>35,000</b>	<b>0</b>	<b>70,000</b>	<b>35,000</b>

**Project A 5.3 – Additional activities in the area of “Rights of the Child”**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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**DESCRIPTION and ADDED VALUE of the PROJECT**

Depending on policy developments at European and national level, the Agency will follow up its research work on the rights of the child through targeted engagement with key stakeholders to ensure that the evidence gathered in previous years informs deliberations and decisions, including data collected on minimum age requirement in EU Member States. Further data collection and analysis could be produced, for example in the area of child protection related to the 2015 Reflection Paper of the European Commission on Integrated Child Protection Systems, as well as policy responses and FRA engagement regarding the situation of children on the move, if resources, currently under priority 3, become available. Mainstreaming child rights in FRA’s work, research output from other projects will be analysed from a child rights perspective, as resources become available.

The project will benefit and raise awareness among a broad group of stakeholders, including the European Commission and other EU Institutions; Member States; NHRIs/Equality bodies/Ombudspersons for children and Ombudsperson Institutions; specialised agencies; Union Agencies and bodies; civil society; professional organisations; as well as children themselves and their parents.

**PROJECT OBJECTIVES**

- Issue papers based on existing materials and update, when required;
- Communicate findings to stakeholders sharing promising practice;
- Carry out communication and awareness raising activities;
- Develop further research work, as required by policy development.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level;
- Improving the impact of FRA’s communication and awareness raising.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate findings to key policy makers at EU as well as national level and other relevant stakeholders;</li> <li>• Provide targeted and evidence based assistance and expertise to EU institutions and Member States;</li> <li>• Develop targeted analysis and briefs, as required; for example in the area of child protection related to the 2015 Reflection Paper of the European Commission on Integrated Child Protection Systems, if resources, currently under priority 3, become available;</li> <li>• Update existing reports, as required;</li> <li>• Share expertise in meetings and events;</li> <li>• Raise awareness on child rights and the results of FRA’s work.</li> </ul>	<ul style="list-style-type: none"> <li>• Targeted input in meetings and events;</li> <li>• Selected publications (or parts thereof) updated;</li> <li>• Publication of opinions, papers, as required</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.6	0.75	0.6	2.95	20.000	0	180,000	20.000
Communication and awareness-raising					10,000	0	0	10,000
Total:	1.6	0.75	0.6	2.95	30.000	0	180.000	<b>30.000</b>
						<i>Prior years’ budget</i>		

### 3.6 Activity 6: Discrimination based on 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

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

In 2017, the Agency will finalise the fieldwork of its project on the right to independent living of persons with disabilities; continue its participation in and contribution to the EU Framework to monitor, protect and promote the Convention on the rights of persons with disabilities (CRPD); collect and analyse data and evidence on barriers that prevent older people from participating fully in society; analyse and publish findings of its second survey on minorities and discrimination in the EU (EU-MIDIS II); finalise and disseminate the update of the handbook on non-discrimination it began producing in 2016 jointly with the European Court of Human Rights; and develop an inventory of national case law relevant to Articles 18 to 25 on non-discrimination and citizenship of the Treaty on the Functioning of the European Union available to legal practitioners and judges in the EU.

#### EXPECTED OUTCOMES

The activities planned for 2017 will enable to Agency to provide information, data and expertise on the right of persons with disabilities to live independently, as well as in relation to eradicating barriers that prevent older people from participating fully in society. The Agency will also continue to participate in the EU Framework to monitor, protect and promote the UN CRPD contributing to its work through data collection and analysis. In regard to discrimination, the findings of the EU-MIDIS II survey will be analysed and published, providing a number of stakeholders, including EU institutions, Member States and civil society with unique, comparable data. Next to further strengthening the Agency's ties with the European Court of Human Rights, the dissemination of the updated handbook on non-discrimination law in a number of selected EU languages would contribute to raise awareness among legal practitioners and judges across the EU of significant developments in case law relevant to equality and non-discrimination. Similarly, making an inventory of national case law relevant to Articles 18 to 25 on non-discrimination and citizenship of the Treaty on the Functioning of the European Union accessible online to legal practitioners and judges will serve to raise their awareness of relevant legal precedents in their own and in other Member States.

#### LIST OF PROJECTS UNDER THE ACTIVITY 6

- A 6.1 EU MIDIS II
- A.6.2 The right to independent living of persons with disabilities
- A 6.3 Update of the handbook of European non-discrimination law (3<sup>rd</sup> priority)
- A 6.4 Living in another Member State: non-discrimination and citizenship of the Union
- A 6.5 Barriers preventing older people from living independently in the community (3<sup>rd</sup> priority)
- A 6.6 Participation in EU framework to promote, protect and monitor the CRPD
- A 6.7 Additional activities in the area of "Non-discrimination"

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
2.95	4.85	0.4	<b>8.2</b>	380,000	875,000	<b>380,000</b>

**Project A 6.1 – EU-MIDIS II**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2014

**DESCRIPTION and ADDED VALUE of the PROJECT**

In 2015, FRA launched its second European Union Minorities and Discrimination Survey (EU-MIDIS II) to assess progress made since the first wave of the survey, which was carried out in 2008. The results provide EU-wide comparable data on the actual impact on the ground of EU and national anti-discrimination, integration and equality legislation and policies. This can guide policy makers in developing more targeted legal and policy responses, including in the field of immigrant integration. This second wave of EU-MIDIS interviews persons with an immigrant or ethnic minority background across the EU, including Roma in selected Member States. EU-MIDIS II collects comparable data, which can be disaggregated by gender and age providing useful evidence on intersectional discrimination, on socio-economic conditions, experiences of discrimination and criminal victimisation, issues of social inclusion and participation, and rights awareness. The data collected on the socio-economic situation of Roma will assist the European Commission in its annual reporting, and also help national and local authorities in reporting and designing more effective and inclusive Roma integration strategies. The results of this work provide valuable evidence on the impact of EU and national social inclusion efforts, thus assisting policy makers in developing targeted responses in the absence of other surveys that would provide for EU-wide comparability in terms of immigrants and ethnic minorities’ fundamental rights outcomes. EU-MIDIS II findings will also support the further development of fundamental rights indicators in the area of migrant integration building upon relevant work on outcome indicators by the European Commission (Eurostat) and other EU institutions, United Nations bodies and the Council of Europe. The results will help guide the activities of local authorities, NHRIs/Equality Bodies and civil society.

**PROJECT OBJECTIVES**

- To identify trends over time by comparing results with the first EU-MIDIS survey from 2008 (27 EU Member States), as well as with FRA’s 2011 Roma survey, which was carried out in 11 EU Member States;
- To provide data for core indicators measuring progress in the implementation of National Roma Integration Strategies in selected EU Member States, as well as selected indicators on migrant integration;
- To refine research methodologies for sampling and surveying hard-to-reach groups;
- To deliver project outputs of use to key stakeholders, raise awareness of fundamental rights implications and disseminate project results.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Identifying trends over time and measuring progress in Member States;
- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Analysis of survey data; Publication of results in different formats (print and online, including an interactive data explorer); Launch and dissemination of results;</li> <li>• Provision of evidence based advice to EU institutions and Member States;</li> <li>• Cooperation with stakeholders and raising awareness.</li> </ul>	<ul style="list-style-type: none"> <li>• Publication of results in different formats (including visualisation of results on FRA’s website);</li> <li>• Presentations of survey results in national and EU events;</li> <li>• Engagement with stakeholders based on the results of the survey.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.95	0.45	0.4	2.8	30,000	0	0	30,000
Communication and awareness-raising					170,000	0	30,000	170,000
<b>Total:</b>	<b>1.95</b>	<b>0.45</b>	<b>0.4</b>	<b>2.8</b>	<b>200,000</b>	<b>0</b>	<b>30,000</b>	<b>200,000</b>



## Project A 6.2 – The right to independent living of persons with disabilities

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2014

### DESCRIPTION and ADDED VALUE of the PROJECT

The EU is party to the United Nations Convention on the rights of persons with disabilities (CRPD) and, to the extent of its competences, has an obligation to ensure the respect, protection, promotion and fulfilment of the rights of persons with disabilities. In addition, nearly all EU Member States have ratified the CRPD and are taking steps to implement its provisions. In 2014, FRA began implementing a multi-annual project on the right to independent living of persons with disabilities, as set out in Article 19 of the CRPD, with a particular focus on the transition from institutional care to community-based support. The findings of this project will illustrate how a commitment made at international level to realise the full and effective participation in society of persons with disabilities on an equal basis with others translates into concrete action taken at local level.

In the first and second phases of the project, FRA developed human rights indicators on Article 19 and began populating them with information on laws and policies being developed by EU Member States to support the process of transition to community living. Drawing on the results of this research, in 2016 FRA undertook fieldwork in selected municipalities to identify drivers of and barriers to deinstitutionalisation of persons with disabilities. While the in depth nature of the fieldwork means that the number of case studies was small, they reflect the different administrative arrangements, social welfare traditions and approaches to transition taken across the EU. In 2017, FRA will finalise the results of this fieldwork and provide evidence-based assistance and expertise to key stakeholders on measures to fulfil the right of persons with disabilities to live independently and be included in the community. In providing this advice, FRA will engage closely with stakeholders at the UN, European and national levels, with a focus on EU institutions and national level CRPD monitoring frameworks, including in relation to the fulfilment of the ex-ante conditionality on the transition from institutional to community-based care, which must be met prior to the disbursement of the EU structural and investment funds.

### PROJECT OBJECTIVES

- To feed into the EU CRPD monitoring framework with data and comparative analysis;
- To identify barriers and drivers of deinstitutionalisation at local level;
- To populate human rights indicators on the right to independent living;
- To deliver targeted outputs of use to key stakeholders and raise awareness of fundamental rights implications;
- Engagement of stakeholders and representative organisations of persons with disabilities.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends over time and measuring progress in Member States;
- Enhancing FRA's contribution to processes at EU level.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Data analysis;</li> <li>• Production of communication outputs;</li> <li>• Cooperation with stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Meeting with stakeholders and experts;</li> <li>• Reports and relevant communication material.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0	1.5	0	1.5	40,000	0	50,000	40,000
Communication and awareness-raising					60,000	0	60,000	60,000
<b>Total:</b>	<b>0</b>	<b>1.5</b>	<b>0</b>	<b>1.5</b>	<b>100,000</b>	<b>0</b>	<b>110,000</b>	<b>100,000</b>

## Project A 6.3 – Update of the handbook of European non-discrimination law

PRIORITY 3

STATUS: ongoing

TYPE: multiannual

START: 01/01/2010

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2010, FRA and the European Court of Human Rights (ECtHR) jointly developed a handbook on case-law on non-discrimination, culminating in the publication of a handbook in March 2011, available in 23 EU languages and 10 non-EU languages. The handbook highlights and summarises in a didactical way the key legal and jurisprudential principles on European non-discrimination law. By this, FRA and the ECtHR aimed to improve the capacity of national courts, legal practitioners, and law enforcement authorities in EU Member States to apply the EU's non-discrimination law and the non-discrimination standards of the Council of Europe. In addition, the handbook contributed to making access to courts easier for members of minorities and persons with vulnerabilities who wished to complain about discriminatory acts they were victims of. Developments in the relevant case law since 2010, combined with the high demand for the handbook among professionals necessitated the handbook to be updated, translated and disseminated, the activities that will be pursued in 2017.

### PROJECT OBJECTIVES

- Contribute to improving the capacity of national courts and law enforcement authorities in EU Member States to apply the EU's non-discrimination law and the non-discrimination standards of the Council of Europe raising awareness of relevant human rights issues, including through training.
- Further enhance cooperation with the European Court of Human Rights.
- Raise awareness and knowledge amongst judges, prosecutors, lawyers, officials and other practitioners at the national and international level of the international fundamental rights guarantees concerning the application of the principle of non-discrimination.
- Improve the capacity of national courts and law enforcement authorities in EU Member States to apply the EU's non-discrimination law and the non-discrimination standards of the Council of Europe.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends over time and measuring progress in Member States.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Production and publication of the handbook on-line and in printed versions;</li> <li>• Promote and disseminate the handbook;</li> <li>• Participation in meetings and events, as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• Handbook in English.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0	0.4	0	0.4	0	0	0	0
Communication and awareness-raising					0	0	10,000	0
Total:	0	0.4	0	0.4	0	0	10,000	0

**Project A 6.4 – Living in another Member State: non-discrimination and citizenship of the Union**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2016
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>			
<p>In 2016, at the request of the European Commission the Agency initiated a project to develop an inventory of national case law relating to Articles 18 to 25 of the Treaty on the Functioning of European Union. This relates to non-discrimination on the basis of nationality, EU citizenship rights and political rights of EU citizens, including free movement of EU citizens and their family members, and cutting red tape. The results will be produced in a user friendly format accessible to legal practitioners and judges. The project will collect and analyse relevant national case law taking into account relevant work by the European Parliament, as well as the work of the Commission’s network of legal experts on free movement and social security coordination (FRESsCO).</p>			
<b>PROJECT OBJECTIVES</b>			
<p>➤ To develop an online inventory of national case law relevant to Articles 18 to 25 of the Treaty on the Functioning of European Union, which relate to non-discrimination and citizenship of the Union.</p>			
<b>LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES</b>			
<ul style="list-style-type: none"> <li>Enhancing FRA’s contribution to processes at EU level;</li> <li>Enhancing FRA’s contribution to processes at the national level</li> </ul>			
<b>PROJECT PLAN FOR 2017</b>			
<b>ACTIVITIES</b>		<b>OUTPUTS</b>	
<ul style="list-style-type: none"> <li>Develop an online inventory of national case law relevant to Articles 18 to 25 of the Treaty on the Functioning of European Union.</li> </ul>		<ul style="list-style-type: none"> <li>Online inventory of national case law relevant to Articles 18 to 25 of the Treaty on the Functioning of European Union.</li> </ul>	

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

<b>PROJECT RESOURCES FOR 2017</b>								
	<b>HUMAN RESOURCES</b>				<b>BUDGET (EUR)</b>			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	3	0.6	0	0.9	0	0	200,000	0
Communication and awareness-raising					20.000	0	0	20.000
<b>Total:</b>	<b>3</b>	<b>0.6</b>	<b>0</b>	<b>0.9</b>	<b>20.000</b>	<b>0</b>	<b>200,000</b>	<b>20,000</b>

## Project A 6.5 – Barriers preventing older people from living independently in the community

PRIORITY 3

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

The European Commission notes in its joint report on the application of the equality directives (SWD(2014) 5 final) that *“Every person might need the [Employment Equality] Directive’s protection against age discrimination in employment or occupation at a certain point in their life. Therefore it is essential to distinguish between, on the one hand, differences in treatment which are justified on the basis that the measure is a proportionate means to attain a legitimate aim and, on the other hand, discrimination which is unlawful”*. Protection against discrimination on the ground of age in areas of particular concern to older people, such as access to goods and services and access to the welfare and social security systems does not exist under EU law, in contrast to protection against discrimination on the grounds of racial and ethnic origin and sex, despite evidence showing that age limitations in access to services can lead to discrimination and unequal treatment of older persons, thereby setting limits to their full, active and equal participation in society. Older persons can also face indirect discrimination, such as when disproportionate increases in premiums are requested to be paid once people reach a certain age. In addition, older persons can face attitudinal, financial and practical barriers when accessing services, for example, due to the lack of accessible infrastructures or information provision. Setting age limits in access to goods and services and not providing age-friendly service arrangements can act as a barrier for older persons to avail themselves of their right to lead a life of dignity and independence and to participate equally in social and cultural life. Little evidence of the fundamental rights implications of setting such limits is, however, available.

This project aims to address this knowledge gap by:

- Collecting and analyzing data through national studies on legal and practical barriers faced by older people in living independently in the community, including access to services;
- Identifying Member State’s efforts to facilitate older people to live independently in the community, in particular by ensuring accessibility and access to general services;
- Identifying measures Member States implement to ensure the equal participation of older people in society.

### PROJECT OBJECTIVES

- To collect evidence on age-related legal and practical barriers faced by older people in living independently in the community, including accessing services across the EU, as well as on Member States’ efforts to ensure older people’s equal participation in society, raising awareness of relevant fundamental rights issues.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Desk research (in-house and FRANET);</li> <li>• Preparation of FRANET guidelines</li> <li>• Data collection and analysis.</li> <li>• Stakeholder meetings</li> <li>• Missions and participation in external meetings, as relevant</li> </ul>	<ul style="list-style-type: none"> <li>• FRANET reports and comparative analysis.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0	0	0	0	0	0	460.000	0
Communication and awareness-raising					0	0	40.000	0
Total:	0	0	0	0	0	0	500.000	0

## Project A 6.6 – Participation in the EU Framework to promote, protect and monitor the CRPD

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

The European Union (EU) is party to the United Nations Convention on the rights of persons with disabilities (CRPD). To the extent of its competences, the EU has an obligation to monitor the respect, protection, promotion and fulfilment of the rights of persons with disabilities. In this regard, the EU has put in place a monitoring framework composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA. The EU Framework cooperates and coordinates its activities with the work of the Commission as focal point for the implementation of the CRPD.

To guide its work, the EU Framework developed a coordinated work programme including activities implemented by several framework members together or by the framework as a whole. In fulfilling its responsibilities as a member of the EU Framework, FRA contributes actively to the implementation of the work programme. The Framework also meets regularly to share information and coordinate joint activities, such as annual meetings between the EU Framework and national mechanisms established under Article 33(2) on national implementation and monitoring of the CRPD.

In line with its role in this monitoring framework, FRA collects and analyses relevant data as part of its work on equality and non-discrimination on the ground of disability. In addition, the agency develops indicators and benchmarks in close cooperation with the European Commission, applying the structure-process-outcome model developed by Office of the United Nations High Commissioner for Human Rights (OHCHR). FRA also mainstreams disability within other thematic areas of its work and addresses the rights of persons with disabilities as a specific component of its awareness-raising activities.

In 2015, the EU's implementation of the CRPD during the first two years following its accession to the convention was reviewed by the CRPD Committee. The Framework, while not specifically addressed by the CRPD Committee's concluding observations, contributes to the follow up of the review within the scope of its work. As a member of the EU Framework, FRA will contribute to any follow up in line with the Framework work programme and the remit of the Framework.

### PROJECT OBJECTIVES

- To collaborate with members of the EU CRPD Framework to implement the framework's work programme;
- To coordinate, with members of the EU Framework, closely with the European Commission as focal point for the implementation of the CRPD;
- To support, in cooperation with members of the EU Framework, the promotion, protection and monitoring of the CRPD by the EU with data, analysis and evidence-based advice deriving from its projects focused on the rights of persons with disabilities, as well as awareness-raising materials;
- To follow up and support, in cooperation with members of the EU Framework and within the remit of the Framework, the concluding observations of the CRPD Committee in relation to the EU and EU Member States;
- To cooperate with and complement the work of national monitoring mechanisms, as a member of the EU Framework and, where relevant, in conjunction with the focal point.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU level;
- Enhancing FRA's contribution to processes at the national level.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Participation in meetings of the EU CRPD framework and external events to which Framework members are invited;</li> <li>• Participation in activities following-up to the CRPD Committee's concluding observations, as elaborated in the EU Framework work programme.</li> </ul>	<ul style="list-style-type: none"> <li>• Outputs as per EU CRPD Framework work programme.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0	1	0	1	50,000	0	20,000	50,000
Communication and awareness-raising					0	0	5,000	0
Total:	0	1	0	1	50,000	0	25,000	50,000

## Project A 6.7 – Additional activities in the area of “Non-Discrimination”

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2014

### DESCRIPTION and ADDED VALUE of the PROJECT

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 will 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. 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 2017, the Agency will also engage with faith communities with a view to developing its work in the area of freedom of religion or belief.

### 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 available to policy makers;
- Relevant communication and cooperation activities.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level;
- Developing timely and targeted responses to fundamental rights emergencies.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders, as required;</li> <li>• Developing targeted analysis and briefs, as required;</li> <li>• Update and re-print existing reports as required;</li> <li>• Participation in meetings and events, as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Selected publications (or parts thereof) updated;</li> <li>• Preparation and presentation of relevant opinions, papers, presentations and other input, as requested.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.70	0.90	0.00	1.60	5.000	0	0	5.000
Communication and awareness-raising					5,000	0	0	5,000
<b>Total:</b>	<b>0.7</b>	<b>0.9</b>	<b>0</b>	<b>1.6</b>	<b>10.000</b>	<b>0</b>	<b>0</b>	<b>10.000</b>

### 3.7 Activity 7: Immigration and integration of migrants, visa and border control and asylum

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

In 2017, FRA will build on the work done in previous years and use the results of its research findings to inform policy making processes at the EU level as well as operational activities by relevant EU agencies, including those implemented in the 'hotspots' set up in Greece and Italy with significant support by the EU. Selected publications or parts thereof will be updated and reprinted. The results of the Agency's project on severe forms of labour exploitation will be complemented by information collected directly from workers at risk of exploitation. In 2017, the results of the research into the fundamental rights implications of the use of large IT databases will become available, which focuses on the collection and use of biometric data. Resources permitting, a new FRA project will look at the longer-term impact of responses to the 2015 asylum and migration crisis. The Agency's survey on selected ethnic minority and immigrant groups in the EU (EU-MIDIS II) includes data collection related to the field of integration. The results of this work will provide valuable evidence on the situation on the ground concerning integration and will populate the relevant indicators.

#### EXPECTED OUTCOMES

The overall goal of FRA in this area is for policy makers to consider respect for fundamental rights not as an obstacle to effective policies, but rather as a quality indicator. FRA intends to achieve this by providing policy makers as well as practitioners with evidence on current practices and possible ways forward towards achieving a balanced approach to migration, integration and border management that respects fundamental rights. The Agency's input to expert meetings and the production of targeted reports will contribute to achieving this goal.

#### LIST OF PROJECTS UNDER THE ACTIVITY 7

- A 7.1 Providing fundamental rights expertise to EU institutions and agencies, Member States and other stakeholders in the areas of borders, immigration and asylum
- A 7.2 Severe labour exploitation – workers' perspectives (SELEX II)
- A 7.3 Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns
- A 7.4 Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis
- A 7.5 Providing fundamental rights expertise to address operational challenges

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
5.5	2.1	1.3	<b>8.95</b>	1,520,000	0	<b>1,520,000</b>

## Project A 7.1 – Providing fundamental rights expertise to EU institutions and agencies, Member States and other stakeholders in the areas of borders, immigration and asylum

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

This project follows-up activities related to past projects and covers ad-hoc requests for support by EU institutions, as well as initiatives taken in the implementation of the cooperation agreements with the Justice and Home Affairs agencies in the areas of asylum, borders and immigration. 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, return and readmission, as well as Schengen evaluations and migrant integration. Evidence-based advice will also be provided as relevant to key policy makers at national level and to other relevant stakeholders. FRA will also draft or update reports, handbooks and/or fundamental rights guidance. It will attend coordination meetings with JHA agencies and the Office of the EU Anti-Trafficking Coordinator. The project also allows FRA to actively participate in the Consultative Forum of Frontex and EASO, and to offer expert advice and support to the European Union Agency for Law Enforcement Training (CEPOL), EASO, eu-LISA, Europol and Frontex in close cooperation with the Commission. Within this framework, FRA will undertake longer missions to EU Member States, if required by the circumstances and supported by relevant actors. The Agency's work in this area serves to provide key evidence-based advice and support to EU institutions and Member States, and feeds into relevant research-led policy areas – including, for example, Horizon 2020. Key components of the Agency's work in this area mainstream fundamental rights as they relate to other areas of FRA's work – such as the rights of the child and the Agency's engagement with child protection in relation to the hotspots, which includes conditions in and responses to children in reception centres and other locations.

### PROJECT OBJECTIVES

- Update selected publications or parts thereof and issue ad hoc reports on policy relevant issues;
- Respond effectively to requests for fundamental rights expertise by EU institutions;
- Effective cooperation with FRONTEX, EASO, eu-LISA and other JHA agencies; as well as with the Office of the EU Anti-Trafficking Coordinator
- Make FRA findings available to policy makers in a proactive manner.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU level;
- Enhancing FRA's contribution at the national level;
- Identifying trends over time and measuring progress in Member States.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Draft reports, handbooks and/or fundamental rights guidance and update past publications or parts thereof;</li> <li>• Translate and re-print existing reports as required;</li> <li>• Communicate findings to EU institutions, bodies and agencies and deliver tailor-made input upon request;</li> <li>• Communicate findings to other key stakeholders;</li> <li>• Undertake longer-term missions to EU Member States;</li> <li>• Draft legal opinions if requested by EU institutions;</li> <li>• Support the European Commission in Schengen evaluations;</li> <li>• Attend meetings with JHA agencies, meetings by the EU Anti-Trafficking Coordinator and other relevant expert meetings;</li> <li>• Actively participate in the Consultative Forum of Frontex and EASO;</li> <li>• Implement the working agreements with EASO, Frontex and eu-LISA and provide expert advice to them, as required;</li> <li>• Coordinate activities with CEPOL and Europol, providing fundamental rights expertise, as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>• Research findings published in paper and/or electronic form;</li> <li>• Selected publications (or parts thereof) updated;</li> <li>• Fundamental rights expertise provided to EU institutions, bodies and agencies;</li> <li>• Expert advice delivered to other stakeholders.</li> <li>• Expert advice shared with EU actors working on the ground in EU Member States affected by emergencies.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.7	0.4	0.5	2.6	330.000	0	0	330.000
Communication and awareness-raising					0	0	0	0
Total:	1.7	0.4	0.5	2.6	330.000	0	0	330.000



### Project A 7.2 – Severe labour exploitation – workers’ perspectives (SELEX II)

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

#### DESCRIPTION and ADDED VALUE of the PROJECT

The project follows on from the FRA project ‘Severe forms of labour exploitation’ (SELEX I) which was carried out from 2013–2015. Whereas ‘SELEX I’ consisted of desk research in all 28 Member States, alongside fieldwork interviews and focus group discussions in 21 EU Member States with different professional groups – such as the police, labour inspectorates and trade unions – SELEX II will directly interview groups that are vulnerable to severe labour exploitation – such as seasonal, posted, and domestic workers, including individuals who have experienced exploitation. The research will interview both EU and non-EU citizens. With regard to the second group, the project will endeavour to interview persons who entered the EU in the course of the asylum/migration crisis (in the latter half of 2015) and who are particularly vulnerable to severe labour exploitation while living in the EU. SELEX II complements SELEX I, thus allowing for a comparison of responses by duty bearers and rights holders. The project will draw on and reflect the work of the EU Anti-Trafficking Coordinator, including relevant EU law, in its development and consultation at different stages, and will consult with relevant parts of the Commission.

Key stakeholders who will benefit from the project, which will provide rare insights from exploited persons to inform policy and action on the ground, include Government authorities (in particular, justice and labour ministries), labour inspectorates, police, trade unions, victim support services; Victims of severe forms of labour exploitation; Workers at risk of severe labour exploitation; EU institutions and EU agencies, in particular EU justice and home affairs agencies, Eurofound and EU-OSHA, and the Office of the EU Anti-Trafficking Coordinator; International (public and civil society) bodies working in the field of combatting labour exploitation: ILO, ITUC, ICMPPD, UN, OSCE.

#### PROJECT OBJECTIVES

- To collect information in selected EU Member States on the experiences of workers who are either at risk of being severely exploited, or where there are indications that they have actually experienced severe labour exploitation – thus filling a gap in existing evidence concerning the situation on the ground, which can serve to inform policy responses at the level of the EU and Member States.

#### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level;
- Identifying trends over time and measuring progress in Member States;
- Developing timely and targeted responses to fundamental rights emergencies.

#### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Project planning and drafting of guidelines/technical specifications;</li> <li>• Contracting the fieldwork research;</li> <li>• Possible expert meeting(s) – engagement with stakeholder groups in the planning phase of the project. We envisage the formation of an ‘advisory board’ of experts to help inform the research.</li> </ul>	<ul style="list-style-type: none"> <li>• Finalise guidelines/technical specifications;</li> <li>• Development of a communication and awareness raising strategy.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

#### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.5	1	0	1.5	50.000	0	0	50.000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>0.5</b>	<b>1</b>	<b>0</b>	<b>1.5</b>	<b>50.000</b>	<b>0</b>	<b>0</b>	<b>50.000</b>

## Project A 7.3 – Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2014

### DESCRIPTION and ADDED VALUE of the PROJECT

The project analyses the fundamental rights implications of collecting and processing biometric data with respect to large IT databases in the fields of borders, immigration and asylum. It examines the risks as well as the possible positive impact on fundamental rights of the processing of biometric data. Sharing of data with third parties and countries will also be included in the analysis.

The large-scale IT systems set up or planned by the EU envisage the collection of personal data, including biometric identifiers, of virtually all non-EU nationals who travel to the EU, the consequences of which this FRA project explores for the first time in a comprehensive manner.

Key stakeholders: EU Member States, EU Institutions and bodies, such as eu-LISA, EASO, eu-LISA and Frontex, in the implementation of EU Law; UN agencies, non-governmental organisations and other actors dealing with ethics of information technology – such as the JRC.

### PROJECT OBJECTIVES

- Provide policy makers and other relevant stakeholders at EU and national levels with advice on fundamental rights issues when operating large-scale IT systems in the areas of asylum, borders and visas;
- Support eu-LISA and other relevant JHA agencies with fundamental rights expertise;
- Support practitioners in operating large-scale IT systems in these areas in a fundamental-rights sensitive manner;
- Provide advice in developing and implementing smart borders.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU levels;
- Enhancing FRA's contribution at the national level;
- Identifying trends over time and measuring progress in Member States;
- Developing timely and targeted responses to fundamental rights emergencies.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Analyse information collected through the research;</li> <li>• Draft and publish one or more reports on the research findings;</li> <li>• Disseminate the results to policy makers, practitioners and other relevant stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• One or more reports;</li> <li>• Expert advice delivered to stakeholders.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.7	0.15	0	1.85	52.320	0	0	52.320
Communication and awareness-raising					7.680	0	0	7.680
Total:	1.7	0.15	0	1.85	60.000	0	0	60.000



**Project A 7.5 – Providing fundamental rights expertise to address operational challenges**

PRIORITY 1 STATUS: new TYPE: annual START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

In line with the European Agenda for Migration the Commission set up a new 'Hotspot' approach, according to which relevant EU agencies work on the ground with frontline Member States to swiftly identify, register and fingerprint incoming migrants and channel them into appropriate procedures. By the end of 2016 nine such facilities were established, five in Greece and four in Italy. They are run by EU Member States with a high level of EU support, both in terms of funding as well as operational presence. Activities carried out by the EU in such facilities touch upon many rights included in the EU Charter. In 2016, FRA allocated significant resources to providing fundamental rights expertise to support EU actors as well as national authorities to deal with the new fundamental rights challenges that emerged as a result of the implementation of this new approach, which provided concrete added-value for the work of other actors. Extensive missions to Greece and Italy were undertaken and a temporary FRA field presence set up in Greece between April and August 2016. The provision of fundamental rights expertise at a field level complemented FRA's upstream support at policy and planning level to the European Commission, Frontex and EASO.

**PROJECT OBJECTIVES**

In 2017, FRA will continue to support the EU actors on the ground with applicable fundamental rights expertise calibrated to the practical challenges resulting from the current asylum and migration situation. FRA will continue the activities carried out in 2016 on the Greek islands and in the Italian hotspots, increasing its presence in Athens, so as to enable the agency to better coordinate its activities with national authorities, the European Commission and other EU agencies. FRA's activities in Greece will be carried out in close cooperation with the European Commission Structural Support Reform Service as well as with the Ministry of Migration Policy with who a Memorandum of Understanding is being concluded. As, necessary and in close consultation with the European Commission and the Member States concerned, FRA will carry out targeted support activities in other EU Member States affected by significant asylum and migration challenges, including Italy.

FRA experts will share promising practices and provide advise to EU actors and national authorities to support them to carry out their tasks in full compliance with the EU Charter. Building on the agency's work in 2016, and while remaining open to other fundamental rights challenges, FRA will focus in particular on child protection and the protection of vulnerable people and people at risk (for example of sexual and gender-based violence). FRA's provision of expert advise will be complemented by targeted support activities in areas such as strengthening guardianship systems and child protection oversight mechanisms as well as enhancing the identification and referral of vulnerable people.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA's contribution to processes at EU levels;
- Enhancing FRA's contribution at the national level.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Understanding the fundamental rights challenges on the ground: collecting data and information through mission in hotspots</li> <li>• Providing fundamental rights expertise to actors on the spot</li> <li>• Report regularly about its activities to relevant European institutions / agencies and national authorities</li> <li>• Attend coordination meetings in Athens</li> <li>• Organise workshops or training events</li> <li>• Disseminate FRA materials and tools</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice shared with EU actors working on the ground in EU Member States affected by emergencies.</li> <li>• Active participation to relevant coordination and other relevant meetings</li> <li>• Workshops and meetings held</li> <li>• Relevant FRA materials disseminated</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.75	0.15	0.4	1.3	230,000	0	0	230,000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>0.75</b>	<b>0.15</b>	<b>0.4</b>	<b>1.3</b>	<b>230,000</b>	<b>0</b>	<b>0</b>	<b>230,000</b>
						<i>Prior years' budget</i>		

### 3.8 Activity 8: Racism, xenophobia and related intolerance

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

FRA will collect and analyse data and evidence available on manifestations of racism, xenophobia, racist hatred and violence, antisemitism, antigypsyism, ethnic discrimination and hate crime in the EU. This will be achieved through updating relevant sections of the Fundamental Rights Report; updating the annual overview on data available on antisemitism in the EU and conducting the second wave of the survey on discrimination and hate crime against Jews; collecting and analysing data and evidence relevant to the application of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin; developing a repository of data and other evidence on xenophobia, racist hatred and violence in EU Member States; and, coordinating the Subgroup on methodologies for recording and collecting data on hate crime of the EU High Level Group on combating racism, xenophobia and other forms of intolerance.

#### EXPECTED OUTCOMES

The activities planned for 2017 will enable to the Agency to start develop a data repository on manifestations of racism, xenophobia, racist hatred and violence, antisemitism, ethnic discrimination and hate crime useful to the agency's stakeholders. Drawing on the information contained in these repositories and on FRA's expertise in the field will assist policy actors at EU and national level in developing targeted and timely responses to counter manifestations of racism, xenophobia and related intolerance.

#### LIST OF PROJECTS UNDER THE ACTIVITY 8

- A 8.1 Second FRA survey on discrimination and hate crime against Jews
- A. 8. 2 Antisemitism: Data collection and analysis
- A 8.3 Coordination of the Subgroup on methodologies for recording and collecting data on hate crime of the EU High Level Group on combating racism, xenophobia and other forms of intolerance
- A 8.4 Racism and ethnic discrimination: data collection and analysis (3<sup>rd</sup> priority)
- A 8.5 Online database on anti-Muslim and anti-migrant hatred
- A 8.6 Additional activities in the area of "Racism, xenophobia and related intolerance"

#### STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
4.2	0.4	1.1	<b>5.70</b>	760,000	520,000	<b>760,000</b>

**Project A 8.1 – Second FRA survey on discrimination and hate crime against Jews**

PRIORITY 1

STATUS: new

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

Data collected by FRA and OSCE concerning trends in recorded antisemitic incidents suggest that in many EU Member States Jewish people continue to face repeated incidents of violence and hate speech motivated by anti-Jewish prejudice. At the same time, research shows that most incidents are never reported to authorities and are not reflected in the incident statistics. In 2012, FRA carried out a survey in selected EU Member States to collect for the first time comparable data concerning Jewish people’s experiences, including questions on discrimination and hate crime targeting Jews but also anti-Jewish prejudice, security and ability to live life openly as Jews. The data contributes to assessing EU Member State’s progress in implementing the Council Framework Decision on Racism (2008/913/JHA), Crime Victims Directive (2012/29/EU), as well as Racial Equality Directive (2000/43/EC).

The second wave of this survey on discrimination and hate crime against Jews will allow the Agency and its stakeholders to examine progress in ensuring the protection of Jewish people’s fundamental rights in line with existing EU law and policies. Building on the data collection tools and methods developed for the 2012 survey, the second wave of this survey will collect data on Jewish people’s experiences and views – with particular attention to manifestations of antisemitism in the online environment and the impact of violent attacks and anti-Jewish prejudice to the lives of Jews living in EU Member States. The results will complement the official and unofficial statistics on antisemitic incidents, while the survey is in a position to contribute to a more complete and nuanced understanding of fundamental rights challenges that Jewish people experience in the EU.

The survey adds value by developing comparable data currently not available from other sources, as evidenced by continued use of FRA’s 2012 survey results and analysis by FRA’s stakeholders and the media.

**PROJECT OBJECTIVES**

- To identify changes over time with respect to the results of the first survey on discrimination and hate crime against Jews in 2012;
- To further develop research methodologies for surveying hard-to-reach groups using online survey tools;
- To contribute to the assessment and further development of policies that aim to protect the fundamental rights of Jewish people living in the EU
- To deliver FRA’s key stakeholders research evidence that can be used to raise awareness of fundamental rights and to address gaps in the protection of rights

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Identifying trends over time and measuring progress in Member States;
- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• In-house assessment of the methodology and content of the 2012 survey</li> <li>• Stakeholder and expert consultation meeting to inform the development of the survey questionnaire</li> <li>• Development of the tools needed for survey data collection (questionnaire, online survey platform, translations)</li> <li>• Call for tender to develop and manage the multilingual online survey tool</li> </ul>	<ul style="list-style-type: none"> <li>• Summary of inputs from the stakeholder and expert consultation meeting</li> <li>• Tender and technical specifications for the tender procedure</li> <li>• Survey questionnaire (including translations)</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	2	0.3	0	2.30	475,000	0	0	475,000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>2</b>	<b>0.3</b>	<b>0</b>	<b>2.30</b>	<b>475,000</b>	<b>0</b>	<b>0</b>	<b>475,000</b>

**Project A 8.2 – Antisemitism: Data collection and analysis**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2014
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>			
Every year, the Agency compiles existing information on the situation of data collection on antisemitism in the EU, which enables the identification of trends in data collection, since antisemitism remains an issue of concern to the EU and its Member States.			
<b>PROJECT OBJECTIVES</b>			
➤ 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			
<b>LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES</b>			
<ul style="list-style-type: none"> <li>Enhancing FRA’s contribution to processes at EU level;</li> <li>Enhancing FRA’s contribution at the national level.</li> <li>Identifying trends over time and measuring progress in Member States</li> </ul>			
<b>PROJECT PLAN FOR 2017</b>			
<b>ACTIVITIES</b>		<b>OUTPUTS</b>	
<ul style="list-style-type: none"> <li>Data collection and analysis</li> <li>Publication and communication of results</li> </ul>		<ul style="list-style-type: none"> <li>Annual update on the situation of data collection on antisemitism in the EU</li> </ul>	

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

<b>PROJECT RESOURCES FOR 2017</b>								
	<b>HUMAN RESOURCES</b>				<b>BUDGET (EUR)</b>			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.4	0	0.5	0.9	5.000	0	0	5.000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>0.4</b>	<b>0</b>	<b>0.5</b>	<b>0.9</b>	<b>5.000</b>	<b>0</b>	<b>0</b>	<b>5.000</b>

**Project A 8.3 – Coordination of the Subgroup on methodologies for recording and collecting data on hate crime of the EU High Level Group on combating racism, xenophobia and other forms of intolerance**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2015

**DESCRIPTION and ADDED VALUE of the PROJECT**

The European Commission launched the EU High Level Group to combat racism, xenophobia and other forms of intolerance on 14 June 2016, following up on the conclusions of the 2015 Annual Colloquium on Fundamental Rights on "Tolerance and respect: preventing and combating anti-Semitic and anti-Muslim hatred in Europe".

The aim of this High Level Group (HLG) is to bring a further political impetus for the EU and its Member States to progress on countering hatred and intolerance in Europe. As reflected in the 2015 Colloquium’s conclusions, and recalled on the occasion of the Justice and Home Affairs Council of 8-9 October 2015, improving recording and identifying a methodology for data collection of hate crimes, including by building on successful national models and civil society experience, is an area where progress has been identified as crucial by both Member States and relevant stakeholders, including international bodies and civil society organisations. Commissioner Věra Jourová, therefore called for the HLG to “develop, under the guidance of the Fundamental Rights Agency, a common methodology to record incidents and collect comparable data on hate crimes”.

This will be achieved through the work of a Subgroup on methodologies for recording and collecting data on hate crime facilitated by the Fundamental Rights Agency for an initial period of two years. The proposed activities and outputs, as set out below, will build on relevant work already carried out by the Agency, in particular discussions and outputs of the Working Party on improving recording and reporting of hate crimes (2014-2016). The activities of the Subgroup will also contribute to the Agency task to “develop methods and standards to improve the comparability, objectivity and reliability of data at European level”, as set out in Article 4.1.b of Council Regulation (EC) No 168/2007 establishing FRA.

**PROJECT OBJECTIVES**

- In the initial period of two years, the objective of the Subgroup will be to propose a common methodology to record incidents and collect comparable data on hate crimes, after having examined and tested, as widely as possible, practices of recording incidents of hate crime

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level;

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<p>The activities of the Subgroup are adopted by the EU High Level Group to combat racism, xenophobia and other forms of intolerance. The activities below concern a proposal by FRA to be discussed by the Subgroup and to be adopted by the HLG in December 2016.</p> <ul style="list-style-type: none"> <li>• Collect, analyse and present a number of methods of recording hate crime incidents in Member States (for example, guidelines, procedures, recording forms, police reports, flagging systems, training of police officers).</li> <li>• Identify clusters of existing models currently used in Member States to record incidents of hate crime.</li> <li>• Select examples that could be tested across different national contexts.</li> <li>• Invite Member States to test such models adapting them, as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Proposed common methodology to record incidents of hate crime, based on existing models of recording.</li> <li>• Beta version of an online repository of models of recording incidents of hate crime used in Member States that participate in the subgroup</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.8	0	0.4	1.2	20.000	0	50,000	20,000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>0.8</b>	<b>0</b>	<b>0.4</b>	<b>1.2</b>	<b>20.000</b>	<b>0</b>	<b>50,000</b>	<b>20,000</b>



**Project A 8.4 – Racism and ethnic discrimination: data collection and analysis**

PRIORITY 3

STATUS: new

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

Article 17 of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin – the Racial Equality Directive – calls on the European Commission to draw a report to the European Parliament and the Council of the European Union on the application of the directive in Member States. Article 17 further stipulates that the Commission’s report “shall take into account, as appropriate, the views of the European Monitoring Centre on Racism and Xenophobia,” which has now been replaced by the European Union Agency for Fundamental Rights.

This project will collect and analyse existing data and evidence relevant to the implementation of the directive, in particular data collected by Equality Bodies. The output in 2018, would provide input to the Commission’s reports on the application of the anti-discrimination Directives, which are expected to be published in 2019, five years after the last joint report in January 2014.

**PROJECT OBJECTIVES**

- Provide data and evidence to the European Commission with regard to its obligations under Article 17 of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Desk research and data collection (in-house and FRANET);</li> <li>• Preparation of FRANET relevant guidelines;</li> <li>• Evaluation of FRANET deliverables;</li> <li>• Analysis of data and evidence (for example, EU-MIDIS II and data collected for various thematic reports, as well as the Agency’s annual Fundamental Rights Report);</li> <li>• Missions and participation in external meetings, as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• FRANET reports and comparative analysis</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0	0	0	0	0	0	190.000	0
Communication and awareness-raising					0	0	10.000	0
Total:	0	0	0	0	0	0	200.000	0

**Project A 8.5 – Online database on anti-Muslim and anti-migrant hatred**

PRIORITY 1

STATUS: new

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION 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 and migrants in many countries. The development of evidence based and targeted policy responses at EU and national level would benefit from a pool of data on the situation, which would bring together existing data and evidence at international, EU and national level, which is currently scattered and therefore not easily accessible by policy actors.

This project will develop an online database with available statistics and other data on anti-Muslim and anti-migrant hatred, where possible disaggregated by gender and age to identify intersectional aspects. The database will be updated annually contributing to the analysis of trends. The development of this project will take into account monitoring work carried out by UN bodies and the CoE, as well as database initiatives by the OSCE/ODIHR, such as the Tolerance and Non-Discrimination Information System (TANDIS) and Legislationline.org. The database could be developed to include other forms of bias motivated hate and intolerance.

**PROJECT OBJECTIVES**

- To develop an online database of evidence on xenophobia, racist hatred and violence in EU Member States.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level;
- Identifying trends over time and measuring progress in Member States.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Desk research (in-house and FRANET);</li> <li>• Preparation of FRANET guidelines to collect relevant publicly available official and non official data and evidence from Member States, relevant international organisations, EU bodies and agencies, and umbrella civil society organisations</li> <li>• Consolidate existing relevant FRA data;</li> <li>• Development of online database;</li> <li>• Missions and participation in external meetings as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• FRANET reports and analysis;</li> <li>• Beta version of online database.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.3	0.1	0	0.4	230.000	0	230.000	230.000
Communication and awareness-raising					20.000	0	20.000	20.000
<b>Total:</b>	<b>0.3</b>	<b>0.1</b>	<b>0</b>	<b>0.4</b>	<b>250.000</b>	<b>0</b>	<b>250.000</b>	<b>250.000</b>

**Project A 8.6 - Additional activities in the area of “Racism, xenophobia and related intolerance”**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

The Agency follows up its relevant research work through targeted engagement and awareness raising with key stakeholders to ensure that its evidence reaches them and informs their deliberations and decisions. This will include activities related to ethnic discrimination, racism, xenophobia and related intolerance, with a focus on intersectional aspects concerning gender and age, as well as following developments relevant to the code of conduct on countering illegal hate speech online agreed between the European Commission and IT companies in May 2016.

European Parliament; Council of the EU; European Commission; Member States; NHRIs/Equality Bodies; Civil Society; Council of Europe; OSCE/ODIHR.

**PROJECT OBJECTIVES**

- To provide opinions 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 MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level;
- Developing timely and targeted responses to fundamental rights emergencies.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders, as required;</li> <li>• Developing targeted analysis and briefs, as required;</li> <li>• Re-print existing reports as required, as required;</li> <li>• Participation in meetings and events, as relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Selected publications (or parts thereof) updated;</li> <li>• Preparation and presentation of relevant opinions, papers, presentations and other input, as requested.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.70	0.00	0.20	0.90	5.000	0	5,000	5.000
Communication and awareness-raising					5,000	0	0	5,000
<b>Total:</b>	<b>0.7</b>	<b>0</b>	<b>0.2</b>	<b>0.9</b>	<b>10.000</b>	<b>0</b>	<b>5,000</b>	<b>10.000</b>

### 3.9 Activity 9: Cross-cutting projects or activities covering all MAF areas

#### PROJECTS AND ACTIVITIES PLANNED IN 2017

- Continue to foster a close working relationship with European Union institutions and bodies, governments and parliaments of the EU Member States, the Council of Europe, National Human Rights Institutions, National Equality Bodies, Ombudsperson institutions, other international organisations, civil society (Fundamental Rights Platform) and the research community;
- Cooperate closely with EU Agencies and with the network of Agencies in the field of Justice & Home Affairs to enhance synergies and avoid duplication;
- Collect and disseminate relevant, reliable and comparable data and information;
- Support national authorities in developing sound methodologies for collecting comparable and disaggregated data also encouraging them to take into account the different methods and quality of data collection when analysing the results
- Contribute to ensuring fundamental rights in Union legislation and its implementation;
- Raise public awareness of fundamental rights and the EU Charter of Fundamental Rights
- Ensure that the FRF Chair's Statement is brought to the attention of policy makers and other FRA stakeholder groups, with the aim of co-creating impact on national and EU level.
- Provide and actively disseminate information about FRA work and expertise, especially at national and local level, empowering its multipliers (contact points and national stakeholders incl. CSOs).
- Optimise cooperation with stakeholders to advance fundamental rights.in particular through awareness-raising of the fundamental rights situation in different thematic areas amongst relevant stakeholders, including those who are directly responsible for fulfilling fundamental rights 'on the ground'
- Effectively prioritise its work on issues where it has the biggest added value and regularly evaluate its impact. In this regard stakeholder review exercises are considered as necessary to inform impact indicators when conducting performance measurement activities

#### EXPECTED OUTCOMES

Expected outcomes and results are as follows:

- Better knowledge and understanding of fundamental rights issues on the ground among policy makers and other key stakeholders and partners;
- The establishment of new partnerships, networks and communities working on fundamental rights, to create complementarities and partnerships for FRA's work in view of providing assistance and expertise to EU institutions and Member States, and to facilitate and raise awareness on FRA's work;
- The development of capacity building training programmes and tools developed and implemented for different groups of duty bearers (professional groups) and right holders in selected countries and EU level, organised with partners
- The creation of new knowledge, know-how and practice related to fundamental rights;
- The improved understanding of various issues related to fundamental rights;
- Better informed policy on fundamental rights issues and where relevant changes to policy;
- Timely response to ad hoc requests and needs by Commission, Council and Parliament (according to Art 4 of the FRA Founding Regulation) adding value to the EU's policy responses;
- ensure the right balance between responding to emergency situations and focusing on longer-term research, analysing trends over time
- Improved quality and usefulness of FRA's work;
- Increased profile of FRA to stakeholders and general public
- Developing concrete fundamental rights indicators through data collection and reporting on the situation in the EU;
- Increasing the impact of FRA's input to policy making at EU and national level.

**LIST OF PROJECTS UNDER THE ACTIVITY 9**

- A 9.1 Annual Reports
- A 9.2 Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions
- A 9.3 Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies
- A 9.4 Promoting the impact of FRA output
- A 9.5 Production and dissemination of communication products
- A 9.6 Fundamental rights promotion through awareness raising and cooperation with stakeholders in EU Member States
- A 9.7 Performance, Monitoring and Evaluation
- A 9.8 Bodies of the Agency
- A 9.9 Consultation and cooperation mechanism - National Liaison Officers
- A 9.10 Consultation and cooperation mechanism - Fundamental Rights Platform
- A 9.11 European Fundamental Rights Information System (EFRIS)

**STAFF AND BUDGET AVAILABLE FOR THE ACTIVITY IN 2017**

HUMAN RESOURCES (POSTS)				BUDGET (EUR)		
TA	CA	SNE	TOT	1ST PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
24.05	9.55	1.8	<b>35.40</b>	2,580,000	350,000	<b>2,580,000</b>

## Project A 9.1 – Annual Reports

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

The Fundamental Rights Report findings are used as evidence by the European Commission when drafting its annual report on the application of the Charter of Fundamental Rights as well by the European Parliament when drafting its report on the situation of fundamental rights within the EU. Moreover, the Council of the European Union is referring to the Agency’s report in its respective Council conclusions. The Fundamental Rights Report tries to identify trends by making use of fundamental rights indicators using a Structure-Process- Outcome matrix where appropriate. It also provides for a pool of promising practices in the field of fundamental rights that could be transferrable across the EU. Finally, the report aims at increasing the awareness about the use of the Charter at national level, including by the administrations, parliaments but especially by the national judiciary.

Next to the Fundamental Rights Report on the situation concerning fundamental rights in the EU the Agency also produces an Annual Activity Report which describes in detail the specific activities of the Agency to achieve its key objectives.

### 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 MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends over time and measuring progress in member States;
- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution at the national level;
- Improving awareness raising in the area of fundamental rights.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Data collection and analysis;</li> <li>• The Fundamental Rights Report will be drafted by research staff in house based on data and information collected through all research activities and additional material collected specifically for this purpose through the Agency’s interdisciplinary research network FRANET and other means. This material may also be presented as online documentation;</li> <li>• The Fundamental Rights Report will be produced, translated, published, disseminated and presented to the European Parliament and other EU and EUMS institutions; an accompanying media launch will be carried out;</li> <li>• The Agency will disseminate the results of its work and the various materials to the relevant stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Fundamental Rights Report on the situation concerning fundamental rights in the EU;</li> <li>• Short deliverable bringing together all thematic opinions of the Fundamental Rights Report;</li> <li>• Online component of the Fundamental Rights Report;</li> <li>• Annual Activity Report.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	3.15	1.05	0	4.2	285.000	0	0	285.000
Communication and awareness-raising					145.000	0	0	145.000
<b>Total:</b>	<b>3.15</b>	<b>1.05</b>	<b>0</b>	<b>4.2</b>	<b>430.000</b>	<b>0</b>	<b>0</b>	<b>430.000</b>

**Project A 9.2 – Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

One way of increasing the impact of FRA's work is cooperating with the EU member state holding the rotating 6 months EU Presidency. Typically during the Presidency, FRA identifies with the Presidency where impact of FRA's work can be enhanced taking into account the priority setting of the Presidency. As part of the cooperation meetings and conferences can be (co)organised. These create space for FRA to present its findings to support decision-makers to examine key fundamental rights challenges in the EU and develop courses of action that better guarantee their protection. Such meetings gather senior officials and experts from national governments, national parliaments, EU bodies, intergovernmental organisations, local authorities, civil society and national human rights institutions. The themes of such conferences are set in the context of current EU policy and legislative developments, and are informed by FRA work. They are used as an opportunity to raise awareness of the work of FRA among key stakeholders and partners.

The second part of this project is allocated to the follow up of the FRA Fundamental Rights Forum (FRF) held in 2016, driven by the contents of the Chair's Statement as released after the Forum. The Chair's Statement is brought to the attention of policy makers and other FRA stakeholder groups, with the aim of co-creating impact on national and EU level. Several activities which FRA has committed to per Chair's statement will be implemented under this project fiche.

Finally, this project will set in motion the preparation of the next FRF. Based on the evaluation of the FRF 2016 preparatory activities will take place in 2017 to prepare the next Forum.

Policy-makers (EU, national, regional/local level); Law-makers (EU and national); Human rights bodies (NHRIs, equality bodies); Human rights non-governmental organisations; Human rights intergovernmental organisations; Human rights experts and think tanks; Civil society organisations; Service sector and victim support organisations and networks.

**PROJECT OBJECTIVES**

- Provide evidence and expertise to inform debate among policy makers, specialists and practitioners at EU and national level;
- Provide a forum for networking and sharing data and promising practices to support access to fundamental rights;
- Facilitate FRA interaction with key stakeholders and continue to explore innovative ways to engage with them.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA's contribution to processes at EU level;
- Enhancing FRA's contribution at the national level;
- Improving the impact of FRA's communication and awareness raising.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Cooperation with EU Presidencies in 2017 in organising joint events with EU Presidencies and other meetings</li> <li>• Follow-up of FRF 2016</li> <li>• Preparation for next FRF</li> </ul>	<ul style="list-style-type: none"> <li>• Conference reports</li> <li>• Other deliverables</li> <li>• Draft concept next FRF</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	1.9	0.25	0	2.15	80,000	0	0	80,000
<b>Total:</b>	<b>1.9</b>	<b>0.25</b>	<b>0</b>	<b>2.15</b>	<b>80,000</b>	<b>0</b>	<b>0</b>	<b>80,000</b>

**Project A 9.3 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

The agency cooperates closely with EU institutions, agencies and other bodies at EU level, which are key beneficiaries of FRA’s data and evidence based advice and expertise. Regular exchange with actors at EU level helps FRA to define, develop and coordinate its work priorities in the way that ensures best policy relevance and timeliness of the agency’s work, is complementary to the work of other institutions and bodies and makes best use of existing synergies. The cooperation and consultation with relevant partners is an essential element in any of the Agency’s projects throughout a project’s lifecycle. In addition, the Agency undertakes a number of cooperation activities that cut across all of the Agency’s thematic work, taking the form of coordination meetings, ad-hoc working parties, or EU expert seminars in various fields of the Agency’s work, as appropriate and needed.

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. Cooperation with EU institutions and bodies is therefore essential for the Agency to achieve its advisory role in the area of fundamental rights and to make sure that FRA’s work is relevant and can be a timely and useful basis for evidence based policy making.

**PROJECT OBJECTIVES**

- Identify and analyse major trends in the field of fundamental rights in the EU;
- Provide support to the EU Institutions and bodies in decision making by providing data evidence based expertise and opinions on thematic issues;
- Organise joint activities with EU Institutions, bodies and Agencies to promote fundamental rights
- Inform target audiences through awareness raising activities;
- Identify and disseminate examples of good practice.

**LINK TO THE MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution to processes at EU level.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Provide timely evidence and opinions to support policy and legislative processes based on FRA’s reports and expertise;</li> <li>• Strengthen the FRA’s network of contacts within the EU Institutions and Bodies</li> <li>• Develop joint activities with Council Working Parties, LIBE Secretariat, Commission services, EU Agencies, for example targeted training on the Charter of Fundamental Rights.</li> <li>• Ensure targeted presentations to raise awareness on FRA’s work in relevant EU Institution For a.</li> <li>• Ensure that the Agency’s EU Institutions’ needs are incorporated into the Agency’s work plan;</li> <li>• Receive EU Institutions’ feedback on the utility of the Agency’s work and the impact of its work;</li> </ul>	<ul style="list-style-type: none"> <li>• Contribution with its findings to legislative and policy discussion at EP, Council and Commission;</li> <li>• FRA references in the the Commission report on the implementation of the Charter, EP’s Annual EP Report on the situation concerning fundamental rights in the EU and Council Conclusions on the implementation of the Charter and other relevant policy processes ;</li> <li>• Presentations of its findings in relevant EU Institutions For a, for example in hearings/meetings of European Parliament Committees, Commission’s events, Council Working parties, the Committee of the Regions and European Economic and Social Committee;</li> <li>• FRA legal opinions on relevant legislative/policy processes to support EU Institutions’ policy/legislative work.</li> <li>• Trainings on the Charter of Fundamental rights delivered to EU institutions’, when requested and in cooperation with the targeted EU Institution and body.</li> <li>• Joint activities with the Presidency of the Council of the European Union identified and implemented</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	0.3	0	0	0.3	125.000	0	0	125.000
Total:	0.3	0	0	0.3	125.000	0	0	125.000



**Project A 9.4 – Promoting the impact of FRA output**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

FRA should disseminate the results of its work, and to raise public awareness, according to its founding regulation (Art. 4, a and h). FRA’s communication activities aim to ensure that its messages reach the appropriate audiences at the right time in an appropriate format via the appropriate channels. An added value is that project output will enable targeted audiences to understand and make best use of FRA messages and thus to contribute to the Agency’s overall mission of helping to make fundamental rights a reality for everyone in the EU. In 2017, this also be carried out in the context of the 10 years anniversary of the Agency. It will reach the main stakeholder groups as well as key audiences as described in FRA Communication and Cooperation Framework. FRA’s online communication activities and tools have been further developed over the last years to conform to modern standards, with new technology enabling the introduction of additional features such as multilingual capability, data visualisation and making them more user-friendly, interactive and accessible to people with disabilities. These channels, in combination with other new tools such as an online e-alerts, enabled FRA to address its stakeholders in an interactive and timely manner, allowing collaboration and exchange of information online and off.

**PROJECT OBJECTIVES**

- The project contributes to FRA’s strategic priorities as defined in FRA strategic plan 2013-2017 mainly priority 3.5: “Improving the impact of FRA communication and awareness raising”.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

Improving the impact of FRA’s communication and awareness raising.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Information activities and material in various languages;</li> <li>Further develop and update non project related (“horizontal”) policy papers, factsheets, infographics, brochures and other promotional material;</li> <li>Promotion activities to mark “10 years of FRA”</li> <li>FRA media work – further develop relationships with the media as multipliers;</li> <li>Media monitoring and press clipping service;</li> <li>Further develop and implement the FRA’s Corporate identity &amp; branding;</li> <li>Support for projects via social media campaigns and posts;</li> <li>Continuous and responsive website development: The process of re-launching FRA’s website will start, taking into consideration the outputs and results of the external online communication evaluation;</li> <li>The website will be updated and maintained constantly with fresh content adapted to the Agency’s priorities and stakeholder needs;</li> <li>The FRA Case Law Database will continue to collect and classify decisions of the European Court of Justice, the European Court of Human Rights and leading decisions of national court decisions, with specific reference to the Charter of Fundamental Rights of the EU.</li> </ul>	<ul style="list-style-type: none"> <li>Constant FRA communication on FRA activities, outputs, mandate;</li> <li>Ad hoc communication activities upon request;</li> <li>FRA information and awareness raising material in various languages;</li> <li>Redesigned innovative information material about FRA and its outputs;</li> <li>Series of Fundamental rights &amp; Fundamental Rights Charter awareness raising events to mark “10 years of FRA” throughout the year;</li> <li>Other communication activities (information email inbox, visitor programme, information stands, branding of FRA events, corporate visual identity and design);</li> <li>Media monitoring;</li> <li>Targeted networking with relevant multipliers of FRA’s evidence-based advice;</li> <li>Ongoing development of new FRA website;</li> <li>Analysis and starting implementation process of external online communication evaluation recommendations;</li> <li>Further innovative online tools promoting fundamental rights &amp; FRA findings empowering rights holders;</li> <li>Social media campaigns in support of projects.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

**PROJECT RESOURCES FOR 2017**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	4.45	1.95	0	6.4	400,000	0	0	400,000
Total:	4.45	1.95	0	6.4	400,000	0	0	<b>400,000</b>

## Project A 9.5 – Production and dissemination of communication products

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

In addition to a great number of deliverables related to research outputs – as listed under the different project fiches outlined in the previous sections – the agency will also produce a number of FRA information products, including awareness-raising material, to disseminate it to the main stakeholder groups, key actors and other target audiences.

Interested public as well as tailored products for specific stakeholder groups.

### PROJECT OBJECTIVES

The project seeks to contribute to the following FRA long-term objectives:

- informing target audiences through print material;
- identifying and disseminating examples of promising practices.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

Improving the impact of FRA’s communication and awareness raising.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Based on the experiences with the different types of print publications, including research and information materials on general fundamental rights issues, for dissemination at FRA events, the agency will continue to produce and disseminate these products in line with its communication strategy and targeting various audiences. The agency will further adapt and update FRA information material on fundamental rights already available. For layout production, the agency will use the Publications Office K4 platform, which gives FRA editing team direct access to the layout copy of any print publication to insert required corrections. Consequently, the proofing of print publications will become more efficient;</li> <li>• In 2017, FRA seeks to further its stakeholder-oriented dissemination strategy, by ensuring, for instance, regular mailings of newly issued FRA publications to its key stakeholders. The agency will therefore fine-tune its dissemination policy by responding to new and changing needs, such as broader dissemination of FRA reports through the EU bookshop website and in the context of extended FRA contributions at national events and international days. Stock management will continue to follow a two-pronged approach, with FRA print publications being available through the Publications Office’s Framework Contractor Arvato, France, while also ensuring sufficient availability of stock in Vienna to satisfy dissemination requests at short notice. The agency’s stock management system will be further improved, linking the publications’ dispatch to events to the online mission request system MIMA. In addition, direct access to the Integrated Logistics Management System (ILMS) of the Publications Office will further the timely delivery of material and reports in printed form to conferences and events or to main stakeholder group. FRA will look into new channels for dissemination for its research findings and outcome, with the aim of covering the needs of its main stakeholder groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Production of various types of print material;</li> <li>• Dissemination policy and stock management.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	2.8	2.15	0	4.95	155.000	0	200.000	155.000
Total:	2.8	2.15	0	4.95	155.000	0	200.000	<b>155.000</b>
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**Project A 9.6 – Fundamental rights promotion through awareness raising and cooperation with stakeholders in EU Member States**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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**DESCRIPTION and ADDED VALUE of the PROJECT**

The goal of the Fundamental Rights Awareness Raising and Promotion Programme 2017-2018 is to make a meaningful contribution to strengthening a culture of protecting, promoting and fulfilling fundamental rights. Rights have to be actively promoted at all levels of governance: at the EU level, nationally, regionally and locally in order to create awareness of and access to fundamental rights. FRA can only achieve this by working closely with European Union institutions, Member States, national human rights institutions, civil society and other actors. It is an objective of the programme to strengthen the capacity of national human rights structures to promote fundamental rights and to empower rights holders therewith contributing to achieving more inclusive and cohesive societies.

In the first year, the multi-annual programme will focus on mapping actors for the creation of alliances and identify needs and align FRA activities. FRA will use following methods and tools: policy advice, stakeholder needs and capacities mapping and analysis, targeted networking, functioning as a clearing house on fundamental rights awareness in the EU, collection of practices, promotional events, webinars, capacity building workshops, forward looking labs, prototype tools/ toolkits, factsheets, check lists, focus papers, online and digital tools. FRA will primarily work with multipliers and develop train-the-trainer’s programmes and tools to be used in trainings to be delivered by others. Complementarity will be sought with activities undertaken by relevant stakeholders and partners, such as notably the Council of Europe, UNESCO, the UN and the OSCE/ODHIR.

**PROJECT OBJECTIVES**

**The project has three objectives:**

- **Provide assistance and expertise to EU institutions and bodies on the promotion and awareness raising of fundamental rights**

The Agency will provide fundamental rights promotion expertise, ‘hands on’ tools and assistance to the policy processes of EU institutions. The Agency will advocate for inclusion of fundamental rights promotion in EU’s policy frameworks and programmes. It will further promote the accessibility of funding streams to fundamental rights promotion and awareness raising actors.

- **Strengthen the capacities of the national human rights architecture in the EU Member States to protect, promote and raise awareness of fundamental rights**

The programme will assist member states’ authorities, national human rights institutions, civil society and other key actors in EU Member States, at national, regional and local level in their efforts to promote and raise awareness of fundamental rights. FRA will work with national human rights institutions, equality bodies, national governments, civil society, national parliaments, as well as with other strategic partners, notably human rights and social change leaders, foundations, think-tanks and private sector to empower rights holders and to strengthen duty bearers’ capacities. FRA will work with existing FRA stakeholder networks (NLO, NPPF, FRP, NHRI, EBs) strategically to assist them in the development of legislation, policies and activities that mainstream fundamental rights’ promotion in their programmes and policies.

- **Empower rights holders through strengthening the capacities of duty bearers and professional groups to effectively uphold fundamental rights**

Recognising the key role of duty bearers and professionals ‘on the ground’ who are ‘in the frontline’ when providing services to people (such as public service providers, police officers, border guards, medical professionals and teachers), FRA will intensify its efforts to strengthen the capacities of some of these service providers . Duty bearers and professional groups at European, national and local level can better promote, protect and fulfil fundamental rights in their daily work if we support them with fundamental rights expertise and practical tools. By following an interdisciplinary approach, and by including leading intellectual figures in Member States, influential bloggers/vloggers and opinion leaders, FRA will reach out to a wider audience, in order to strengthen a fundamental rights culture in the EU.

**LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES**

- Enhancing FRA’s contribution at the national level;
- Improving the impact of FRA’s communication and awareness raising.

**PROJECT PLAN FOR 2017**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Providing advice to mainstream awareness raising and fundamental rights promotion in JHA agencies programming &amp; training</li> <li>• Promoting EU Charter of Fundamental Rights training within Council of Europe’s Human Rights Education for Legal Professionals programme, the Bars and Law Societies of Europe, the European Law Academy and the European Judicial Training Network, via joint Workshops.</li> <li>• Providing advice in the Commission’s working group on Promoting citizenship and the common values of freedom, tolerance and non-discrimination; actively participating in human rights education and training networks , particularly by conducting a mapping and analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Mapping of relevant EU Commission working groups and Communications, programming, funding streams, EP Resolutions and Council Conclusions. Providing advice to mainstream awareness raising and fundamental rights promotion in these instruments.</li> <li>• Mapping of EU Member States’ national capacities to promote fundamental rights and to raise awareness</li> <li>• Designing of a plan to strengthen capacities in the EUMS based on above mapping</li> <li>• Developing a concept to update and further develop FRA’s Joined Up Governance Toolkit</li> <li>• Designing a media toolkit on fundamental rights for the media, covering issues such as media ethics and media diversity</li> <li>• Stock taking on the issue of media literacy and identification of FRA’s possible contribution in this area.</li> </ul>

- Organising an expert meeting with human rights foundations and funders to seek strategic synergies with FRA in regard to national level human rights promotion activities.
- Strategically liaising with the Office of Democratic Institutions and Human Rights’ annual NHRI academy to strengthen national capacities of NHRIs
- Providing policy advice on awareness raising and fundamental rights promotion to the Committee of the Regions and Council of Europe’s Congress of Local and Regional Authorities.
- Supporting selected authorities and professional groups based on needs assessment through targeted capacity building activities with partners.
- Developing a concept to use FRA premises as a ‘Fundamental Rights Hub in Vienna’ for human rights debates, combined with exhibitions or screenings
- Developing an interdisciplinary “arts and fundamental rights” concept and mapping of corresponding networks, and piloting related activities in some EUMS

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

PROJECT RESOURCES FOR 2017								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	7.65	1.8	0.9	10.35	600,000	0	0	600,000
<b>Total:</b>	<b>7.65</b>	<b>1.8</b>	<b>0.9</b>	<b>10.35</b>	<b>600,000</b>	<b>0</b>	<b>0</b>	<b>600,000</b>

### Project A 9.7 – Performance, Monitoring and Evaluation

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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#### DESCRIPTION and ADDED VALUE of the PROJECT

The performance framework 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.

#### PROJECT OBJECTIVES

- One of the major objectives of FRA performance monitoring and evaluation is to create links between the different levels of its intervention and to collect data regarding both the Agency’s (1) outputs and (2) outcomes. Monitoring the performance of FRA will be the carried out in accordance with a logic model (composed by outputs, immediate, intermediate and ultimate outcomes) which includes the list of the performance measures;
- The Agency has set up Performance Measurement Frame-work (see Annex II) 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 MULTI-ANNUAL STRATEGIC OBJECTIVES

Planning FRA’s work and evaluating its impact.

#### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>Regarding outputs the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data, e.g. on the projects implemented by the FRA. At the level of outputs the main sources of information to be used include standard reporting templates, surveys of participants and checklists for quality assessments. Regarding outcomes the monitoring information will be based on the collection, analysis and interpretation of reliable and robust quantitative and qualitative data regarding the adoption of or follow-up to key FRA conclusions and opinions by “relevant institutions, bodies, offices and agencies of the Community and its Member States”. At the level of outcomes, key information sources will include surveys and desk research data supported by expert panels and focus group meetings organised for each of the thematic areas.</li> </ul>	<ul style="list-style-type: none"> <li>Annual Monitoring and Evaluation Report.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

#### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1	1	0	2	100,000	0	0	100,000
Communication and awareness-raising					0	0	0	0
Total:	1	1	0	2	100,000	0	0	100,000

### Project A 9.8 - Bodies of the Agency

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2007

#### DESCRIPTON and ADDED VALUE of the DOCUMENT

This activity concerns 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 and EB.

#### PROJECT OBJECTIVES

- Smooth organisation of Management Board, Executive Board and Scientific Committee’s activities.

#### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA’s contribution to processes at EU level;
- Enhancing FRA’s contribution to processes at the national level.

#### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Management Board meetings;</li> <li>• Executive Board meetings;</li> <li>• Scientific Committee meetings;</li> <li>• Translations.</li> </ul>	<ul style="list-style-type: none"> <li>• Organisation of MB Meetings (2);</li> <li>• Organisation of Executive Board Meetings (4);</li> <li>• Organisation of Scientific Committee Meetings (4).</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

#### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	1	1	0	2	300.000	0	0	300.000
<b>Total:</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>300.000</b>	<b>0</b>	<b>0</b>	<b>300.000</b>

## Project A 9.9 - Consultation and cooperation mechanism – National Liaison Officers

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

EU Member States are key stakeholders in the work of the Agency. The Agency has a role to provide assistance and expertise to Member States on fundamental rights issues when they implement EU law. Much of the Agency's products and activities are of direct or indirect relevance for the work of national administrations. It is therefore of great importance to the Agency to engage with representatives of Member States to ensure that their needs are taken into account, and to build relations with Member States to provide evidence-based advice, where relevant and appropriate. To achieve this, the Agency works closely with the representatives of national administrations who act as National Liaison Officers (NLO). FRA timely informs NLOs of the Agency's activities, new products and works with them on ways to support the use of FRA's evidence-based advice in relevant administrations. NLOs provide feedback on the relevance and usefulness of the Agency's products for policy-making and national administrations' work. To support its cooperation, FRA invites NLOs regularly for a meeting. Additionally the cooperation builds upon email communication and direct contacts. The NLOs undertake their role within the following broad areas – 1) responding to FRA strategic and project-related consultations, 2) disseminating FRA's reports and other deliverables, 3) making use of FRA's evidence-based advice, 4) providing feedback to FRA from national administrations and 5) supporting FRA in raising awareness about the Agency and fundamental rights.

### PROJECT OBJECTIVES

- Ensure timely and adequate coordination and communication with regard to the Agency's products and activities;
- Ensure regular and timely information sharing and ex-change;
- Ensure timely feedback on the Agency's Annual Work Programme and other products and activities;
- Raise awareness of the Agency's work across national administrations.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution at the national level;
- Improving the impact of FRA's communication and awareness raising.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Organising the FRA-NLO relevant meetings and collect NLOs feedback on FRA's recent work;</li> <li>• Weekly communication to NLOs on ongoing activities and ad hoc communication on specific topics;</li> <li>• Dissemination to the relevant administrations of the FRA toolbox for national stakeholders;</li> <li>• Support NLOs activities to increase the use of FRA's evidence-based advice and information in relevant administrations by providing relevant report and deliverables and delivering targeted presentations by a FRA expert.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings and related meeting reports;</li> <li>• Member States' specific feedback on FRA reports and other deliverables.</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	0.5	0.15	0.8	1.25	60.000	0	0	60.000
Total:	0.5	0.15	0.8	1.25	60.000	0	0	60.000

## Project A 9.10 - Consultation and cooperation mechanism – Fundamental Rights Platform

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

The Agency closely cooperates with civil society organisations, active in the field of fundamental rights at European or international, national, and grassroots level. In order to facilitate this cooperation, the Agency established – as per Funding Regulation – a cooperation network (Fundamental Rights Platform), composed of non-governmental organisations dealing with human rights, trade unions and employer's organisations, relevant social and professional organisations, churches, religious, philosophical and non-confessional organisations, universities and other qualified experts of European and international bodies and organisations. The Fundamental Rights Platform acts a space for connections and conversations, and a mechanism for the exchange of information, promising practices, and pooling of knowledge. With regard to the Agency's work, the Fundamental Rights Platform undertakes some key tasks (suggestions to the Management Board on the Annual Work Programme; feedback and follow-up suggestions to the Management Board on the Fundamental Rights Report; contributions to FRA projects from inception to delivery; cooperation in awareness raising. The focus of FRA's work with FRP in 2017 will be on implementing the 2016 strategy "Strategic Cooperation for Impact between FRA and Civil Society Organisations through FRA's Fundamental Rights Platform". Structurally, "thematic cooperation groups" and a new Advisory Panel will be established. Beyond cooperation across FRA's projects, there will be a focus on cooperation in awareness raising. Specifically, FRA will also increase its evidence-base on the legal and policy context in which civil society is operating.

### PROJECT OBJECTIVES

- Ensuring FRP participants give suggestions to the Agency's work programme and feedback on the Fundamental Rights Report;
- Enhancing the impact of FRA output at EU, national and local levels;
- Jointly raise awareness of fundamental rights together with civil society;
- Connecting civil society organisations and enabling dialogue;
- Breaking the silos between different stakeholders through dialogue;
- Building capacity among FRP participants.
- Strengthening and empowering civil society organisations.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Enhancing FRA's contribution to processes at EU level;
- Enhancing FRA's contribution to processes at the national level.
- Improving the impact of FRA's communication and awareness raising.

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• FRP consultations on FRA AWP and Fundamental Rights Report;</li> <li>• Regular cooperation and communication exchange with FRP participant organisations;</li> <li>• FRP new organisational model – implementation ('thematic cooperation groups');</li> <li>• 2 Meetings of the newly set up FRP Advisory Panel;</li> <li>• Meeting of communicators on enhancing joint awareness raising;</li> <li>• 2 capacity building activities for FRP participant organisations.</li> </ul>	<ul style="list-style-type: none"> <li>• FRP Report on suggestions for the Agency's Work programme;</li> <li>• FRP feedback on the Agency's Fundamental Rights Report;</li> <li>• Advisory Panel Meeting Reports;</li> <li>• Meeting report communicators meeting</li> <li>• 2 capacity building activities held</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex "Performance Measurement Framework"

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					0	0	0	0
Communication and awareness-raising	1.1	0.2	0.1	1.4	140.000	0	0	140.000
<b>Total:</b>	<b>1.1</b>	<b>0.2</b>	<b>0.1</b>	<b>1.4</b>	<b>140.000</b>	<b>0</b>	<b>0</b>	<b>140.000</b>



## Project A 9.11 – EU Fundamental Rights Information System

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 1 January 2017

### DESCRIPTION and ADDED VALUE of the PROJECT

Legal practitioners and European Union policy makers require regularly evidence on a variety of fundamental rights issues. There is a wide range of data, information and analysis available under the existing monitoring mechanisms and other human rights-related processes at national, European and international levels. This richness of resources is, however, not always easily accessible, and the various levels and mechanisms are not sufficiently linked. Awareness and use of these resources would be significantly enhanced by a single access point, bringing together material of relevance to the EU Member States – an EU fundamental rights information system (EFRIS as it was called by FRA in 2014 and referred to in a 2016 EP report). Rendering existing sources accessible and visible in an EU context will give them greater prominence, which in turn can support the existing United Nations and Council of Europe monitoring bodies and their analysis.

In this context, the Agency suggested already in 2014 (Annual Report) and in 2016 (Opinion on the values of the EU) the development of such a ‘fundamental rights information system’ for the EU, drawing on resources from several sources reporting on human rights issues, in particular, the United Nations (UN), the Organization for Security and Co-operation in Europe (OSCE), the Council of Europe, and the EU. Such a system would enhance transparency and objectivity and increase awareness about European and international standards in an EU context. Its added-value lies in making information on the EU’s and Member States’ (including candidate countries) commitment to and compliance with international human rights treaties easily accessible in a visualized, searchable and regularly updated format. It will allow practitioners to more easily make informed assessments of a country’s fundamental rights situation in a specific area (for instance as required in the context of asylum and mutual recognition).

An EU fundamental rights information system should eventually be publicly available online, providing a searchable interface structured by topic, right and EU Member State, thus presenting available evidence from existing monitoring mechanisms at the different levels (UN, OSCE, Council of Europe, EU, etc.). In a first step, the system would focus on the formal commitment of Member States under relevant international obligations (party to conventions and additional protocols, acceptance of opt in and outs, complaints procedures etc). At this stage, the project would also explore, pilot and evaluate what technology can provide (including ‘meta-searches’ of existing databases); how to correctly reflect data, information, and recommendations from monitoring mechanisms in an online tool; and how to make the tool as user-friendly and operational as possible for practitioners in the EU.

In a second step, data, information and analysis provided by human rights mechanisms will be accessible from a single entry point while maintaining the original sources intentions and degree of critique. The system will be presented in a manner that allows as far as possible for comparison over time and between Member States and provide guidance on context, including possible limitations of the data, information, and analysis.

The project will build on work carried out by the OHCHR (database on jurisprudence (<http://juris.ohchr.org>) and its Universal Human Rights Index (<http://uhri.ohchr.org>), the Council of Europe’s HUDOC, etc.

### PROJECT OBJECTIVES

- Explore, pilot and evaluate an online tool which brings together data and information on the fundamental rights situation in the EU
- Develop accessible and user-friendly guidance on using and searching the database effectively
- Contribute to EU fundamental rights improvements through, for instance, boosting mutual trust

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Contributes to all Strategic Objectives, in particular “Enhancing FRA’s contribution to processes at EU level”

### PROJECT PLAN FOR 2017

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• One expert meeting with 10 participants</li> <li>• One stakeholder meeting with approximately 15 participants</li> <li>• Development of a pilot feasibility study</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot Feasibility Study (internal)</li> </ul>

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

### PROJECT RESOURCES FOR 2017

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation					20.000	0	0	20,000
Communication and awareness-raising	0.2	0	0	0.2	170.000	0	150.000	170,000
Total:	0.2	0	0	0.2	190.000	0	150.000	<b>190.000</b>
								0

**OPERATIONAL RESERVES**

**A 10.1 - Complementary data collection and other activities to support evidence based advice for stakeholders**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
DESCRIPTION and ADDED VALUE of the PROJECT			
<p>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</p> <ul style="list-style-type: none"> <li>• The report “Respect for and protection of persons belonging to minorities 2008-2010” prepared on request of European Parliament and published September 2011;</li> <li>• The Joint expert seminar with the Hungarian Presidency on “Protecting victims in the EU: The Road Ahead” (March 2011);</li> <li>• FRA Opinion on the draft Directive regarding the European Investigation Order (EIO) in criminal matters upon request of European Parliament published in February 2012;</li> <li>• Conference “Charter of Fundamental Rights of the European Union” in cooperation with Danish Presidency March 2012;</li> <li>• Responses to stakeholder consultations launched by the European Commission on fundamental rights related issues;</li> <li>• Expert inputs into EU conferences and events on fundamental rights related topics.</li> </ul> <p>Different FRA stakeholders depending on the issue.</p>			
PROJECT OBJECTIVES			
➤ All FRA objectives may be addressed through this activity.			
LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES			
<ul style="list-style-type: none"> <li>• Improving the impact of FRA’s communication and awareness raising.</li> </ul>			
PROJECT PLAN FOR 2017			
ACTIVITIES		OUTPUTS	
<ul style="list-style-type: none"> <li>• Data collection activities will be carried out, as needs may develop;</li> <li>• Communication &amp; awareness raising activities;</li> <li>• Project-specific stakeholder communication and awareness raising strategy will be developed.</li> </ul>		Data collection, communication and stakeholder communication activities.	

KEY PERFORMANCE INDICATORS AND TARGETS: See Annex “Performance Measurement Framework”

PROJECT RESOURCES FOR 2017								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.25	0	0	0.25	155.000	0	0	155.000
Communication and awareness-raising					0	0	0	0
<b>Total:</b>	<b>0.25</b>	<b>0</b>	<b>0</b>	<b>0.25</b>	<b>155.000</b>	<b>0</b>	<b>0</b>	<b>155.000</b>

# Annexes

## Annex I: Resource allocation per Activity 2017

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 1 - Access to Justice including judicial cooperation</b>									
A 1.1	Fundamental rights survey – establishing a EU-wide survey on trends in fundamental rights	Research and stakeholder cooperation	1.90	0.50	0.00	2.40	200,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>1.90</b>	<b>0.50</b>	<b>0.00</b>	<b>2.40</b>	<b>200,000</b>		<b>0</b>
A 1.2	Criminal detention in the EU – conditions and monitoring	Research and stakeholder cooperation	0.50	0.00	0.00	0.50	5,000		
		Communication and awareness-raising					5,000		
		<b>TOTAL</b>	<b>0.50</b>	<b>0.00</b>	<b>0.00</b>	<b>0.50</b>	<b>10,000</b>		<b>0</b>
A 1.3	Additional activities in the area of “Access to Justice”	Research and stakeholder cooperation	0.70	0.40	0.00	1.10	10,000		90,000
		Communication and awareness-raising					26,000		0
		<b>TOTAL</b>	<b>0.70</b>	<b>0.40</b>	<b>0.00</b>	<b>1.10</b>	<b>36,000</b>		<b>90,000</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>3.10</b>	<b>0.90</b>	<b>0.00</b>	<b>4.00</b>	<b>246,000</b>		<b>90,000</b>

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 2 - Victims of crime including compensation to victims of crime</b>									
A 2.1	Rights of crime victims to have access to justice - a comparative analysis	Research and stakeholder cooperation	1.00	0.55	0.00	1.55	15,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>1.00</b>	<b>0.55</b>	<b>0.00</b>	<b>1.55</b>	<b>15,000</b>		<b>0</b>
A 2.2	Additional activities in the area of “Victims of crime”	Research and stakeholder cooperation	0.40	0.20	0.00	0.60	10,000		
		Communication and awareness-raising					6,000		
		<b>TOTAL</b>	<b>0.40</b>	<b>0.20</b>	<b>0.00</b>	<b>0.60</b>	<b>16,000</b>		<b>0</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>1.40</b>	<b>0.75</b>	<b>0.00</b>	<b>2.15</b>	<b>31,000</b>		<b>0</b>

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 3 - Information society and, in particular, respect for private life and protection of personal data</b>									
A 3.1	National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies	Research and stakeholder cooperation	0.65	0.50	0.00	1.15	0		
		Communication and awareness-raising					27,000		
		<b>TOTAL</b>	<b>0.65</b>	<b>0.50</b>	<b>0.00</b>	<b>1.15</b>	<b>27,000</b>		<b>0</b>
A 3.2	Update of the Guide on Preventing Discriminatory Profiling	Research and stakeholder cooperation	0.50	0.30	0.00	0.80	6,000		5,000
		Communication and awareness-raising					17,000		15,000
		<b>TOTAL</b>	<b>0.50</b>	<b>0.30</b>	<b>0.00</b>	<b>0.80</b>	<b>23,000</b>		<b>20,000</b>
A 3.3	Additional activities in the area of "Information society and, in particular, respect for private life and protection of personal data	Research and stakeholder cooperation	0.40	0.50	0.00	0.9	10,000		
		Communication and awareness-raising					27,000		
		<b>TOTAL</b>	<b>0.40</b>	<b>0.50</b>	<b>0.00</b>	<b>0.9</b>	<b>37,000</b>		<b>0</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>1.55</b>	<b>1.30</b>	<b>0.00</b>	<b>2.85</b>	<b>87,000</b>		<b>20,000</b>

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 4 - Roma integration</b>									
A 4.1	Data collection on Roma integration	Research and stakeholder cooperation	1.80	0.80	1.30	3.90	1,515,000		350,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>1.80</b>	<b>0.80</b>	<b>1.30</b>	<b>3.90</b>	<b>1,515,000</b>		<b>350,000</b>
A 4.2	Developing indicators and monitoring tools to track progress on Roma integration	Research and stakeholder cooperation	0.40	0.20	0.00	0.60	50,000		
		Communication and awareness-raising					5,000		
		<b>TOTAL</b>	<b>0.40</b>	<b>0.20</b>	<b>0.00</b>	<b>0.60</b>	<b>55,000</b>		<b>0</b>
A 4.3	Local Engagement for Roma Inclusion	Research and stakeholder cooperation	0.60	0.90	0.40	1.90	0		
		Communication and awareness-raising					50,000		
		<b>TOTAL</b>	<b>0.60</b>	<b>0.90</b>	<b>0.40</b>	<b>1.90</b>	<b>50,000</b>		<b>0</b>
A 4.4	Additional activities in the area of "Roma integration"	Research and stakeholder cooperation	1.30	0.60	0.40	2.30	20,000		

		Communication and awareness-raising					5,000		
		<b>TOTAL</b>	<b>1.30</b>	<b>0.60</b>	<b>0.40</b>	<b>2.30</b>	<b>25,000</b>		<b>0</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>4.10</b>	<b>2.50</b>	<b>2.10</b>	<b>8.70</b>	<b>1,645,000</b>		<b>0</b>

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 5 - Rights of the child</b>									
A 5.1	Children and justice	Research and stakeholder cooperation	0.50	0.00	0.70	1.20	25,000		180,000
		Communication and awareness-raising					5,000		0
		<b>TOTAL</b>	<b>0.50</b>	<b>0.00</b>	<b>0.70</b>	<b>1.20</b>	<b>30,000</b>		<b>180,000</b>
A 5.2	Child well-being and poverty	Research and stakeholder cooperation	1.00	0.90	0.00	1.90	25,000		50,000
		Communication and awareness-raising					10,000		20,000
		<b>TOTAL</b>	<b>1.00</b>	<b>0.90</b>	<b>0.00</b>	<b>1.90</b>	<b>35,000</b>		<b>70,000</b>
A 5.3	Additional activities in the area of "The rights of the child"	Research and stakeholder cooperation	1.60	0.75	0.60	2.95	20,000		180,000
		Communication and awareness-raising					10,000		0
		<b>TOTAL</b>	<b>1.60</b>	<b>0.75</b>	<b>0.60</b>	<b>2.95</b>	<b>30,000</b>		<b>180,000</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>3.10</b>	<b>1.65</b>	<b>1.30</b>	<b>6.05</b>	<b>95,000</b>		<b>430,000</b>

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 6 - Discrimination based on 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</b>									
A 6.1	EU-MIDIS II	Research and stakeholder cooperation	1.95	0.45	0.40	2.80	30,000		0
		Communication and awareness-raising					170,000		30,000
		<b>TOTAL</b>	<b>1.95</b>	<b>0.45</b>	<b>0.40</b>	<b>2.80</b>	<b>200,000</b>		<b>30,000</b>
A 6.2	The right to independent living of persons with disabilities	Research and stakeholder cooperation	0.00	1.50	0.00	1.50	40,000		50,000
		Communication and awareness-raising					60,000		60,000
		<b>TOTAL</b>	<b>0.00</b>	<b>1.50</b>	<b>0.00</b>	<b>1.50</b>	<b>100,000</b>		<b>110,000</b>
A 6.3	Update of the Handbook of European non-discrimination law	Research and stakeholder cooperation	0.00	0.40	0.00	0.40	0		0
		Communication and awareness-raising					0		10,000

		TOTAL	0.00	0.40	0.00	0.40	0		10,000
A 6.4	Living in another Member State: non-discrimination and citizenship of the Union	Research and stakeholder cooperation	0.30	0.60	0.00	0.90	0		200,000
		Communication and awareness-raising					20,000		0
		<b>TOTAL</b>	<b>0.30</b>	<b>0.60</b>	<b>0.00</b>	<b>0.90</b>	<b>20,000</b>		<b>200,000</b>
A 6.5	Barriers preventing older people from living independently in the community	Research and stakeholder cooperation	0.00	0.00	0.00	0.00	0		460,000
		Communication and awareness-raising					0		40,000
		<b>TOTAL</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>		<b>500,000</b>
A 6.6	Participation in EU framework to promote, protect and monitor the CRPD	Research and stakeholder cooperation	0.00	1.00	0.00	1.00	50,000		20,000
		Communication and awareness-raising					0		5,000
		<b>TOTAL</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>	<b>1.00</b>	<b>50,000</b>		<b>25,000</b>
A 6.7	Additional activities in the area of "Non-discrimination"	Research and stakeholder cooperation	0.70	0.90	0.00	1.60	5,000		
		Communication and awareness-raising					5,000		
		<b>TOTAL</b>	<b>0.70</b>	<b>0.90</b>	<b>0.00</b>	<b>1.60</b>	<b>10,000</b>		
<b>ACTIVITY GRAND TOTAL</b>			<b>2.95</b>	<b>4.85</b>	<b>0.40</b>	<b>8.20</b>	<b>380,000</b>	<b>0</b>	<b>875,000</b>

HR ALLOCATION 2017				BUDGET		
TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY

ACTIVITY 7 - Immigration and integration of migrants, visa and border control and asylum										
A 7.1	Providing fundamental rights expertise to EU institutions and agencies, Member States and other stakeholders in the areas of borders, immigration and asylum	Research and stakeholder cooperation	1.70	0.40	0.50	2.60	330,000			
		Communication and awareness-raising					0			
		<b>TOTAL</b>	<b>1.70</b>	<b>0.40</b>	<b>0.50</b>	<b>2.60</b>	<b>330,000</b>			<b>0</b>
A 7.2	Severe labour exploitation – workers’ perspectives (SELEX II)	Research and stakeholder cooperation	0.50	1.00	0.00	1.50	50,000			
		Communication and awareness-raising					0			
		<b>TOTAL</b>	<b>0.50</b>	<b>1.00</b>	<b>0.00</b>	<b>1.50</b>	<b>50,000</b>			<b>0</b>
A 7.3	Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns	Research and stakeholder cooperation	1.70	0.15	0.00	1.85	52,320			
		Communication and awareness-raising					7,680			
		<b>TOTAL</b>	<b>1.70</b>	<b>0.15</b>	<b>0.00</b>	<b>1.85</b>	<b>60,000</b>			<b>0</b>
A 7.4	Responding to a fundamental rights emergency – the long-term	Research and stakeholder cooperation	0.90	0.40	0.40	1.70	850,000			0

	impact of responses to the 2015 asylum/migration crisis	Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.90</b>	<b>0.40</b>	<b>0.40</b>	<b>1.70</b>	<b>850,000</b>		<b>0</b>
A 7.5	Providing fundamental rights expertise to address operational challenges	Research and stakeholder cooperation	0.75	0.15	0.40	1.30	230,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.75</b>	<b>0.15</b>	<b>0.40</b>	<b>1.30</b>	<b>230,000</b>		
<b>ACTIVITY GRAND TOTAL</b>			<b>5.55</b>	<b>2.10</b>	<b>1.30</b>	<b>8.95</b>	<b>1,520,000</b>		<b>0</b>

			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 8 - Racism, xenophobia and related intolerance</b>									
A 8.1	Second FRA survey on discrimination and hate crime against Jews	Research and stakeholder cooperation	2.00	0.30	0.00	2.30	475,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>2.00</b>	<b>0.30</b>	<b>0.00</b>	<b>2.30</b>	<b>475,000</b>		<b>0</b>
A 8.2	Antisemitism: Data collection and analysis	Research and stakeholder cooperation	0.40	0.00	0.50	0.90	5,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	<b>0.40</b>	<b>0.00</b>	<b>0.50</b>	<b>0.90</b>	<b>5,000</b>		
A 8.3	Coordination of the Subgroup on methodologies for recording and collecting data on hate crime of the EU High Level Group on combating racism, xenophobia and other forms of intolerance	Research and stakeholder cooperation	0.80	0.00	0.40	1.20	20,000		50,000
		Communication and awareness-raising					0		0
		<b>TOTAL</b>	<b>0.80</b>	<b>0.00</b>	<b>0.40</b>	<b>1.20</b>	<b>20,000</b>		<b>50,000</b>
A 8.4	Racism and ethnic discrimination: data collection and analysis	Research and stakeholder cooperation	0.00	0.00	0.00	0.00	0		190,000
		Communication and awareness-raising					0		10,000
		<b>TOTAL</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>		<b>200,000</b>
A 8.5	Online database on anti-Muslim and anti-migrant hatred	Research and stakeholder cooperation	0.30	0.10	0.00	0.40	230,000		230,000
		Communication and awareness-raising					20,000		20,000
		<b>TOTAL</b>	<b>0.30</b>	<b>0.10</b>	<b>0.00</b>	<b>0.40</b>	<b>250,000</b>		<b>250,000</b>
A 8.6	Additional activities in the area of "Racism, xenophobia and related intolerance"	Research and stakeholder cooperation	0.70	0.00	0.20	0.90	5,000		5,000
		Communication and awareness-raising					5,000		0
		<b>TOTAL</b>	<b>0.70</b>	<b>0.00</b>	<b>0.20</b>	<b>0.90</b>	<b>10,000</b>		<b>5,000</b>



ACTIVITY GRAND TOTAL			4.20	0.40	1.10	5.70	760,000	520,000	
			HR ALLOCATION 2017				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 9: Cross-cutting projects or activities covering all MAF areas</b>									
A.9.1	Annual Reports	Research and stakeholder cooperation	3.15	1.05	0.00	4.20	285,000		
		Communication and awareness-raising					145,000		
		<b>TOTAL</b>	3.15	1.05	0.00	4.20	<b>430,000</b>		<b>0</b>
A.9.2	Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions	Research and stakeholder cooperation					0		
		Communication and awareness-raising	1.90	0.25	0.00	2.15	80,000		
		<b>TOTAL</b>	1.90	0.25	0.00	2.15	<b>80,000</b>		<b>0</b>
A.9.3	Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	Research and stakeholder cooperation					0		
		Communication and awareness-raising	0.30	0.00	0.00	0.30	125,000		
		<b>TOTAL</b>	0.30	0.00	0.00	0.30	<b>125,000</b>		<b>0</b>
A.9.4	Promoting the impact of FRA output	Research and stakeholder cooperation					0		
		Communication and awareness-raising	4.45	1.95	0.00	6.40	400,000		
		<b>TOTAL</b>	4.45	1.95	0.00	6.40	<b>400,000</b>		<b>0</b>
A.9.5	Production and dissemination of communication products	Research and stakeholder cooperation					0		0
		Communication and awareness-raising	2.80	2.15	0.00	4.95	155,000		200,000
		<b>TOTAL</b>	2.80	2.15	0.00	4.95	<b>155,000</b>		<b>200,000</b>
A.9.6	Fundamental rights promotion through awareness raising and cooperation with stakeholders in EU Member States	Research and stakeholder cooperation					0		
		Communication and awareness-raising	7.65	1.80	0.90	10.35	600,000		
		<b>TOTAL</b>	7.65	1.80	0.90	10.35	<b>600,000</b>		<b>0</b>
A.9.7	Performance, Monitoring and Evaluation	Research and stakeholder cooperation	1.00	1.00	0.00	2.10	100,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	1.00	1.00	0.00	2.10	<b>100,000</b>		<b>0</b>
A.9.8	Bodies of the Agency	Research and stakeholder cooperation	1.00	1.00	0.00	2.10	0		
		Communication and awareness-raising					300,000		

		<b>TOTAL</b>	1.00	1.00	0.00	2.10	300,000		0
A.9.9	Consultation and cooperation mechanism - National Liaison Officers	Research and stakeholder cooperation					0		
		Communication and awareness-raising	0.50	0.15	0.80	1.25	60,000		
		<b>TOTAL</b>	0.50	0.15	0.80	1.25	60,000		0
A.9.10	Consultation and cooperation mechanism - Fundamental Rights Platform	Research and stakeholder cooperation					0		
		Communication and awareness-raising	1.10	0.20	0.10	1.40	140,000		
		<b>TOTAL</b>	1.10	0.20	0.10	1.40	140,000		0
A.9.11	European Fundamental Rights Information System (EFRIS)	Research and stakeholder cooperation	0.20	0.00	0.00	0.20	20,000		0
		Communication and awareness-raising					170,000		150,000
		<b>TOTAL</b>	0.20	0.00	0.00	0.20	190,000		150,000
<b>ACTIVITY GRAND TOTAL</b>			24.05	9.55	1.80	35.40	2,580,000		350,000
<b>OPERATIONAL RESERVES</b>									
A.10.1	Complementary data collection and other activities to support evidence based advice for stakeholders	Research and stakeholder cooperation	0.25	0.00	0.00	0.25	155,000		
		Communication and awareness-raising					0		
		<b>TOTAL</b>	0.25	0.00	0.00	0.25	155,000		0
<b>ACTIVITY GRAND TOTAL</b>			0.25	0.00	0.00	0.25	155,000		0
<b>GRAND TOTAL</b>							7,499,000		

Area of Activity	Allocated human resources				Financial Resources budget		
	TA	CA	SNE	Total HR	Budget I Priority	Overheads	Total cost
<b>ACTIVITY 1 - Access to Justice including judicial cooperation</b>	3.10	0.90	0.00	4.00	246,000	506,850	752,850
<b>ACTIVITY 2 - Victims of crime including compensation to victims of crime</b>	1.40	0.75	0.00	2.15	31,000	272,432	303,432
<b>ACTIVITY 3 - Information society and, in particular, respect for private life and protection of personal data</b>	1.55	1.30	0.00	2.85	87,000	361,131	448,131
<b>ACTIVITY 4 - Roma integration</b>	4.10	2.50	2.10	8.70	1,645,000	1,102,399	2,747,399
<b>ACTIVITY 5 - Rights of the child</b>	3.10	1.65	1.30	6.05	95,000	766,611	861,611
<b>ACTIVITY 6 - Discrimination</b>	2.95	4.85	0.40	8.20	380,000	1,039,043	1,419,043
<b>ACTIVITY 7 - Immigration and integration of migrants, visa and border control and asylum</b>	5.55	2.10	1.30	8.95	1,520,000	1,134,077	2,654,077
<b>ACTIVITY 8 - Racism, xenophobia and related intolerance</b>	4.20	0.40	1.10	5.70	760,000	722,261	1,482,261
<b>ACTIVITY 9: Cross-cutting projects or activities covering all MAF areas</b>	24.05	9.55	1.80	35.40	2,580,000	4,485,623	7,065,623
<b>ACTIVITIES GRAND TOTAL</b>	<b>50.00</b>	<b>24.00</b>	<b>8.00</b>	<b>82.00</b>	<b>7,344,000</b>	<b>10,390,425</b>	<b>17,734,425</b>
<b>Operational reserves</b>					155,000		155,000
<b>TOTAL OPERATION</b>	50.00	24.00	8.00	<b>82.00</b>	<b>7,499,000</b>		<b>7,499,000</b>
<b>Support activities</b>	22.00	13.00	2.00	<b>38.00</b>	-	4,815,075	4,815,075
<b>GRAND TOTAL</b>	<b>72</b>	<b>37</b>	<b>10</b>	<b>120</b>	<b>7,499,000</b>	<b>15,205,500</b>	<b>22,704,500</b>

## Annex II: Financial Resources 2017 – 2019

Table 1 – Expenditure

Expenditure	2016		2017	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1	11,799,000	11,799,000	13,069,500	13,069,500
Title 2	2,476,000	2,476,000	2,136,000	2,136,000
Title 3	7,328,000	7,328,000	7,499,000	7,499,000
<b>Total expenditure</b>	<b>21,603,000</b>	<b>21,603,000</b>	<b>22,704,500</b>	<b>22,704,500</b>

EXPENDITURE	Commitment appropriations					Envisaged in 2019
	Outturn 2015	Budget 2016	Budget 2017	VAR 2017 / 2016	Agency's request for 2018	
<b>Title 1</b>					<b>108%</b>	<b>102%</b>
<b>Staff Expenditure</b>	<b>11,151,642.74</b>	<b>11,799,000</b>	<b>13,069,500</b>	<b>111%</b>	<b>14,090,000</b>	<b>14,376,000</b>
<b>11 Salaries &amp; allowances</b>	9,725,911.66	10,179,000	11,495,500	113%	12,550,000	12,802,000
- of which establishment plan posts	7,375,729.83	7,894,000	8,609,500	109%	9,368,000	9,556,000
- of which external personnel	2,350,181.83	2,285,000	2,886,000	126%	3,182,000	3,246,000
<b>12 Expenditure relating to Staff recruitment</b>	89,430.00	100,000	193,000	193%	127,000	130,000
<b>13 Mission expenses</b>	156,615.91	200,000	80,000	40%	90,000	92,000
<b>14 Socio-medical infrastructure</b>	67,057.61	110,000	130,000	118%	135,000	138,000
<b>15 Training</b>	207,895.04	240,000	175,000	73%	185,000	189,000
<b>16 External Services</b>	56,406.14	65,000	112,000	172%	115,000	118,000
<b>17 Receptions and events</b>	4,358.48	5,000	3,000	60%	3,000	4,000
<b>18 Social welfare</b>	843,967.90	900,000	881,000	98%	885,000	903,000
<b>19 Other Staff related expenditure</b>	-	-	-		-	-
<b>Title 2</b>					<b>114%</b>	<b>102%</b>
<b>Infrastructure and operating expenditure</b>	<b>2,264,381.01</b>	<b>2,476,000</b>	<b>2,136,000</b>	<b>86%</b>	<b>2,443,000</b>	<b>2,495,000</b>
<b>20 Rental of buildings and associated costs<sup>1</sup></b>	1,352,901.86	1,375,000	1,144,000	83%	1,396,000	1,424,000
<b>21 Information and communication technology</b>	672,527.28	807,000	764,000	95%	802,000	819,000

<sup>1</sup> Including possible repayment of interest; detailed information as regards building policy provided in Table in Annex III

22 Movable property and associated costs	66,805.98	36,000	25,000	69%	32,000	33,000
23 Current administrative expenditure	37,417.11	57,000	46,000	81%	50,000	51,000
24 Postage / Telecommunications	117,733.95	160,000	126,000	79%	132,000	135,000
25 Meeting expenses	6,746.08	11,000	11,000	100%	11,000	12,000
26 Running costs in connection with operational activities	-	-	-	-	-	-
27 Information and publishing	-	-	-	-	-	-
28 Studies	10,248.75	30,000	20,000	67%	20,000	21,000
Title 3 Operational expenditure	<b>7,988,631.14</b>	<b>7,328,000</b>	<b>7,499,000</b>	<b>102%</b>	<b>99%</b> <b>7,411,000</b>	<b>102%</b> <b>7,560,000</b>
32 Freedoms	1,792,322.47	1,140,000	1,607,000	141%	410,000	
33 Equality	3,590,572.99	1,434,000	2,880,000	201%	1,770,000	
36 Justice	1,032,742.65	2,850,000	277,000	10%	2,762,000	
37 Horizontal Operational Activities	1,128,120.31	1,435,000	2,080,000	145%	1,995,000	
38 Bodies of the Agency and consultation mechanisms	444,872.72	365,000	500,000	137%	390,000	
39 Reserve for Title 3	-	104,000	155,000	149%	84,000	
<b>TOTAL EXPENDITURE</b>	<b>21,404,654.89</b>	<b>21,603,000</b>	<b>22,704,500</b>	<b>105%</b>	<b>23,944,000</b>	<b>24,431,000</b>

Table 2 – Revenue

Revenues	2016	2017
	Revenues	Revenues estimated by the agency
EU contribution	<b>21,359,000</b>	<b>22,567,000</b>
Other revenue	244,000	137,500
<b>Total revenues</b>	<b>21,603,000</b>	<b>22,704,500</b>

## Annex III: Human Resources – quantitative

Table 1 – Staff population and its evolution; Overview of all categories of staff

Staff population		Actually filled as of 31.12.2014	Authorised under EU budget 2015 <sup>2</sup>	Actually filled as of 31.12.2015	Authorised under EU budget for year 2016	Actually filled as of 31.12.2016	draft budget for year 2017 <sup>3</sup>	Envisaged in 2018	Envisaged in 2019
Officials	AD	-	-	-	-	-	-	-	-
	AST	-	-	-	-	-	-	-	-
	AST/SC	-	-	-	-	-	-	-	-
TA	AD	46	46	44	48***	45	47	4753	4753
	AST	28	27	27	26****	25	25	25	25
	AST/SC	-	-	-	-	-	-	-	-
Total <sup>4</sup>		<b>74</b>	<b>73</b>	<b>71</b>	<b>74</b>	<b>70</b>	<b>72</b>	<b>7278</b>	<b>7278</b>
CA GFIV		8	18	9	22	13	26	26	26
CA GF III		15	9	14*	9	12	9	9	9
CA GF II		5	2	5	2	5	2	2	2
CA GFI		-	-	-	-	-	-	-	-
Total CA <sup>5</sup>		<b>28</b>	<b>29</b>	<b>28**</b>	<b>33</b>	<b>30</b>	<b>37</b>	<b>37</b>	<b>37</b>
SNE <sup>6</sup>		<b>8</b>	<b>9</b>	<b>8</b>	<b>9</b>	<b>5</b>	<b>10</b>	<b>10</b>	<b>10</b>
Structural service providers <sup>7</sup>		-	-	-	-	-	-	-	-
TOTAL		<b>110</b>	<b>111</b>	<b>107</b>	<b>116</b>	<b>105</b>	<b>119</b>	<b>120125</b>	<b>120125</b>
External staff <sup>8</sup> for occasional replacement <sup>9</sup>									

<sup>2</sup> As authorised for temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).

<sup>3</sup> Figures should not exceed those indicated in the Legislative Financial Statement attached to the founding act (or the revised founding act) minus staff cuts in the context of 5% staff cuts over the period 2013-2017. Following the Commission's proposal of 30 June 2016 to delete 2 AD posts in the context of the additional 5% staff cuts, FRA, in order to avoid reducing its efficiency, proposes to delete 1 AD and 1 AST post.

<sup>4</sup> Headcounts

<sup>5</sup> Headcounts

<sup>6</sup> Headcounts

<sup>7</sup> Service providers are contracted by a private company and carry out specialised outsourced tasks of horizontal/support nature, for instance in the area of information technology. At the Commission the following general criteria should be fulfilled: 1) no individual contract with the Commission; 2) on the Commission premises, usually with a PC and desk; 3) administratively followed by the Commission (badge, etc.) and 4) contributing to the value added of the Commission. FTE

<sup>8</sup> FTE

<sup>9</sup> For instance replacement due to maternity leave or long sick leave.

	-	-	-	-	-	-	-	-
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\* 9 FG IV positions were underutilised as follows: 6 to FG III and 3 to FG II.

\*\*Not including 1 CA FG IV recruited as of 01.09.2015 for a fixed term under flexibility provided by the financial regulations.

\*\*\*On 10 September 2015, FRA requested an amendment for budget 2016 requesting 3 new temporary agent posts. On 14 November 2015 the budgetary authority reached an agreement on the EU budget for 2016 whereby 2 posts were approved (1AD7 and 1AD6).

\*\*\*\*Contrary to the Agencies' position against the EC proposal on the additional staff cuts for the "redeployment pool" (ref. point 6 of the 'Position paper of the EU Agencies Network'), the budgetary authority, on 14 November 2015, reached an agreement on the EU Budget for 2016 deleting one post.

### Justification for additional resources

FRA is facing a significant growth in additional tasks stemming from requests of EU institutions to provide a fundamental rights-based analysis of key developments in the field of migration and asylum; in particular, those relating to the on-going asylum/migration crisis, which has immediate and long-term fundamental rights implications. In addition, following the adoption in May 2015 of the European Agenda on Migration, issues relating to the integration of migrants, which represent a core area of the Agency's work, will be included under ESI funds (ERDF and ESF) for various actions with a fundamental rights component; including improving access to services and to the labour market, inclusive education, and inter-cultural exchanges involving host and immigrant communities. In parallel, the Agency is increasingly being asked to provide expertise in areas addressed by the European Agenda on Security; such as its work, together with other Agencies, on the use of biometrics with respect to border management, and the possible introduction of ECRIS for third country nationals. The Agency, in order to cope effectively and efficiently with the increased work load in these areas, fulfilling its objective to provide EU institutions and Member States with evidence-based assistance and expertise, as well as raising awareness on relevant issues, requests for 2017 two contract agent positions and one Seconded National expert position as follows:

- One contract agent FGIV in the Freedoms & Justice department to support the Agency's work on issues related to the European Agenda on Migration and the related field of internal security - conducting research, engaging with stakeholders and raising awareness. The proposed function group for this position is in line with the importance of the tasks to be undertaken.
- One contract agent FGIV in the Equality and Citizens' Rights department to support work on social inclusion - conducting research, engaging with stakeholders and raising awareness. The proposed function group for this position is in line with the importance of the tasks to be undertaken.
- One Seconded National Expert in the Director's office to support the FRA's Director and its office with legal and policy expert advice and analysis of key developments at the EU and national levels, mainly in the area of Justice and Home Affairs, but also in relation to Employment and Social Affairs; Equality and other EU policy areas of relevance to fundamental rights and to engage in FRA's cooperation activities.

The Agency has fully complied with the Art. 27 of Interinstitutional 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. In order to cope effectively and efficiently with the staff reductions, and to continue to provide necessary support service to the in-house experts, it is essential that three contract agents positions are added as follows:

- One contract agent FGIV in the Administration department to support the work in the fields of the ICT Back office ICT operations Security and Business Continuity and ICT coordination activities. The proposed function group for this position is in line with the importance of the tasks to be undertaken.
- One contract agent FGIV in the Administration department to support the work in the areas of planning, monitoring, evaluation and reporting. The proposed function group for this position is in line with the importance of the tasks to be undertaken.

Table 2 – Multi -annual staff policy plan year 2017 – 2019

Category and grade	Establishment plan in EU Budget 2015		Filled as of 31/12/2015		Modifications in year 2015 in application of flexibility rule <sup>10</sup>		Establishment plan in voted EU Budget 2016 <sup>11</sup>		Modifications in 2016 in application of flexibility rule <sup>12</sup>		Establishment plan in Draft EU Budget 2017 <sup>13</sup>		Establishment plan 2018 <sup>14</sup>		Establishment plan 2019	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AD 15	-	1	-	-	-	-	-	1	-	-	-	1	-	1	-	1
AD 14	-	1	-	1	-	-	-	1	-	-	-	1	-	1	-	1
AD 13	-	2	-	1	-	-	-	2	-	-	-	2	-	2	-	2
AD 12	-	10	-	-	-	-	-	10	-	-	-	8	-	8	-	8
AD 11	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
AD 10	-	14	-	2	-	-	-	14	-	-	-	13	-	<del>13</del> 14	-	<del>13</del> 14
AD 9	-	11	-	5	-	-	-	11	-	-	-	11	-	<del>11</del> 14	-	<del>11</del> 14
AD 8	-	1	-	9	-	-	-	1	-	-	-	1	-	<del>2</del> 4	-	<del>2</del> 4
AD 7	-	4	-	14	-	-	-	5	-	-	-	7	-	<del>7</del> 9 6	-	<del>7</del> 9 6
AD 6	-	2	-	7	-	-	-	3	-	-	-	3	-	<del>3</del> 5 3	-	<del>3</del> 5 3
AD 5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AD</b>	-	<b>46</b>	-	<b>44</b>	-	-	-	<b>48</b>	-	-	-	<b>47</b>	-	<b>47</b> <b>53</b>	-	<b>53</b> <b>47</b> <b>53</b>

<sup>10</sup> In line with Article 32 (1) of the framework Financial Regulation, the management board may modify, under certain conditions, the establishment plan by in principle up to 10% of posts authorised, unless the financial rules of the body concerned allows for a different % rate.

<sup>11</sup> As mentioned under point 6 of the 'Position paper of the EU Agencies Network', the agencies do not agree with the EC proposal on the additional staff cuts for the "redeployment pool". Therefore, and in order to avoid reducing its efficiency, FRA proposes to maintain the same number of posts for 2016 as in 2015. However, in case the budget authority decides to reduce the posts, FRA could consider releasing one AST 7 position.

<sup>12</sup> In line with Article 32 (1) of the framework Financial Regulation, the management board may modify, under certain conditions, the establishment plan by in principle up to 10% of posts authorised, unless the financial rules of the body concerned allows for a different % rate.

<sup>13</sup> As mentioned under point 6 of the 'Position paper of the EU Agencies Network', the agencies do not agree with the EC proposal on the additional staff cuts for the "redeployment pool" 2014-2020. Therefore, and in order to avoid reducing its efficiency, FRA proposes to implementing the remaining staff cuts under the redeployment pool in 2020.

<sup>14</sup> The Agency is requesting 6 new posts and is proposing the revision of the grades of its posts in 2018 in order to ensure equal opportunities for career progression. The latter is the second exercise since the establishment of FRA.



AST 11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST 10	-	1	-	-	-	-	-	1	-	-	-	1	-	1	-	1
AST 9	-	3	-	-	-	-	-	3	-	-	-	3	-	4	-	4
AST 8	-	3	-	3	-	-	-	3	-	-	-	3	-	3	-	3
AST 7	-	7	-	4	-	-	-	6	-	-	-	6	-	6	-	6
AST 6	-	12	-	3	-	-	-	12	-	-	-	11	-	<del>11</del> 10	-	<del>11</del> 10
AST 5	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-
AST 4	-	1	-	7	-	-	-	1	-	-	-	1	-	1	-	1
AST 3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
AST 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST</b>	-	<b>27</b>	-	<b>27</b>	-	-	-	<b>26</b>	-	-	-	<b>25</b>	-	<b>25</b>	-	<b>25</b>
AST/SC1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST/SC6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST/SC</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	-	<b>73</b>	-	<b>71</b>	-	-	-	<b>74</b>	-	-	-	<b>72</b>	-	<b>72</b> <b>78</b>	-	<b>72</b> <b>78</b>

## Annex IV: Human Resources - qualitative

### A. Recruitment policy

Following the 2014 reform of the Staff Regulations where a new category of temporary agents for the EU Agencies was created, the Agency adopted a new implementing rule (i.e. EB Decision 2015/01 of 23 September 2015) on the engagement and use of temporary staff under Article 2f of the Conditions of Employment of Other Servants. This new policy ensures a more consistent staff policy among the EU Agencies. The selection procedures of Temporary Agents under article 2a of the Conditions of Employment of Other Servants follow the Executive Board Decision 2009/3. The selection procedures of middle managers follow the Executive Board Decision 2012/01. All three decisions were adopted following the procedure under Article 110 of the Staff Regulations.

According to the new policy, 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.

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

- 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.

- Senior Officers/Programme Managers: are typically engaged in drafting reports, analysing and advising the hierarchy in specific areas such as research, planning, human resources, procurement and finance. Senior Officers may play a key role in general and budgetary processes and assist the hierarchy in ensuring business continuity. Programme Managers may manage a specific research project or represent FRA in external activities. Senior officers/programme managers may coordinate a team's work content under the authority of a Middle Manager. Typically these posts would be filled by Temporary Agents in the bracket AD8-AD10.

- Officers/Programme Managers: play a key role in general processes, draft reports, implement policies, 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-AD7, Contract Agents FGIV and Seconded National Experts. Temporary agents at grades AD5 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.

- Senior Assistants/Officers: 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. Typically these posts would be filled by Temporary Agents in the bracket AST10-AST11.

- Assistants/Support Officers: play a supporting role in areas such as administration, procurement, finance, human resources, research and communication, under the supervision of a Senior Assistant and or a higher level function. Typically these posts would be filled by Temporary Agents in the bracket AST1-AST9 and with Contract Agents Function Group II and III.

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

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.

In accordance with the staff regulations reform, FRA applies by analogy the Commission Decision C(2013) 8979 final on the types of post and the post titles with some technical changes in Annex A that reflect the specificity of the Agency.

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

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 1 to AST 4 for the AST category
- AD 5 to AD 8 for the AD category.

Long-term temporary agents will also be recruited at the level of AD 9 to AD11 and in exceptional cases at grade AD 12. 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 experts 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.

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**

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 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 period of minimum five years without interruption. This is stipulated in the Implementing Rules for the engagement and use of contracts Agents that the Agency has adopted by its Management Board (Management Board Decision 2008/4).

Renewals of contract will depend on the future business needs for the function occupied, performance and budgetary availability.

The selection procedures for the recruitment of Contract Agents follow the Management Board Decision 2008/4. 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.
- To cover needs such as staff going on maternity and parental leave and staff on long sick leave.

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**

FRA hires National Experts in order to develop active networking and to strengthen co-operation with Member States.

**B. Appraisal of performance and reclassification/promotions**

Table 1 - Reclassification of temporary staff/promotion of officials

In 2015, FRA did not undergo the reclassification exercise due to the prolonged procedure of the adoption of the implementing rule on reclassification of temporary agents under Article 110 of the Staff Regulations. In 2016, the Agency adopted the implementing rule (EB Decision 2016/01) and it is in the process of undergoing the reclassification exercises. As soon as the data will be available it will be added to the below table.

Category and grade	Staff in activity at 1.01.2014		How many staff members were promoted / reclassified in 2015		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16	-	-	-		
AD 15	-	-	-		
AD 14	-	1	-		
AD 13	-	1	-		
AD 12	-	1	-		
AD 11	-	6	-		
AD 10	-	2	-		
AD 9	-	7	-		
AD 8	-	8	-		
AD 7	-	16	-		
AD 6	-	5	-		
AD 5	-	-	-		
<b>Total AD</b>	-	<b>47</b>	-		
AST 11	-	-	-		
AST 10	-	-	-		
AST 9	-	-	-		
AST 8	-	3	-		
AST 7	-	4	-		
AST 6	-	3	-		
AST 5	-	8	-		
AST 4	-	9	-		
AST 3	-	1	-		
AST 2	-	-	-		
AST 1	-	-	-		
<b>Total AST</b>	-	<b>28</b>	-		
AST/SC1	-	-	-		
AST/SC2	-	-	-		
AST/SC3	-	-	-		
AST/SC4	-	-	-		
AST/SC5	-	-	-		
AST/SC6	-	-	-		
<b>Total AST/SC</b>	-	-	-		
<b>Total</b>	-	<b>75</b>	-		

Table 2 - Reclassification of contract staff

In 2015, FRA decided to launch the reclassification exercise of contract agents by applying by analogy the Commission Decision C(2014)2222 The exercise is ongoing. As soon as it will be conclude the data will be added to the below table.

Function Group	Grade	Staff in activity at 1.01.2014	How many staff members were reclassified in 2015	Average number of years in grade of reclassified staff members
CA IV	18	-		

	17	-		
	16	-		
	15	-		
	14	3		
	13	4		
CA III	12	-		
	11	1		
	10	1		
	9	5		
	8	7		
CA II	7	-		
	6	-		
	5	2		
	4	3		
CA I	3	-		
	2	-		
	1	-		
<b>Total</b>		<b>26</b>		

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

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

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

In 2015 the FRA expected to replace its decision on the reclassification of temporary agents by a new one pursuant Article 110 of the Staff Regulations but due to the lengthy procedure this happened at the beginning of 2016 i.e. EB Decision 2016/01 of 26 February 2016.

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

Regarding the reclassification of the contract agents, as from 2015 the FRA applies by analogy the Commission Decision C(2014)2222 final as of 7 April 2014.

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.

## C. Mobility policy

### Internal mobility

According to the new policy on the engagement and use of temporary agents 2f 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 2016, the Agency published two posts internally.

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

With the entry into force of the new policy on the engagement of temporary agents 2f, the inter-agency job market forms an integral part of the new policy. In 2015, FRA published one post through the inter-agency job market. In 2015, one post became vacant by staff departure to other agency and zero posts or positions were filled by staff coming from other agencies.

**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.

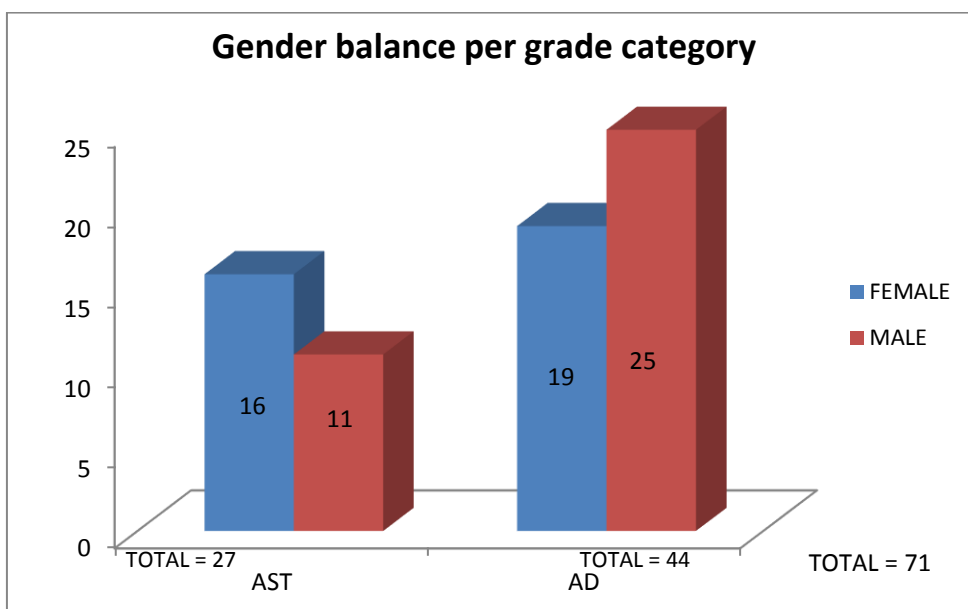
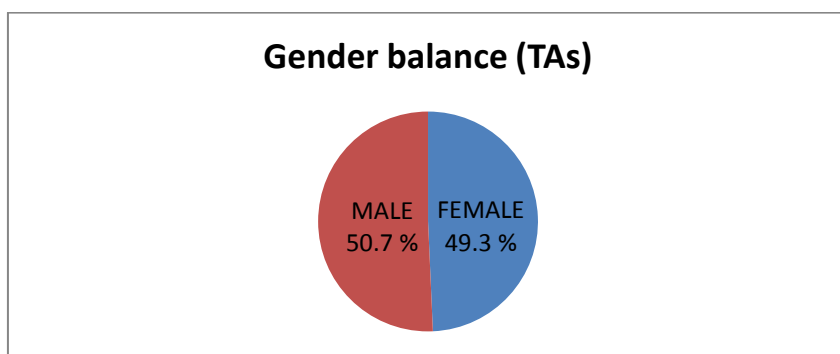
In 2015, zero temporary agent posts became vacant due to the departure of staff to the European Commission. At the same time zero posts or positions were filled by staff coming from other EU institutions.

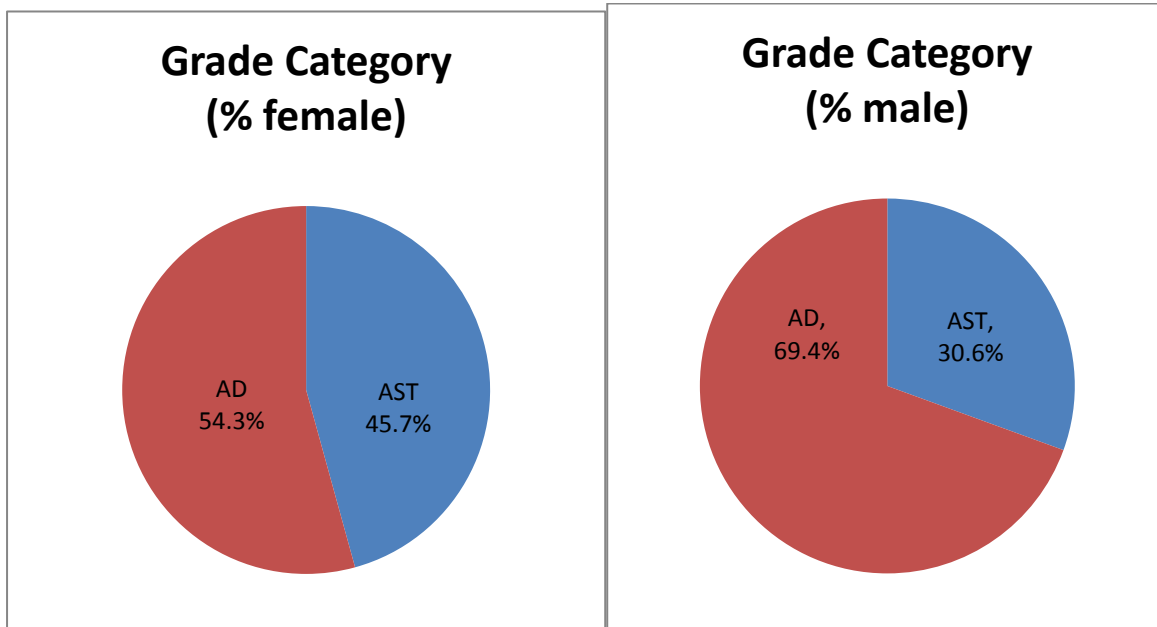
**D. Gender and geographical balance**

**Gender balance**

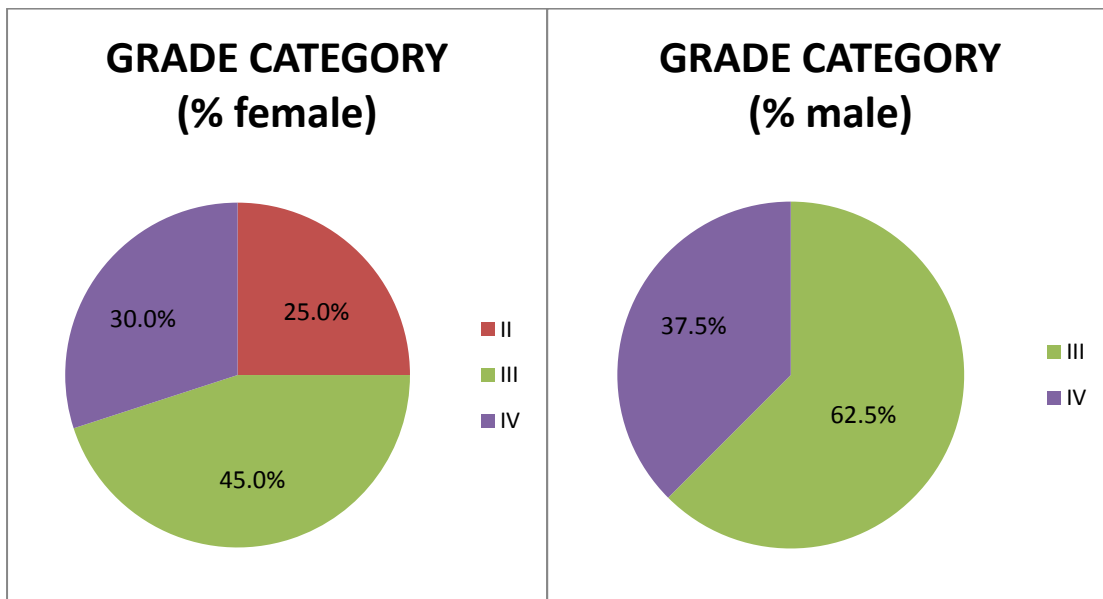
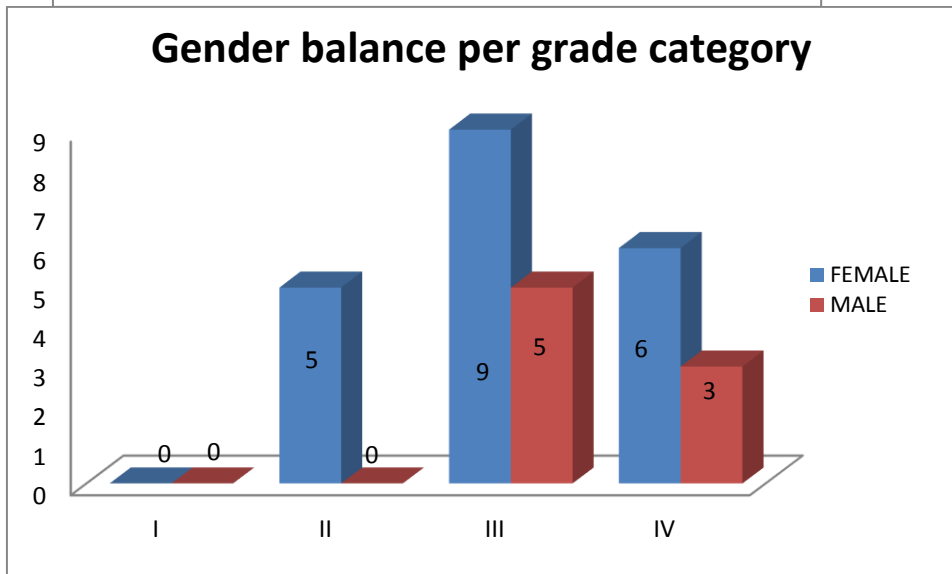
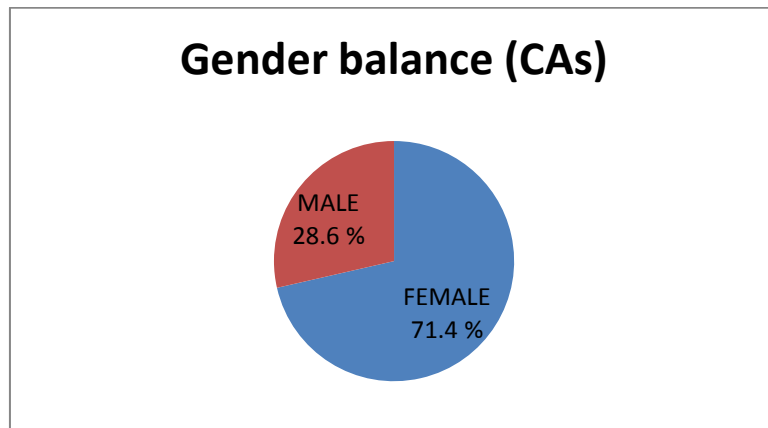
The charts below illustrate the staff breakdown by contract type and function group and the gender balance as of 31 December 2015:

- i) Temporary Agents:



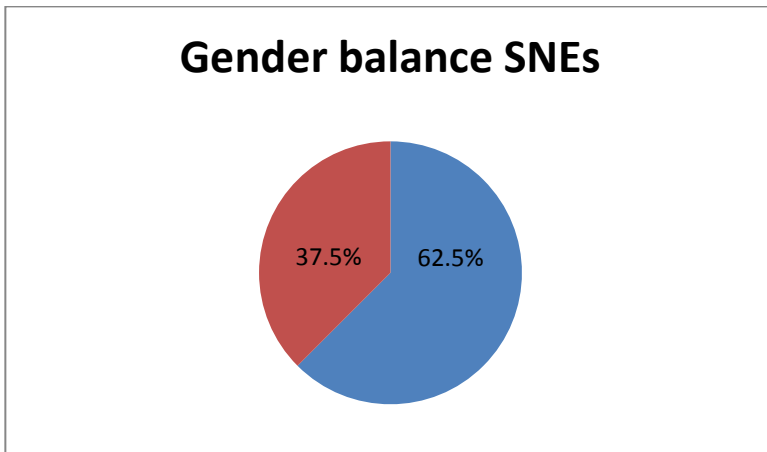


i) Contract Agents:



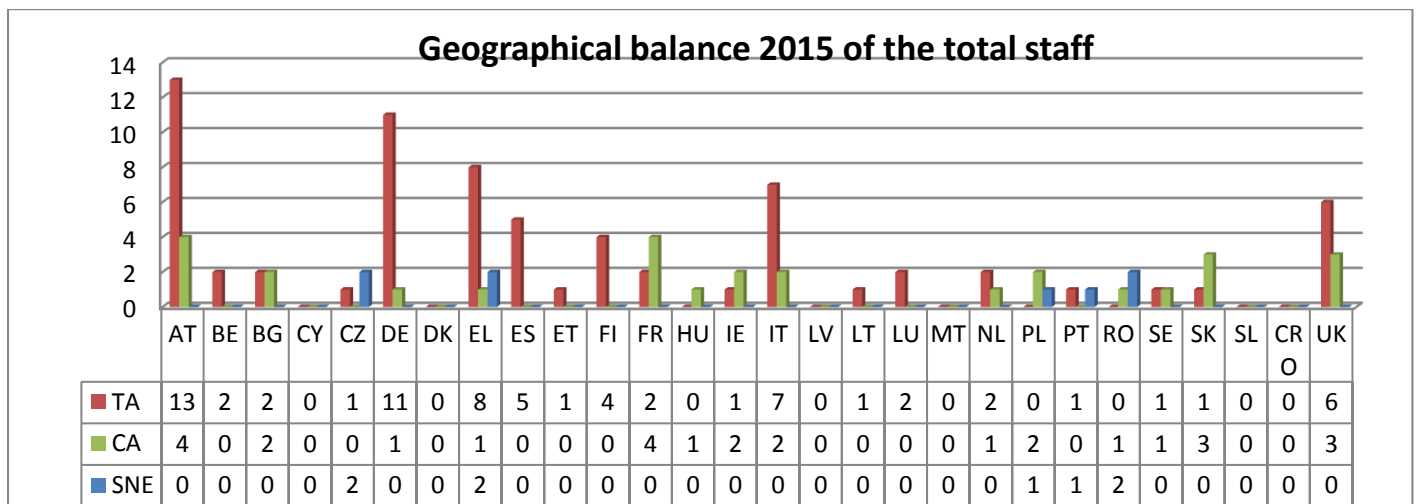


ii) Seconded National Experts (SNEs):



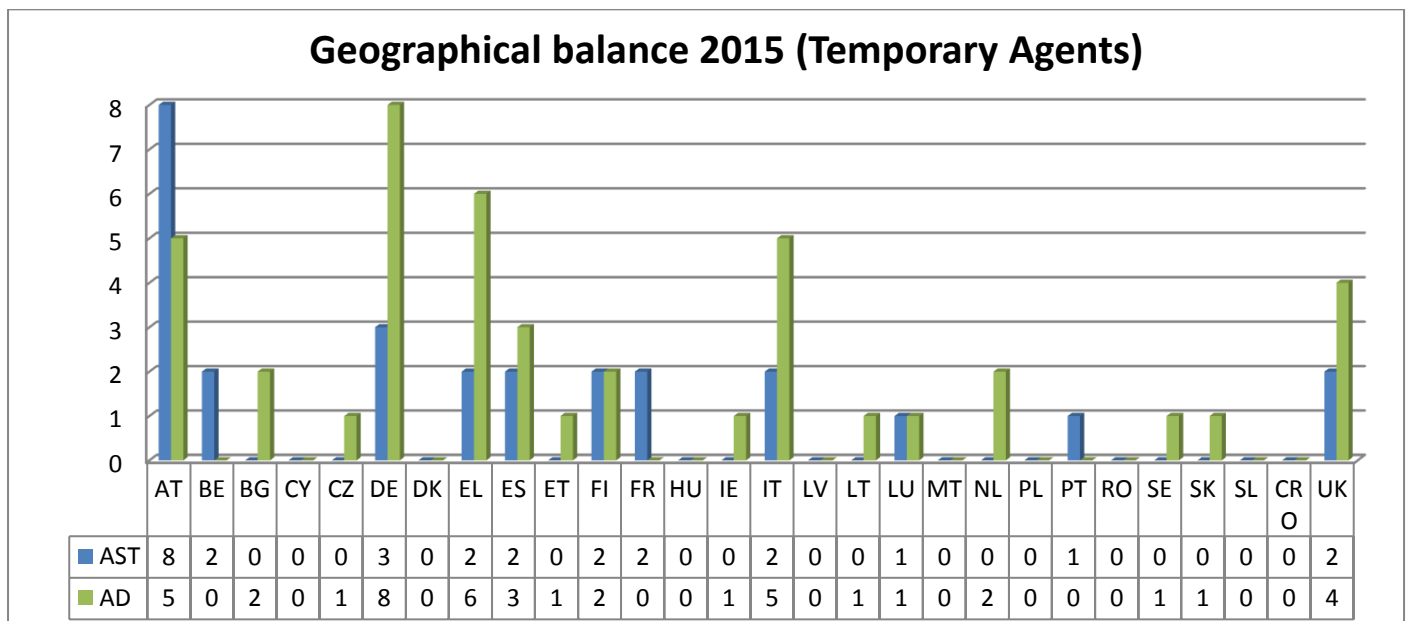
**Geographical balance**

On 31 December 2015, the workforce of FRA covers 22 nationalities representing out of a total of 28 Member States. FRA will continue its effort to develop and to increase the number of nationalities.

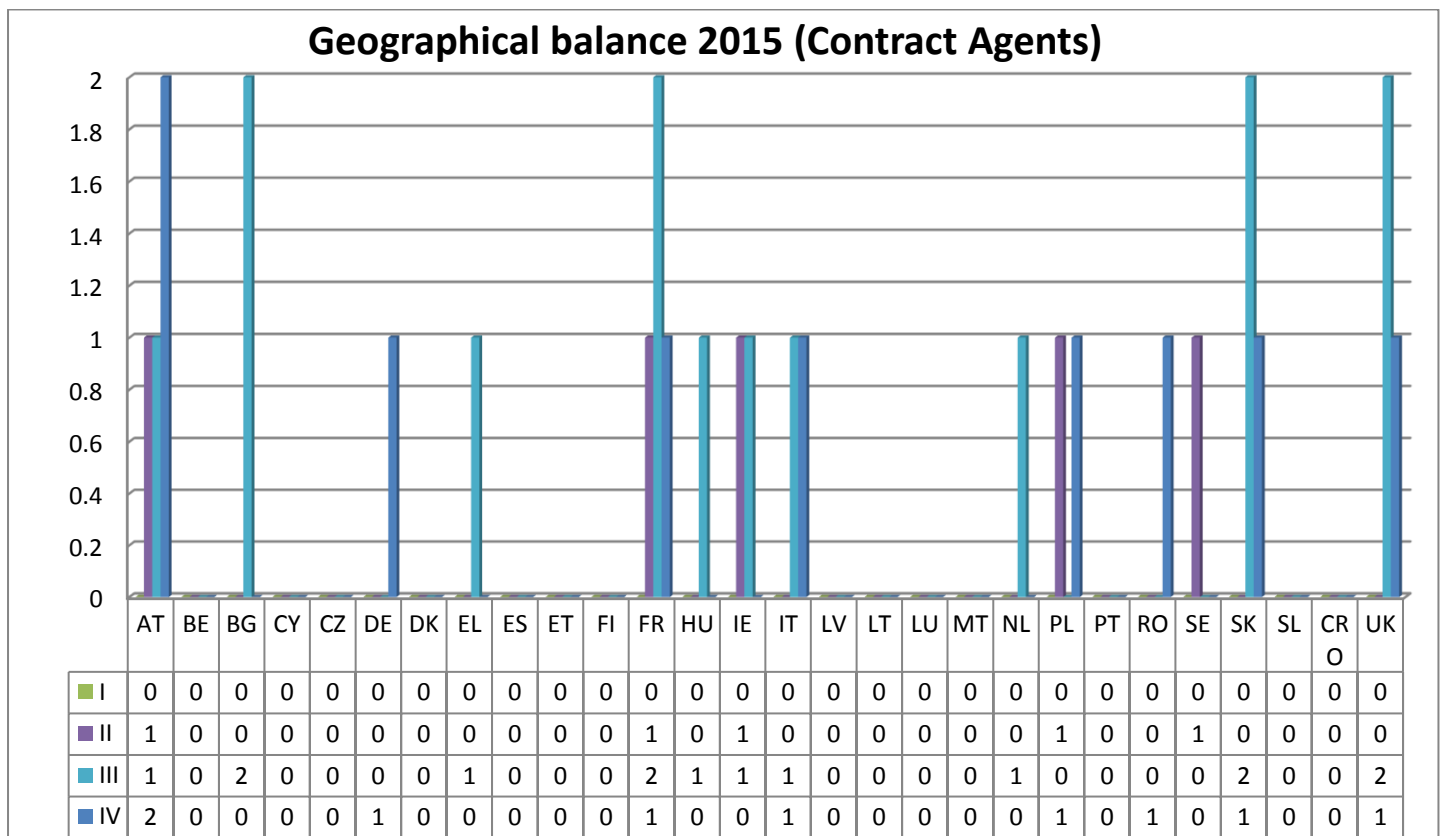


A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

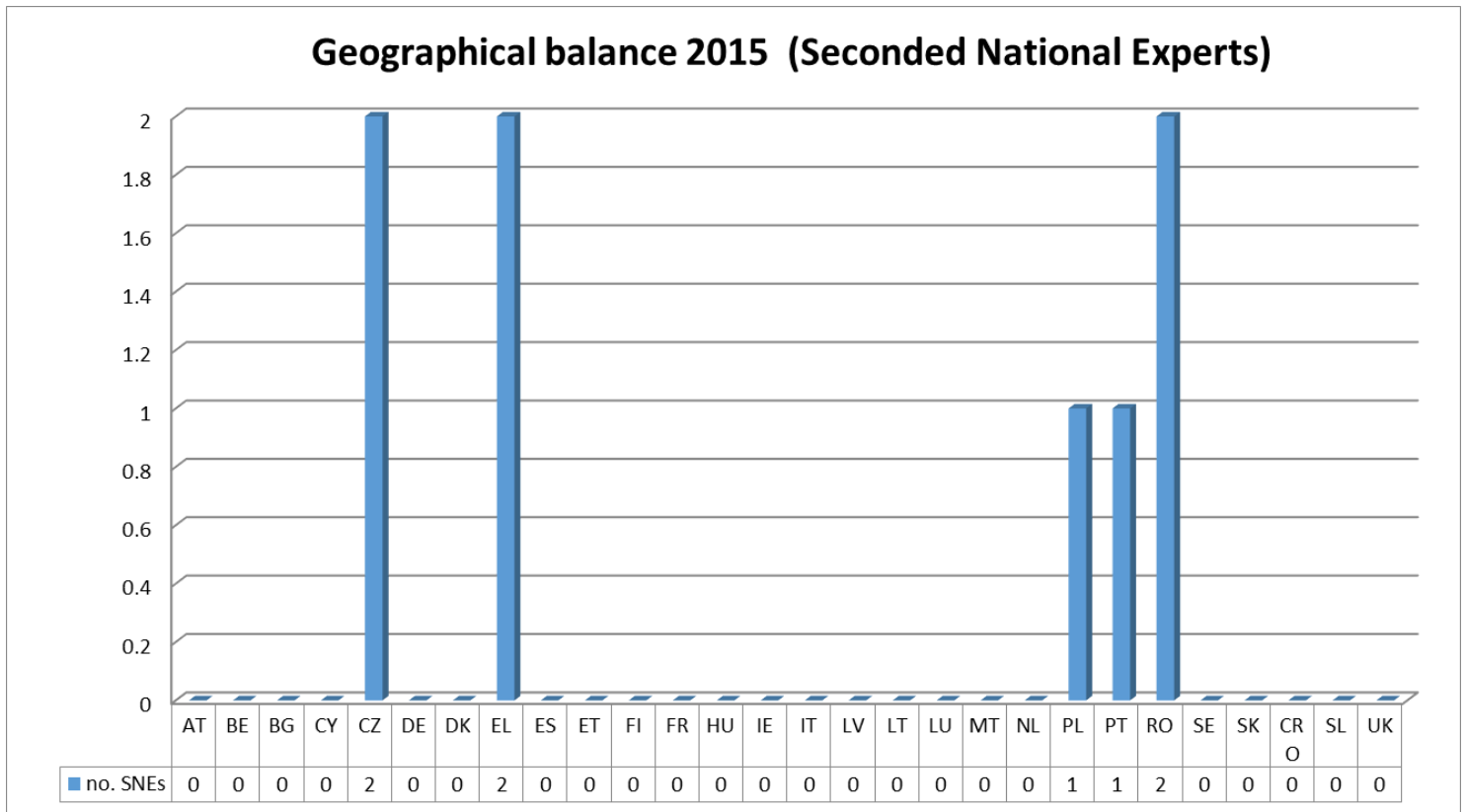
i) Temporary Agents: a total of 19 nationalities as shown below



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



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



**E. Schooling**

Schooling is a key factor in enabling FRA to attract and to retain qualified staff members. In the absence of a European School and a European Section in Austria, the Management Board of the FRA in 2013 revised the two decisions, one regarding pre-school childcare facilities (MB decision 2013/06) and another one on education costs (MB Decision 2013/07). According to these decisions the Agency has signed several service level agreements.

Staff members enjoying the benefits of these measures are not entitled to receive the education allowances provided for in Article 3 of Annex VII of the Staff Regulations since the schools are considered as a non-fee paying ones.

**Annex V: Building policy**

	Name, location and type of building	Other Comment
Information to be provided per building:	Schwarzenbergplatz11, Vienna, AT-1040, Austria	None
Surface area (in square metres) - Of which office space - Of which non-office space	5,546 3,704 1,842	It should be noted that the offices are accommodated in an old building which is renovated keeping its original layout and does not provide any luxurious modern amenities. In addition, the price per m2 for the net office space (i.e. 3704 m2) is on the the average prices in central Vienna districts.
Annual rent (in EUR)	804.245,85	None
Type and duration of rental contract	Lease agreement for an initial period of 10 years with the provision for an indefinite period.	None
Host country grant or support	Based on a letter of intent received from the Austrian authorities, the host country will subsidise the rent by 1/3.	None
Present value of the building	N/A	None

**Building projects in planning phase**

[If applicable: information on building policy, the expected evolution of the surface area, and a description of building projects in the planning phase which are already identified]

**Building projects submitted to the European Parliament and the Council**

## Annex VI: Privileges and immunities

### Proposed information to be covered (SPD Guidelines)

*Brief information on privileges and immunities applicable to the agency such as: VAT exemptions, diplomatic status, education etc.*

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 Department, the Heads of Sector and two designated senior staff members with grades AD9 or above, have been granted diplomatic status. They can claim VAT reimbursement and register tax free vehicles every two years.	In the absence of a European School and a European Sector In Austria the Agency has adopted two social measures: one regarding financial support to nursery schools and day care centres, and another one to Multi-lingual tuition for children of the Agency staff In Vienna.
The Agency enjoys VAT exemption.	The Agency's staff members (the remaining Temporary Agents and all Contract Agents) can register a tax free vehicle every four years.	-
No other privileges are offered to the Agency.	The Agency has been granted access to the UN Commissary, where staff members can purchase certain tax free items up to a limit based on their annual salary in accordance with the UN conditions.	-

## Annex VII: Evaluation plan 2017

### Introduction

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. In the context of financial budgetary pressures, there are increasing demands from internal and external stakeholders for good governance, accountability and transparency, greater effectiveness and delivery of tangible results. The European Union Agency for Fundamental Rights (FRA) as any other public sector organisations, must demonstrate its performance, achievements and impact.

The requirements set for conducting evaluations at FRA are set in numerous documents such as the FRA Founding regulation, Roadmap on the follow-up to the Common Approach on EU decentralised agencies, Implementing Rules to the Financial Rules of the European Union Agency for Fundamental Rights, etc.

For that purpose, FRA has drafted and adopted **Evaluation Policy** that sets out the evaluation principles, processes and tools used at FRA, but also focuses on the requirements for conducting evaluation activities, describes the different evaluation types, gives input on how to report on evaluation and includes an overview of all evaluation activities conducted at FRA. In order to complement the Evaluation Policy, an **Evaluation Guide** was also drafted and adopted, providing step-by-step guidance on how to conduct the different types of evaluation activities. The Guide also gives detailed explanation of the responsibilities, selection of projects and steps to be undertaken when conducting the evaluation activities, including templates to be used when conducting the ex-ante and ex-post evaluations and provides detailed content of the external evaluation reports. Based on the Evaluation Policy and Guide, every year is prepared an **Evaluation Plan** indicating the projects for which ex-ante and ex-post evaluations will be conducted in the current year.

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 (PMF). They should be scheduled and designed at the beginning of each planning period (i.e. annually or every five years). 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;
- Ex-post evaluations; and
- External evaluations.

Ex – ante and ex – post evaluations are used on project level and there are set templates that should be used when conducted. Based on article 30, co. 3, of the Founding Regulation, “the Agency shall commission an independent external evaluation of its achievements during the first five years of operations on the basis of terms of reference issued by the Management Board in agreement with the Commission”. Furthermore, based on article 30, co. 4, “the Management Board, in agreement with the Commission, shall determine the timing and scope of subsequent external evaluations, which shall be carried out periodically”. Also, the stakeholder review is an internal evaluation activity at thematic and strategic level that is in a form of a survey aimed at assessing the opinion of FRA stakeholders on the activities carried out by the Agency over a certain period.

The ex-ante evaluation is a forward looking assessment of a project's objectives, activities and allocation of resources. The aim is to measure the appropriateness of the design of an intervention prior to its implementation, hence, to assess whether the project objectives and resources are in line with the needs for an intervention and is likely to achieve the identified targets. Based on the requirements from the Implementing Rules to the Financial Rules of the European Union Agency for Fundamental Rights all 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<sup>15</sup>, shall be the subject of an **ex-ante evaluation**.

The ex-post evaluation (or retrospective evaluation) assess the extent to which the impacts of a project have been achieved as intended. An ex-post evaluation assesses the intervention according to selected evaluation criteria or evaluation questions depending on the objectives of the evaluation and expected lessons to be learned from its implementation. Based on the requirements from the Implementing Rules to the Financial Rules of the European Union Agency for Fundamental Rights all 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<sup>16</sup>, 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.

The findings from the project evaluations will be reflected in the Consolidated Annual Activity Report in the relevant annex on Evaluation.

The external evaluation of the Agency involves the evaluation of the Agency and its core activities in terms of their relevance, coherence, effectiveness, efficiency and EU added value. It is conducted every five years by an independent external evaluator. The requirement for conducting External Evaluation is set in the FRA Founding Regulation, as stated above.

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<sup>15</sup> The calculation method: At the beginning of each budgetary year (N), the amounts of operational expenditure for the years N-1, N-2 and N-3 are added. The total amount is divided by three and the percentage applied. The resulting amount is the threshold for all ex-ante evaluations for the year N. Budget amendments are taken into consideration respectively.

<sup>16</sup> The calculation method: At the beginning of each budgetary year (N), the amounts of operational expenditure for the years N-1, N-2 and N-3 are added and the total amount is divided by three and the percentage applied. The resulting amount is the threshold for all interim and/or ex post evaluations for the year N. Budget amendments are taken into consideration respectively.

EX-ANTE EVALUATIONS	
Project title	<b>Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis</b>
Type	Project
Thematic area	Immigration and integration of migrants, visa and border control and asylum
Project description	<p>Migration – and, specifically, the European Agenda on Migration – is one of the ten priority areas of the European Commission. In the wake of the asylum/migration crisis, which came to a head in 2015, the fundamental rights implications of policy and practical responses to the large influx of persons entering the EU – at the level of individual Member States and the EU as a whole – will have significant repercussions for those who entered the EU and stayed, and also for EU ‘host’ countries. With this in mind, the Agency intends to undertake research that will interview persons who entered the EU, focusing on families and children (including teenagers), alongside interviews with officials who were responsible for responding to the crisis. Interviews will focus on the fairness and effectiveness of procedures the respondents were subjected to at the point of entry, during transit and in their current host country, as well as on the practicalities and challenges of access to basic services, from the perspectives of both asylum seekers and local service providers, which can be viewed within a rights framework. The focus of the research will be selected cities/areas in those Member States that have accepted a significant number of asylum seekers. The research findings will be mapped under a fundamental rights indicator framework – looking at the law, policies and their implementation, and asylum seekers’ enjoyment of certain rights in practice with a particular focus on the treatment of children in the asylum determination and related administrative procedures. The results are intended to provide a ‘lessons learnt’ overview of different Member States’ responses to the crisis, which can be used for on-going and future responses to large-scale asylum movements. The project’s added-value is reflected in the production of indicators concerning different localities’ responses to the asylum/migration crisis, which can be of key use to duty bearers seeking to improve responses to ongoing and future migration/asylum movements of people into and within the EU. The research will take into account relevant work by EASO and the European Migration Network.</p>
Year of origination	2017
Total estimated budget	Budget per year 2017 - €650.000 - 2018 - €50,000



Project title	<b>Second FRA survey on discrimination and hate crime against Jews</b>
Type	Project
Thematic area	Racism, xenophobia and related intolerance
Project description	<p>Data collected by FRA and OSCE concerning trends in recorded antisemitic incidents suggest that in many EU Member States Jewish people continue to face repeated incidents of violence and hate speech motivated by anti-Jewish prejudice. At the same time, research shows that most incidents are never reported to authorities and are not reflected in the incident statistics. In 2012, FRA carried out a survey in selected EU Member States to collect for the first time comparable data concerning Jewish people's experiences, including questions on discrimination and hate crime targeting Jews but also anti-Jewish prejudice, security and ability to live life openly as Jews. The data contributes to assessing EU Member State's progress in implementing the Council Framework Decision on Racism (2008/913/JHA), Crime Victims Directive (2012/29/EU), as well as Racial Equality Directive (2000/43/EC).</p> <p>The second wave of this survey on discrimination and hate crime against Jews will allow the Agency and its stakeholders to examine progress in ensuring the protection of Jewish people's fundamental rights in line with existing EU law and policies. Building on the data collection tools and methods developed for the 2012 survey, the second wave of this survey will collect data on Jewish people's experiences and views – with particular attention to manifestations of antisemitism in the online environment and the impact of violent attacks and anti-Jewish prejudice to the lives of Jews living in EU Member States. The results will complement the official and unofficial statistics on antisemitic incidents, while the survey is in a position to contribute to a more complete and nuanced understanding of fundamental rights challenges that Jewish people experience in the EU.</p> <p>The survey adds value by developing comparable data currently not available from other sources, as evidenced by continued use of FRA's 2012 survey results and analysis by FRA's stakeholders and the media.</p>
Year of origination	2017
Total estimated budget	2017 - €475,000 2018 - €90,000

EX-POST EVALUATIONS			
Project title	Rights of persons with disabilities		
Type	Project		
Thematic area	Discrimination		
Project description	<p>The EU is party to the UN CRPD and, to the extent of its competences, has an obligation to monitor the respect, protection, promotion and fulfilment of the rights of persons with disabilities. In this regard the EU has put in place a monitoring framework composed of several institutions, including FRA. In line with its role in the monitoring framework, the agency has collected and analysed relevant data, and in close cooperation with the European Commission, developed indicators and benchmarks, applying the structure-process-outcome framework developed by OHCHR. The results of this research indicated that many persons with disabilities face barriers when trying to exercise choice and control over their daily lives, preventing them from exercising their right to live independently and be included in the community, as set out in Article 19 of the CRPD. Reflecting the particularly acute obstacles faced by persons living in residential institutions, policy actions have increasingly concentrated on the process of deinstitutionalisation and promoting community living. Moreover, supporting the transition from institutional to community based care is included as one of the ex-ante conditionalities to be met prior to the disbursement of the EU structural and investment funds, and plays an important role in the European Disability Strategy 2010-2020. In 2014, FRA began implementing a multi-annual project on the right to independent living of persons with disabilities, with a particular focus on the transition from institutional to community-based care and support. In the first and second phases of the project, FRA developed human rights indicators on Article 19 and began populating them with information on laws and policies being developed by EU Member States to support the process of transition to community living. Drawing on the results of this research, in 2016 FRA will undertake fieldwork in selected municipalities to identify drivers of and barriers to deinstitutionalisation of persons with disabilities. The fieldwork will also take into account the situation of older people. The selection of the municipalities will be based on the analysis of the data on laws and policies to promote the transition from institutional to community based care and support collected in 2015. While the in depth nature of the fieldwork means that the number of case studies will be small, they will be chosen to reflect the different administrative arrangements, social welfare traditions and approaches to transition taken across the EU, as well as taking into account geographical balance and the different stages Member States have reached in the deinstitutionalisation process. Drawing on this evidence, FRA will continue to provide evidence-based advice engaging closely with key stakeholders at the UN, European and national levels, with a particular focus on the EU institutions and national level CRPD monitoring frameworks as well as, through the EU CRPD monitoring framework, OHCHR and the CRPD Committee.</p>		
End year	2016		
Total budget	€820,000		
(budget per year)	€100,000	€220,000	€500,000

<b>EX-POST EVALUATIONS</b>			
Project title	<b>Handbook of European Case-law on the Rights of the Child</b>		
Type	Project		
Thematic area	Rights of the Child		
Project description	<p>The Council of Europe four year plan for children's rights: the 'Council of Europe Strategy for the Rights of the Child' concludes in 2016. To contribute to the Council of Europe Strategy for the Rights of the Child (2012-2016) and to the objectives of the EU Agenda on the Rights of the Child, FRA, in co-operation with the Council of Europe, in particular the Registry of the European Court of Human Rights", elaborated a Handbook of European Law on the Rights of the Child, which was published in 2015. The Handbook aims to encapsulate the 'international standard' of child protection, including as derived from European jurisprudence: case-law of the European Court of Human Rights (ECtHR), the European Committee of Social Rights (ECSR), and the Court of Justice of the European Union (CJEU). Following the planning, preparation and research conducted in 2013 and 2014, in 2016 the Handbook will be translated from its original version in English into other selected EU languages. The Handbook will be published and disseminated in relevant forums and through networks of professionals dealing with children, including also stock-taking activities on the Council of Europe Strategy and EU events.</p>		
End year	2016		
Total budget	€944,000		
(budget per year)	€40,000	€549,000	€355,000

Project title	<b>Roma Multi-Annual Programme</b>		
Type	Project		
Thematic area	Roma Integration		
Project description	<p>FRA in response to the 5 April 2011 European Commission Communication on an EU Framework for National Roma Integration Strategies up to 2020 developed a multi-annual programme of action comprised of several activities. The objective of these activities is on the one hand to support the European Commission in its relevant annual progress report to the Parliament and the Council and on the other hand to assist Member States in developing effective monitoring mechanisms to collect robust and comparable data. The first key element of the multi-annual programme is the Roma survey. The first wave covering 11 EU MSs was conducted in 2011 in close cooperation with the European Commission, UNDP and the World Bank. Results were published in 2012/13 as key benchmarks for measuring progress made in Roma integration and in reference to key indicators of Europe 2020. The second wave will be implemented in the context of EU-MIDIS II measuring progress made in regard to the national Roma integration strategies on Roma integration. The second key element of the multi-annual programme concerns participatory action research and engagement on local Roma integration actions which was initiated in 2013 – project LERI – which is implemented in cooperation with the CoE (projects ROMED II and ROMACT) to ensure complementarity and synergy. The third key element concerns the work of the ad hoc Working Party on Roma Integration Indicators facilitated by FRA; in 2014, 14 National Roma Contact Points participated and two more are expected to be added in 2015. Working Party participants will test the indicators developed in 2014 populating them with information and data during 2015 with the support of FRA and the European Commission.</p>		
End year	2016		
Total budget	€2,044,000		
(budget per year)	€90,000	€654,490	€520,166

## Annex VIII: Performance Measurement Framework

Performance indicators are at the heart of the planning, monitoring, evaluation and reporting activities of the FRA. The indicators set in the Performance Measurement Framework (PMF) are used to measure FRA's performance. The PMF contains project level indicators describing the planned output of each project (number 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.

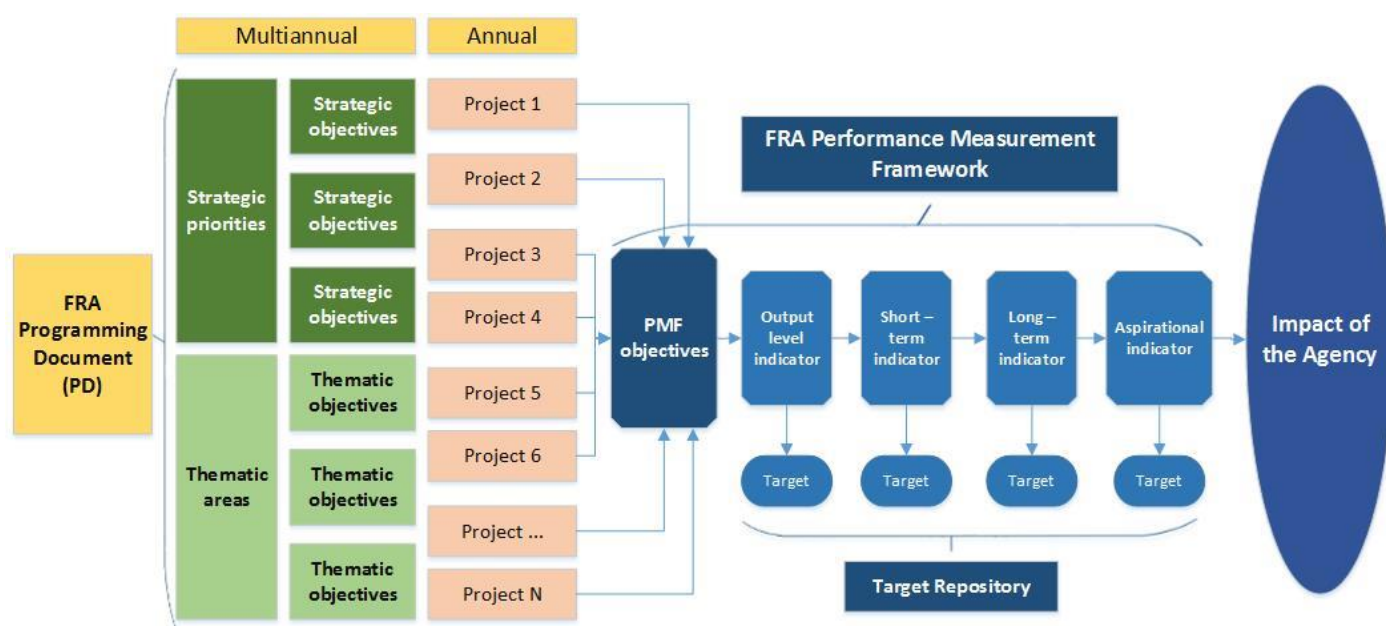


Figure 1: Overview of the link among the Programming Document, Performance Measurement Framework and Target Repository

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 and thematic objectives of FRA.

Each strategic and thematic objective is linked to a PMF objective and to an indicators' path starting from output level indicators to aspirational level indicators in order to describe how the outputs contribute to achieving the impact of the Agency (see Table on indicators per project). The target repository contains/identifies targets for each indicator. The targets set the level of achievement with regards to the project objectives or results and they should be expressed in a numerical form. They are either derived from historical performance of similar projects within the same thematic area and or agreed between the Project Sponsor and the Project Manager.

Currently the target repository contains the *suggested target levels* (see Table xx), based on the historical performance of similar projects and is prepared in order to assist Project Managers when they set the targets for their projects. The target repository can be consulted in the Project planning phase, but Project Managers are free to set the Project targets depending on the resources available and objectives of the project.

The set indicators for each project for 2017 can be found in the table "Year 2017 Indicators per project".

Objectives related to outputs	Judgement criteria	Indicators	Measures
01 Provide assistance and expertise to EU institutions and Member States	JC 1 Extent to which FRA provides input to institutional stakeholders at EU and Member State level	I1 Number of hearings or presentations to institutional stakeholders across levels of governance	Count of the number of hearings or presentation to institutional stakeholders across levels of governance
02 Formulate Opinions and other advice to EU Institutions and Member States	JC 2 Extent to which FRA provides timely (and adequate) responses to requests for Opinions and other advice involving research and analysis activities	I2 Percentage of responses to requests for opinions and other advice (completed)	Count of the number of requests for Opinions and other advice responded to / Number of total requests for Opinions and other advice received over a period
03 Develop research analysis and surveys and identify good practices	JC 3 Degree to which FRA's research and analysis are adequate to the scope of FRA's activities	I3 Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	Count of number of countries covered by data collection, research and analysis activities (per type of task, per Thematic Area, per type of outputs, per geographical area) over a period
		I4 Number of good practices identified (per Thematic Area)	Count of documents published over a period
04 Publish thematic reports and handbooks	JC 4 Degree to which FRA produces publications in relevant thematic areas	I5 Number of publications produced per thematic area	Count of publications produced per thematic area over a period
05: Disseminate targeted information to the right stakeholders and at the right time	JC 5 Extent to which FRA adequately and timely disseminates information	I6 Number of relevant stakeholders receiving FRA information	Count of stakeholders receiving information disseminated by the FRA (by type of information instrument e.g. newsletter, websites, social network applications)
	JC 6 Degree to which FRA's publications are adequately distributed to stakeholders	I7 Number of stakeholders who receive a copy of the publications	Count of stakeholders receiving a copy (hard or electronic copy) of reports [with or without asking for it] [per type of stakeholder / thematic area / and report]
06 Develop relevant methods and standards	JC 7 The degree to which adequate methods and standards are being produced	I8 Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	Count of documents published whose purpose is to present methods and standards over a period

Objectives related to outputs	Judgement criteria	Indicators	Measures
07 Develop effective networks with key partners and Agency networks	JC 8 The degree to which FRA organises relevant meetings with its key stakeholders	I9 Number of networking events organized	Count of the number of meetings over a period [broken down by type of meeting, type of thematic area and type of participant profile] over a period
	JC 9 Extent to which FRA networks are attractive to relevant stakeholders	I10 Number of participants in FRA events	Count in the number of participants [by type of participant, by thematic area, by type of networks] over a period
08: Develop awareness raising materials	JC 10 Extent to which FRA produces awareness raising material	I11 Number of materials and tools produced related to awareness raising materials	Count of the number of materials procedure over a period

Objectives related to short term impacts	Judgement criteria	Indicators	Measures
ST1 Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders.	JC 11 Extent to which FRA provides reliable , high quality and useful evidence based recommendations	I12 Proportion of key stakeholders that consider evidence and opinions provided by FRA are:  - relevant - reliable - of high quality - useful	Number of key stakeholders satisfied with relevance, reliability, usefulness and quality of FRA's evidence / Number of key stakeholders receiving FRA's outputs [by thematic area; by type of stakeholder] over a period
	JC 12 Extent to which reliable, relevant and high quality information resulting from Data collection, research and analysis activities is delivered to intended target group	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]	Number 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 / Overall experts and key stakeholders reached [by type of output] over a period.
ST2: Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	JC 13 Extent to which FRA networking activities are effective in connecting relevant stakeholders / practitioners concerning Fundamental Rights	I14 Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society	Number of stakeholders who agree with the statement / Overall number of stakeholders interviewed
	JC 14 Extent to which FRA networking activities are effective in helping to promote Fundamental Rights in the EU or at Member State level	I15 Proportion of FRP and other network members/ stakeholders who consider the networking/collaboration activities organised by FRA <b>to be useful</b> to their organization in order to promote fundamental rights	Number of network members considering FRA networking activities <b>as useful</b> in order to promote fundamental rights/ number of network members reached
ST 3 Increased awareness of fundamental rights among stakeholders	JC 15 Extent to which FRA contributes to a greater shared understanding of trends in 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	Count of key stakeholders agreeing with the statement / overall number of key stakeholders consulted
	JC 16 Extent to which the FRA communication activities are effective in making the Agency's insights and messages on Fundamental rights accessible to civil society	I17 Proportion of stakeholders who came to contact with FRA as a result of the communication activities	Count of organisations or individuals who came to contact with FRA as a result of communication activities [by thematic area; by type of organisation or individuals; by type of communication activities; by status "known / unknown" to the

Objectives related to short term impacts	Judgement criteria	Indicators	Measures
			agency] over a period out of a representative sample
		I18 Proportion of outputs [publications, opinions, communications, etc.] translated in all 23 official languages of the EU.	Count of outputs translated in all languages / count of outputs produced
		I19 Proportion of stakeholders who consider that they would not have found out about FRA if the latter was less active in communication	Number of stakeholder considering FRA's communication activities are efficient in providing accessibility / Number of stakeholders targeted by Communication activities [by thematic area; by type of stakeholder] over a period
	JC17 Extent to which FRA undertakes awareness raising activities effectively	I20 Proportion of media coverage of FRA's activities [by type of awareness raising material and media channel]	Number of reached readers or audience represented by the media or social media reporting on FRA's activity/ Total number of potential readers or audience represented by the media or social media targeted

Objectives related to long term impacts	Judgement criteria	Indicators	Measures
LT 1 FRA assistance and expertise provided to support legal and policy developments related to Fundamental Rights (EU level)	JC 18 Extent to which FRA's conclusions and recommendations from research findings; Opinions and other policy advice directly used for <b>policy development</b> in a manner which reflects the desired impacts of the Agency	I21 Proportion of relevant stakeholders who consider that the FRA's conclusions and recommendations from research findings; Opinions and other policy advice influenced <b>policy development</b> in a manner which reflects the desired impacts of the Agency	Number of relevant policy stakeholders who consider that the FRA's conclusions and recommendations from research findings; Opinions and other policy advice directly <b>used for policy development</b> / Number of stakeholder reached who have benefited from FRA's opinion and advice
	JC 19 Extent to which conclusions and recommendations from research findings contributes to <b>EU legislation and policies</b> 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 <b>EU policies and legislation</b> in a manner which reflects the desired impacts of the Agency	Number of stakeholders who agree that as a result of that FRA conclusions and recommendations from research findings contributes to <b>EU policies and legislation</b> in a manner which reflects the desired impacts of the Agency / Number of stakeholder reached
	JC 20 Extent to which FRA Opinions and other policy advice contribute to the <b>development and implementation of EU legislation and policies</b> 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 <b>the development of EU legislation and policies</b> in a manner which contributes to the desired impacts of the Agency	Number of EU level stakeholders who consider that FRA Opinions and policy advice contribute to <b>the development of EU legislation and policies</b> / Total number of EU level stakeholder reached
		I24 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to <b>the implementation of legislation and policies</b> in a manner which	Number of EU level stakeholders who consider that FRA Opinions and other policy advice contribute to <b>the implementation of EU legislation and policies</b> / Total number of EU level stakeholder reached

Objectives related to long term impacts	Judgement criteria	Indicators	Measures
		contributes to the desired impacts of the Agency	
		I25 Number of references to FRA’s conclusions or recommendations or FRA’s activities in EU policies and legislation	Number of references to FRA’s conclusions or recommendations or FRA’s activities in EU policy statements, legislation or relation documents
LT 2 FRA’s assistance and expertise provided to support legal and policy developments related to Fundamental Rights (Member States Level)	JC 21 Extent to which FRA’s conclusions and recommendations from research findings; Opinions and other policy advice directly used for <b>policy development at Member State level</b> in a manner which contributes to the desired impacts of the Agency	<p>[similar to I21]</p> <p><i>I21 Proportion of relevant stakeholders who consider that the FRA’s conclusions and recommendations from research findings; Opinions and other policy advice directly influenced <b>policy development</b> in a manner which reflect the desired impacts of the Agency</i></p>	Number of relevant policy stakeholders <b>at Member State level</b> who consider that the FRA’s conclusions and recommendations from findings; Opinions and other policy advice directly influenced policy development at Member State level/ Number of policy stakeholder reached who have benefited from FRA’s opinion and advice
	JC 22 Extent to which conclusions and recommendations from research findings contribute to <b>Member States’ legislation and policies</b> in a manner which reflects the desired impacts of the Agency	<p>[similar to I22]</p> <p><i>I22 The proportion of stakeholders who agree or strongly agree that FRA conclusions and recommendations from research findings <b>contributes to the development policies and legislation</b> in a manner which reflects the desired impacts of the Agency</i></p>	Number of stakeholders who agree that as a result of that FRA conclusions and recommendations from research findings <b>influences Member States’ policies and legislation</b> in a manner which contributes to the desired impacts of the Agency / Number of stakeholder reached
	JC 23 Extent to which FRA Opinions and other policy advice contribute to the <b>development and implementation of Member State legislation and policies</b> in a manner which reflects the desired impacts of the Agency	<p>[similar to I23]</p> <p><i>I23 Proportion of stakeholders who consider that FRA conclusions and recommendations from Opinions and other policy advice contribute to the <b>development of legislation and policies</b> in a manner which reflects the desired impacts of the Agency</i></p>	Number of Member State level stakeholders who consider that FRA Opinions and policy advice contribute to the <u>development of</u> Member States’ legislation and policies/ Total number of Member State level stakeholders reached
		<p>[similar to I24]</p> <p><i>I24 Proportion of stakeholders who consider that FRA Opinions and other policy advice contribute to the <b>implementation of legislation and policies</b> in a manner which reflects the desired impacts of the Agency</i></p>	Number of Member State level stakeholders who consider that FRA Opinions and other policy advice contribute to the <u>implementation of</u> Member States’ legislation and policies / Total number of Member State level stakeholders reached
		<p>[similar to I25]</p> <p><i>I25 Number of references to FRA’s conclusions or recommendations or FRA’s activities in policies and legislation</i></p>	Number of references to FRA’s conclusions or recommendations or activities in Member States’ policy statements, legislation and related documents



Aspirational objectives	Judgement criteria	Indicators	Measure
AI1 European and Member States' legislation and policies contribute to ensuring full respect of fundamental rights	JC 24 Degree to which FRA's range of activities influenced EU and Member States legislation and policies related to Fundamental Rights	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]	Number of stakeholders who agree that FRA's activities influenced EU and Member States legislation and policies related to Fundamental Rights / Number of stakeholders reached  [By type of activities ]
	JC 25 Extent to which FRA's range of activities have <b>actively</b> influenced the implementation of Fundamental Right legislation and policies in practice	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]	Number of stakeholders who agree that FRA's activities have actively contributed to the <i>implementation</i> of Fundamental Rights policies in practice (a) at EU level (b) at MS level / Number of stakeholders reached  [By type of activities ]
	JC 26 Extent to which existing legislation and policies are effective in guaranteeing the rights of everyone	I28 Proportion of stakeholders who consider that existing legislation and policies are effective in guaranteeing fundamental rights	Proportion of stakeholders who consider that (i) existing legislation and policies are effective in guaranteeing the Fundamental Rights of rights holders / number of stakeholders reached
AI2: Relevant EU and Member State institutions, bodies and agencies and or civil society increasingly respect, protect and promote Fundamental Rights	JC 27 Extent to which EU and Member State institutions are effective in respecting, protecting and promoting Fundamental Rights	I29 Proportion of stakeholders who consider that EU and Member State institutions effectively respect, protect and promote Fundamental Rights	Number of stakeholders who consider that EU and Member State institutions effectively respect, protect and promote Fundamental Rights / Number of stakeholders reached
	JC 28 Extent to which evidence provided by FRA has influenced the work of non-governmental stakeholders	I30 Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights	Number of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights / Number of non-governmental stakeholders reached  [By type of activity]
AI3: Greater knowledge of, and broader awareness of, fundamental rights issues in the Union are conducive to ensuring full respect of fundamental rights	JC 29 Degree to which rights holders are aware of their rights and claim their rights	I31 Proportion of EU citizens who know about their fundamental rights and the Charter	Number of general population (or sample of) who are aware of their fundamental rights or aware of the Charter of FR / number of general population (or sample of)

## MULTI-ANNUAL PROGRAMMING 2017-2019 Indicators and targets per objective

Strategic priority no. 1: Enhancing FRA's contribution to processes at EU level					
Strategic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
FRA enhances its relevance for legal and policy processes at EU level	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU Level)	I1 and I2	I12	I22	I26
		Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target:70%	Minimum target: 40%
FRA respond to requests for opinions and advice in a timely and competent manner	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU and Member States)	I2	I12	I22	I26
		100%	Minimum target:70%	Minimum target:70%	Minimum target: 40%
The FRA enhances its coordination with the European Commission, the European Parliament and the Council of the European Union	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9	I15	I25	I26
		1 at EU level 1 at MS level	Average target: 50% Minimum target: 25%	Average target: 1	Minimum target: 40%
The FRA cooperates efficiently with other EU agencies and civil society	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9	I12	I25	I26
		1 at EU level 1 at MS level	Minimum target:70%	Average target: 1	Minimum target: 40%
Strategic priority no. 2: Enhancing FRA's contribution to processes at national level					
Strategic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
A increases its cooperation with national stakeholders in order to contribute to fundamental rights policy processes at national level	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9	I14	I22	I28
		1 at EU level 1 at MS level	Average target: 50% Minimum target: 40%	Minimum target:70%	Indicator not currently collected
FRA increases its cooperation with National Liaison Officers and other key national level stakeholders in order to bring FRA evidence based advice to the center of national fundamental rights policy making and implementation	Develop effective networks with key partners and Agency networks	I9	I14	I23	I28
		1 at EU level 1 at MS level	Average target: 50% Minimum target: 40%	Average target: 30%	Indicator not currently collected
FRA increases its cooperation with National Liaison Officers and other key national level stakeholders in order to bring FRA evidence based advice to the center of national fundamental rights policy making and implementation	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9 and I10	I13, I16 and I17	I22 and I24	I29 and I30
		1 at EU level 1 at MS level; Assessed separately for every individual project	Average target: 75%; Average target: 40%; Indicator not currently collected	Minimum target:70%; Average target: 30%	Average target: 30%; Average target: 50%
Strategic priority no. 3: Identifying trends overtime and measuring progress in Member States					
Strategic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
FRA identifies trends over time and monitors progress across the EU – with respect to key areas	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I3	I14	I22	I26
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Minimum target:70%	Minimum target: 40%

FRA establishes different methodologies for identifying trends	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I8	I14	I22	I26
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Minimum target:70%	Minimum target: 40%
FRA regularly disseminates analysis based on trends	Increase awareness of fundamental rights among stakeholders	I7	I14	I22	I26
		Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000	Average target: 50% Minimum target: 40%	Minimum target:70%	Minimum target: 40%
<b>Strategic priority no. 4: Developing timely and targeted responses to fundamental rights emergencies</b>					
<b>Strategic objective</b>	<b>Corresponding PMF objective</b>	<b>PMF Indicators' path and assigned targets</b>			
FRA provides robust data, analysis and advice on FR emergencies	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I2	I12	I22 and I23	I26
		100%	Minimum target:70%	Minimum target:70%; Average target: 30%	Minimum target: 40%
FRA develops the necessary flexibility to respond to FR emergencies in a timely manner	Provide assistance and expertise to EU institutions and Member States	I2	I12	I22	I26
		100%	Minimum target:70%	Minimum target:70%	Minimum target: 40%
	Formulate opinions to EU Institutions and Member States	I2	I12	I23	I26
		100%	Minimum target:70%	Average target: 30%	Minimum target: 40%
FRA plays a complimentary role vis à vis other international organisations	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9 and I10	I14	I22	I26
		1 at EU level 1 at MS level; Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Minimum target:70%	Minimum target: 40%
<b>Strategic priority no. 5: Improving the impact of FRA's communication and awareness raising</b>					
<b>Strategic objective</b>	<b>Corresponding PMF objective</b>	<b>PMF Indicators' path and assigned targets</b>			
To improve the impact of FRA communication and awareness-raising activities	Increase awareness of fundamental rights among stakeholders	I7	I13	I22 and I23	I26
		Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000	Average target: 75%	Minimum target:70%; Average target: 30%	Minimum target: 40%
To increase the FRA impact on decision-making processes	Increase awareness of fundamental rights among stakeholders	I11	I13	I22	I26
		Average number: 2	Average target: 75%	Minimum target:70%	Minimum target: 40%
To make effective use of "multipliers" to help FRA to better understand and reach the national level	Increase awareness of fundamental rights among stakeholders	I11	I16 and I20	I21	I30
		Average number: 2	Average target: 40%; Minimum target of media references (Agency level): 4	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%

To win support from FRA partners for the agency's communication efforts	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9	I14	I21	I31
		1 at EU level 1 at MS level;	Average target: 50% Minimum target: 40%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 10%
	Increase awareness of fundamental rights among stakeholders	I9	I14	I21	I31
		1 at EU level 1 at MS level;	Average target: 50% Minimum target: 40%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 10%
<b>Thematic area: Racism, xenophobia and related intolerance</b>					
<b>Thematic objective</b>	<b>Corresponding PMF objective</b>	<b>PMF Indicators' path and assigned targets</b>			
Serve as an observatory/data warehouse on phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination	Develop research analysis, surveys and identify good practices	I8	I12	I21	I30
		Assessed separately for every individual project	Minimum target: 70%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
Enhance the comparability of data at EU level on phenomena of racism, xenophobia and related intolerance including hate crime as well as on racial and ethnic discrimination	Publish thematic reports and handbooks	I5	I12	I22	I26
		Minimum target: 1	Minimum target: 70%	Minimum target: 70%	Minimum target: 40%
Identify trends concerning the manifestation of phenomena of racism, xenophobia and related intolerance including hate crime, as well as on racial and ethnic discrimination	Develop research analysis, surveys and identify good practices	I3	I16	I21	I30
		Assessed separately for every individual project	Average target: 40%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
Support EU and national efforts to tackle phenomena of racism, xenophobia and related intolerance including hate crime and extremism, as well as on racial and ethnic discrimination, in particular in the area of data collection recording and reporting mechanisms	Develop research analysis, surveys and identify good practices	I3 and I4	I12 and I15	I24	I27
		Assessed separately for every individual project;  Minimum target: 1	Minimum target: 70%;  Average target: 50% Minimum target: 25%	Average target: 30%	Minimum target: 40%
Increase awareness among FRA's key stakeholders of phenomena of racism, xenophobia and related intolerance including hate crime and extremism as well as on racial and ethnic discrimination	Increase awareness of fundamental rights among stakeholders	I11	I16	I21	I30
		Average number: 2	Average target: 40%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
Increase awareness among FRA's key stakeholders of Holocaust and Human Rights Education	Increase awareness of fundamental rights among stakeholders	I11	I16	I21	I30
		Average number: 2	Average target: 40%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
Enhance cooperation, fostering synergies and avoiding duplication, with FRA's key stakeholders in the field: DG JUST, DGHOM, JHA Agencies, ECRI, CERD, ODIHR,	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9	I15	I24	I29
		1 at EU level 1 at MS level	Average target: 50% Minimum target: 25%	Average target: 30%	Average target: 30%

national human rights bodies (NHRBs), social partners and NGOs					
<b>Thematic area: Immigration and integration of migrants, visa and border control and asylum</b>					
Thematic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
To promote effective fundamental rights safeguards in the development and implementation of EU policies in the field of Immigration and integration of migrants, visa and border control and asylum	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I1	I12	I21	I26
		Assessed separately for every individual project	Minimum target:70%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Minimum target: 40%
Help to further ensure that FRA remains a key actor providing robust, relevant and timely data, research and advice on fundamental rights to the EU and its Member States in this field – in particular as it relates to the asylum crisis	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I2	I13	I24	I26
		100%	Average target: 75%	Average target: 30%	Minimum target: 40%
To produce evidence where there is a knowledge gap, particularly on policies relating to borders, visas, migrants in an irregular situation and returns	Publish thematic reports and handbooks	I5	I12	I22	I26
		Minimum target: 1	Minimum target:70%	Minimum target:70%	Minimum target: 40%
To identify and share promising practices collected through FRA's research activities	Develop research analysis, surveys and identify good practices	I4	I13	I24	I30
		Minimum target: 1	Average target: 75%	Average target: 30%	Average target: 50%
Contribute to the development of policies and actions which support migrant integration by collecting best practices and providing a more comprehensive and balanced picture of their positive contribution and added value to the economic, social and cultural development of societies	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU Level)	I3	I12 and I16	I21 and I24	I26 and I31
		Assessed separately for every individual project	Minimum target:70%; Average target: 40%	Minimum target: 50% (EU level) and Average target: 30% (MS level); Average target: 30%	Minimum target: 40%; Average target: 10%
To advise and support FRONTEX and EASO, especially, with respect to the application of fundamental rights in their respective spheres of work	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU Level)	I3	I12	I22 and I24	I26 and I27
		Assessed separately for every individual project	Minimum target:70%	Minimum target:70%; Average target: 30%	Minimum target: 40%; Minimum target: 40%
To coordinate the Agency's efforts with the United Nations High Commissioner for Refugees and other relevant organisations working in this field	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9	I15 and I16	I24	I29 and I30
		1 at EU level 1 at MS level	Average target: 50% Minimum target: 25%; Average target: 40%	Average target: 30%	Average target: 30%; Average target: 50%
<b>Thematic area: Information society and, in particular, respect for private life and protection of personal data</b>					
Thematic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
To establish the FRA as a relevant player in the field of	Produce and or disseminate effective evidence based	I2, I3 and I5	I12 and I13	I21 and I22	I25, I27 and I28

<p>information society, privacy and data protection</p>	<p>recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders</p>	<p>100%;  Assessed separately for every individual project;  Minimum target: 1</p>	<p>Minimum target:70%;  Average target: 75%</p>	<p>Minimum target: 50% (EU level) and Average target: 30% (MS level);  Minimum target:70%</p>	<p>Average target: 7 (EU level) Average target: 1 (MS level); Minimum target: 40%; Indicator not currently collected</p>
<p>To continue its contribution to the implementation of privacy and data protection guarantees in the EU</p>	<p>Relevant EU and Member State institutions, bodies and agencies and or civil society increasingly respect, protect and promote Fundamental Rights</p>	<p>I3  Assessed separately for every individual project</p>	<p>I12 and I13  Minimum target:70%;  Average target: 75%</p>	<p>I24  Average target: 30%</p>	<p>I27  Minimum target: 40%</p>
<p>To develop FRA work in the area of information society, in particular in the area of fundamental rights in the online world</p>	<p>Develop research analysis, surveys and identify good practices</p>	<p>I4 and I5  Minimum target: 1;  Minimum target: 1</p>	<p>I12 and I13  Minimum target:70%;  Average target: 75%</p>	<p>I24  Average target: 30%</p>	<p>I30  Average target: 50%</p>
<p>To provide expert input and advice to key stakeholders in the area of information society, privacy and data protection</p>	<p>Disseminate targeted information to the right stakeholders at the right time</p>	<p>I3 and I7  Assessed separately for every individual project;  Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000</p>	<p>I12 and I13  Minimum target:70%;  Average target: 75%</p>	<p>I23 and I24  Average target: 30%;  Average target: 30%</p>	<p>I26 and I27  Minimum target: 40%;  Minimum target: 40%</p>
<p>To provide evidence based advice to the EU and its Member States on the protection of fundamental rights in the context of large-scale surveillance, and in particular on existing judicial remedies available to individuals in relation to those practices</p>	<p>Provide assistance and expertise to EU institutions and Member States</p>	<p>I1  Assessed separately for every individual project</p>	<p>I12  Minimum target:70%</p>	<p>I21 and I23  Minimum target: 50% (EU level) and Average target: 30% (MS level);  Average target: 30%</p>	<p>I26 and I27  Minimum target: 40%;  Minimum target: 40%</p>
<p>Develop human rights-based indicators in the area of privacy rights – utilising preliminary ideas (and in due course results) from the agency's 'Fundamental Rights Survey' – which intends to include a component on information society</p>	<p>Develop relevant scientific methodologies and standards</p>	<p>I8  Assessed separately for every individual project</p>	<p>I13  Average target: 75%</p>	<p>I24  Average target: 30%</p>	<p>I30  Average target: 50%</p>
<p>Ensure a multi-disciplinary approach to FRA's work in this field, so that complex areas with respect to ICT can be effectively explored and critiqued in consideration of fundamental rights compliance</p>	<p>Develop research analysis, surveys and identify good practices</p>	<p>I3  Assessed separately for every individual project</p>	<p>I12  Minimum target:70%</p>	<p>I21  Minimum target: 50% (EU level) and Average target: 30% (MS level)</p>	<p>I31  Average target: 10%</p>
<p>To enhance the understanding of European institutions as regards the need to protect fundamental rights in the digital age and to secure a fair balance between competing fundamental the</p>	<p>FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU Level)  European and Member States' legislation and policies contribute</p>	<p>I4  Minimum target: 1</p>	<p>I14  Average target: 50% Minimum target: 40%</p>	<p>I24  Average target: 30%</p>	<p>I27  Minimum target: 40%</p>

rights (eg. data protection and other fundamental rights)	to ensuring full respect of Fundamental Rights	Assessed separately for every individual project	Average target: 75%	Average target: 30%	Minimum target: 40%
To strengthen synergies with other key players in the area of information society, privacy and data protection	Improve effective networking and development of synergies among EU and national stakeholders, and Civil Society	I9 and I10	I14 and I15	I21	I26 and I29
		1 at EU level 1 at MS level; Assessed separately for every individual project	Average target: 50% Minimum target: 40%; Average target: 50% Minimum target: 25%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Minimum target: 40%; Average target: 30%
<b>Thematic area: Roma integration</b>					
<b>Thematic objective</b>	<b>Corresponding PMF objective</b>	<b>PMF Indicators' path and assigned targets</b>			
To contribute to the achievement of the goals set by the EU Framework on Roma integration to respect the fundamental rights of Roma across the European Union in the context of the implementation of the EU 2020 Strategy	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I3	I12	I22 and I24	I26 and I27
		Assessed separately for every individual project	Minimum target:70%	Minimum target:70%; Average target: 30%	Minimum target: 40%; Minimum target: 40%
To develop and implement robust data collection methods that can provide a comparative analysis of the situation of Roma across the EU in regard to their fundamental rights and their socio-economic conditions of life, mainstreaming gender and age issues	Develop of relevant scientific methodologies and standards	I8	I15	I24	I30 and I31
		Assessed separately for every individual project	Average target: 50% Minimum target: 25%	Average target: 30%	Average target: 50%; Average target: 10%
To support the efforts of the European Commission and Member States to establish and improve monitoring mechanisms and tools for National Roma Integration Strategies	Provide assistance and expertise to EU institutions and Member States	I3	I13	I23	I26
		Assessed separately for every individual project	Average target: 75%	Average target: 30%	Minimum target: 40%
	Formulate opinions to EU Institutions and Member States	I2	I13	I24	I27
100%		Average target: 75%	Average target: 30%	Minimum target: 40%	
To identify and promote promising practices on implementing and monitoring local Roma integration policies and actions	Develop research analysis, surveys and identify good practices	I4	I13	I24	I30
		Minimum target: 1	Average target: 75%	Average target: 30%	Average target: 50%
To foster an evidence-based dialogue on Roma integration in the EU, to inform the EU and Member States on the stage of progress of Roma integration as evidenced by FRA's research and to contribute to cross-national sharing of relevant promising practices	Disseminate targeted information to the right stakeholders at the right time	I4	I13	I24	I27
		Minimum target: 1	Average target: 75%	Average target: 30%	Minimum target: 40%
	Develop effective networks with key partners and Agency networks	I9	I15	I24	I27
1 at EU level 1 at MS level		Average target: 50% Minimum target: 25%	Average target: 30%	Minimum target: 40%	
To support efforts to increase the meaningful participation of Roma in the design, development, implementation and monitoring of the relevant strategies, policies and actions at community level; and to explore the feasibility of establishing local	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (Member State Level)	I3	I12 and I13	I24	I29 and I30
		Assessed separately for every individual project	Minimum target:70%; Average target: 75%	Average target: 30%	Average target: 30%; Average target: 50%

monitoring systems for tracking progress at community level.					
<b>Thematic area: Discrimination based on 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</b>					
Thematic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
To provide robust, policy relevant and timely evidence-based advice on equality and non-discrimination fundamental rights challenges to EU institutions and Member States as well as other stakeholders	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I3	I14	I22	I26
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Minimum target: 70%	Minimum target: 40%
To provide focused legal and policy analysis on the challenges in the area of non-discrimination and equality, based on collected and analysed comparable data of a legal, social or statistical nature	Develop research analysis, surveys and identify good practices	I3	I13	I23	I30
		Assessed separately for every individual project	Average target: 75%	Average target: 30%	Average target: 50%
To identify and promote 'good practices' in the equality field	Develop research analysis, surveys and identify good practices	I4	I13	I24	I30
		Minimum target: 1	Average target: 75%	Average target: 30%	Average target: 50%
Identify gaps in implementation of non-discrimination legislation and policies on the ground	Develop research analysis, surveys and identify good practices	I3	I13	I24	I26
		Assessed separately for every individual project	Average target: 75%	Average target: 30%	Minimum target: 40%
To fulfil its specific role under the EU level framework for the monitoring of the CPRD by collecting data, providing evidence based advice, and developing indicators and benchmarks	Develop research analysis, surveys and identify good practices	I5	I13	I24	I30
		Minimum target: 1	Average target: 75%	Average target: 30%	Average target: 50%
	Develop of relevant scientific methodologies and standards	I8	I15	I24	I30
		Assessed separately for every individual project	Average target: 50% Minimum target: 25%	Average target: 30%	Average target: 50%
To develop sets of fundamental rights indicators in the area of non-discrimination which form the basis for an informed discussion on ways how to combat discrimination and inequality in the EU and the EUMS	Develop of relevant scientific methodologies and standards	I8	I13	I21	I26
		Assessed separately for every individual project	Average target: 75%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Minimum target: 40%
<b>Thematic area: Rights of the child</b>					
Thematic objective	Corresponding PMF objective	PMF Indicators' path and assigned targets			
To mainstream child rights issue throughout the agency's work, in line with the need for a holistic approach, and thus provide robust, relevant and timely evidence-based advice on the protection, respect and promotion of the rights of the child to EU institutions and Member States	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I1 and I3	I12 and I14	I24	I30
		Assessed separately for every individual project;	Minimum target: 70%;	Average target: 30%	Average target: 50%
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%		
Assist EU institutions' and Member States' efforts to	RA's assistance and expertise provided to support legal and	I1 and I2	I12 and I13	I23	I27



draw on FRA research to promote protection of the rights of the child feed the results of our research into European and national policy and legislative processes	policy developments related to Fundamental rights (EU Level)	Assessed separately for every individual project;  100%	Minimum target:70%;  Average target: 75%	Average target: 30%	Minimum target: 40%
Support, through evidence-based advice, the daily work of professionals /practioners working for and with children	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I1	I13	I24	I27
		Assessed separately for every individual project	Average target: 75%	Average target: 30%	Minimum target: 40%
To enhance the exchange of learning and good practices on children's rights, particularly on access to justice	Greater knowledge of, and broader awareness of, fundamental rights issues in the Union are conducive to ensuring full respect of fundamental rights	I9	I14	I24	I30
		1 at EU level 1 at MS level	Average target: 50% Minimum target: 40%	Average target: 30%	Average target: 50%
To increase the awareness of children regarding their rights	Increase awareness of fundamental rights among stakeholders	I11	I16 and I17	I24 and I25	I30 and I31
		Average number: 2	Average target: 40%;  Indicator not currently collected	Average target: 30%;  Average target: 1	Average target: 50%;  Average target: 10%
Provide focused analysis across different fundamental rights areas mainstreaming child rights issues across the work of the FRA and some of the on-going research such as on violence against women, asylum and migration, data protection, persons with disabilities, Roma children, LGBT and others	Disseminate targeted information to the right stakeholders at the right time	I7	I13	I21	I30
		Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000	Average target: 75%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
Collect comparable primary and secondary data on children's rights based on child rights indicators, particularly on access to justice, child poverty as well as other child protection relevant issues, maintaining a particular focus on children in vulnerable situations	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I3	I12	I24	I26
		Assessed separately for every individual project	Minimum target:70%	Average target: 30%	Minimum target: 40%
Develop methodologies for conducting trans-national research with children to ensure their right to participation	Develop of relevant scientific methodologies and standards	I8	I15	I24	I30
		Assessed separately for every individual project	Average target: 50% Minimum target: 25%	Average target: 30%	Average target: 50%
Support through evidence based advice the daily work of other EU agencies in improving child protection	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU Level)	I1	I12	I21	I26
		Assessed separately for every individual project	Minimum target:70%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Minimum target: 40%
<b>Thematic area: Access to Justice</b>					
<b>Thematic objective</b>	<b>Corresponding PMF objective</b>	<b>PMF Indicators' path and assigned targets</b>			
To contribute to the EU's efforts to enhance mechanisms for ensuring access to justice through judicial as well as non-judicial mechanisms, at the EU and Member State level, which serve to underpin fundamental rights compliance	FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (EU Level)	I3	I12	I24	I27
		Assessed separately for every individual project	Minimum target:70%	Average target: 30%	Minimum target: 40%

For the FRA to become a key actor providing robust, relevant and timely evidence-based advice on fundamental rights in the area of access to justice at the EU and Member State level; Stimulate debate and action in the EU on how access to justice must be improved using new technology; To identify best practices on awareness-raising on access to justice for marginalised groups – working closely with key stakeholders in the field of justice (including e.g. other EU agencies such as Europol and Eurojust)	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I3 and I5	I12	I22	I26
		Assessed separately for every individual project; Minimum target: 1	Minimum target:70%	Minimum target:70%	Minimum target: 40%
Develop research analysis, surveys and identify good practices		I4	I13	I24	I27 and I28
		Minimum target: 1	Average target: 75%	Average target: 30%	Minimum target: 40%; Indicator not currently collected
Depending on availability of FRA budget - map the 'access to justice situation' in Member States, and to establish a learning mechanism for Member States – which can be based on the identification and sharing of promising practices between countries (e.g. to address excessively long proceedings)	Develop research analysis, surveys and identify good practices	I3 and I4	I12 and I13	I23	I27 and I28
		Assessed separately for every individual project; Minimum target: 1	Minimum target:70%; Average target: 75%	Average target: 30%	Minimum target: 40%; Indicator not currently collected
To look at implications for 'access to justice' in other fundamental rights areas where the Agency is working	Develop research analysis, surveys and identify good practices	I3	I14	I23	I27
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Average target: 30%	Minimum target: 40%
Depending on availability of FRA budget – provide evidence where there is a knowledge gap on the functioning of access to justice and the implementation of existing legislation with respect to fundamental rights compliance such as rights of crime victims to have access to justice	Develop research analysis, surveys and identify good practices	I3	I14	I24	I27 and I30
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Average target: 30%	Minimum target: 40%; Average target: 50%
To provide clarity on which access to justice mechanisms are available in the EU and how they work.	Develop research analysis, surveys and identify good practices	I3	I14	I24	I27 and I30
		Assessed separately for every individual project	Average target: 50% Minimum target: 40%	Average target: 30%	Minimum target: 40%; Average target: 50%
<b>Thematic area: Victims of crime, including compensation to victims of crime</b>					
<b>Thematic objective</b>	<b>Corresponding PMF objective</b>	<b>PMF Indicators' path and assigned targets</b>			
To become a main actor in the promotion of the fundamental rights of crime victims; in particular as regards the right of victims to have access to justice, and to make visible the invisible victims of in particular hate crime	Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders	I3	I12	I21	I26
		Assessed separately for every individual project	Minimum target:70%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Minimum target: 40%
Support EU institutions and Member States to ensure that	Relevant EU and Member State institutions, bodies and agencies	I3	I12	I24	I27

<p>victims' rights are acknowledged and implemented in practice in line with developments in EU legislation and policy;</p>	<p>and or civil society increasingly respect, protect and promote Fundamental Rights</p>	<p>Assessed separately for every individual project</p>	<p>Minimum target:70%</p>	<p>Average target: 30%</p>	<p>Minimum target: 40%;</p>
<p>Through the provision of FRA evidence, assist EU institutions and Member States so that different actors are aware of their responsibilities towards crime victims in diverse fields – encompassing both vulnerable victims and others whose rights need protecting;</p>	<p>Greater knowledge of, and broader awareness of, fundamental rights issues in the Union are conducive to ensuring full respect of fundamental rights</p>	<p>I5 and I8</p>	<p>I12 and I13</p>	<p>I22 and I23</p>	<p>I26 and I27</p>
		<p>Minimum target: 1;</p>	<p>Minimum target:70%; Average target: 75%</p>	<p>Minimum target:70%; Average target: 30%</p>	<p>Minimum target: 40%; Minimum target: 40%</p>
<p>To support the Member States to organise their own data collection concerning the extent and nature of victimisation, including victims' experiences of justice and victim support services</p>	<p>FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (Member State Level)</p>	<p>I8</p>	<p>I14</p>	<p>I24</p>	<p>I27, I28 and I29</p>
		<p>Assessed separately for every individual project</p>	<p>Average target: 50% Minimum target: 40%</p>	<p>Average target: 30%</p>	<p>Minimum target: 40%; Indicator not currently collected; Average target: 30%</p>
<p>To enhance the monitoring of the actual enjoyment of rights by victims in the EU</p>	<p>Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders</p>	<p>I3</p>	<p>I14</p>	<p>I23</p>	<p>I26 and I27</p>
		<p>Assessed separately for every individual project</p>	<p>Average target: 50% Minimum target: 40%</p>	<p>Average target: 30%</p>	<p>Minimum target: 40%; Minimum target: 40%</p>
<p>Build on FRA's work on victim support services to outline further role of victim support services in being able to ensure that victims' rights are met in practice in line with legislative and policy initiatives</p>	<p>Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders</p>	<p>I3</p>	<p>I14</p>	<p>I23</p>	<p>I26 and I27</p>
		<p>Assessed separately for every individual project</p>	<p>Average target: 50% Minimum target: 40%</p>	<p>Average target: 30%</p>	<p>Minimum target: 40%; Minimum target: 40%</p>
<p>Develop indicators with respect to victims of crime</p>	<p>Produce and or disseminate effective evidence based recommendations and conclusions from research findings, Opinion and other policy advice to decision makers and key stakeholders</p>	<p>I3</p>	<p>I14</p>	<p>I23</p>	<p>I26 and I27</p>
		<p>Assessed separately for every individual project</p>	<p>Average target: 50% Minimum target: 40%</p>	<p>Average target: 30%</p>	<p>Minimum target: 40%; Minimum target: 40%</p>
<p>Contribute to discussions and developments at EU and Member State level with respect to criminal justice systems that place victims of crime in the centre, as primary stakeholders</p>	<p>FRA's assistance and expertise provided to support legal and policy developments related to Fundamental rights (Member State Level)</p>	<p>I5</p>	<p>I13</p>	<p>I24</p>	<p>I29</p>
		<p>Minimum target: 1</p>	<p>Average target: 75%</p>	<p>Average target: 30%</p>	<p>Average target: 30%</p>

## ANNUAL WORK PROGRAMME 2017 Indicators and targets per project

Project Title	Code	Output indicators	Targets	code	Short-term, long-term, aspirational indicators	Targets
Access to justice including judicial cooperation						
Fundamental rights survey – establishing an EU-wide survey on trends in fundamental rights	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	Pilot survey carried out in 28 EU Member States. Contextual data collected through FRANET initiated in 28 EU Member States.	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]	Minimum 50%
	I8	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	Summary of pilot results	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	Minimum 50%
Criminal detention in the EU – conditions and monitoring	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	3	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	80 %
	I9	Number of networking events organised	1			
	I10	Number of participants in FRA events	20			
Additional activities in the area of "Access to Justice"	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	4	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	100%
	I2	Percentage of responses to requests for opinions and other advice (completed)	100%	I25	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	4

	15	Number of publications produced (per thematic area)	2			
	16	Number of relevant stakeholders receiving FRA information	100			
	17	Number of stakeholders receiving a copy of the publications	100			
<b>Victims of crime including compensation to victims of crime</b>						
Rights of crime victims to have access to justice – comparative analysis	11	Number of hearings or presentations to institutional stakeholders across levels of governance	4	112	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	100%
	12	Percentage of responses to requests for opinions and other advice (completed)	100%	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	10
Additional activities in the area of "Victims of crime"	11	Number of hearings or presentations to institutional stakeholders across levels of governance	10	112	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	100%
	12	Percentage of responses to requests for opinions and other advice (completed)	100%	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	10
	17	Number of stakeholders receiving a copy of the publications	100			
<b>Information society and, in particular, respect for private life and protection of personal data</b>						
National intelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies	12	Percentage of responses to requests for opinions and other advice (completed)	100%	112	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	80%
	15	Number of publications produced (per thematic area)	1 Report 1 Summary (published in 23 languages)	121	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	35%

	17	Number of stakeholders receiving a copy of the publications	3.000	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	Average target: 8
Update of the Guide on Preventing Discriminatory Profiling (3 <sup>rd</sup> priority)	11	Number of hearings or presentations to institutional stakeholders across levels of governance	5	115	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	50%
	18	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	desk research including sampling strategies, framework and plan	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	Average target: 4
Additional activities in the area of 'Information society and, in particular, respect for private life and protection of personal data'	11	Number of hearings or presentations to institutional stakeholders across levels of governance	Minimum target:5	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	Average target: 7
	12	Percentage of responses to requests for opinions and other advice (completed)	100% (For opinions requested by CoE, EC and European Parliament)			
	15	Number of publications produced (per thematic area)	Minimum target: 1			
	18	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	desk research including sampling strategies, framework and plan			
<b>Roma integration</b>						
Data collection on Roma integration	13	Number of research activities • survey	1 (on-line survey)	116	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	70%
		Number of research activities • mapping of local stakeholders	1 (research)			
		Number of research activities • investigating the feasibility of local censuses	1 (research)			
	15	Number of publications produced (per thematic area)	1 (EU MIDIS II – Roma main results)	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	3

	I11	Number of material and tools produced related to awareness raising activities	1			
Developing indicators and monitoring tools to track progress on Roma integration	I3	Number of research activities •How qualitative data collected at local level could be used for monitoring progress on Roma integration	1 (methodo-logical research)	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	70%
	I8	Number of documents produced whose purpose is to present methods and standards (including sets of indicators) •S-P-O indicators framework applied to Roma	1 (data analysis and drafting of working paper)	I25	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	5
	I11	Number of material and tools produced related to awareness raising activities •Communication package for understanding and application of the S-P-O indicators framework to Rom aintegration	1 (application toolkit produced)	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}	80%
Local Engagement for Roma Inclusion	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	20 (5 to EP, CoR, CoE, COM + 15 to various other stakeholders)	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	100% (at least 30 stakeholders)
	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	2 (analysis & drafting comp report, toolkit)	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]	100% (at least 30 stakeholders)
	I4	Number of good practices identified (per thematic area)	21 (identify at least one good practice per locality)	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	100% (at least 30 stakeholders)
	I5	Number of publications produced (per thematic area)	22 (21 case studies + 1 technical report)			

	17	Number of stakeholders receiving a copy of the publications	30			
	18	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	1 (technical report)			
Additional activities in the area of "Roma integration"	11	Number of hearings or presentations to institutional stakeholders across levels of governance	5 (Presentations of results at COM, EP, CoE etc.)	123	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	Average target: 30%
	12	Percentage of responses to requests for opinions and other advice (completed)	100%	124	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	Average target: 30%
	19	Number of networking events organised	2 (RWP meetings)			
	110	Number of participants in FRA events	120 participants			
Rights of the child						
Children and Justice	11	Number of hearings or presentations to institutional stakeholders across levels of governance	Average 10	112	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	Minimum target: 70%
	15	Number of publications produced (per thematic area)	Minimum target: 3	113	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]	Average target: 75%
	17	Number of stakeholders receiving a copy of the publications	Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000	115	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	Average target: 50% Minimum target: 25%



	19	Number of networking events organised	1 at EU level 1 at MS level	118	Proportion of outputs [publications, opinions, communications, etc.] translated in all 24 official languages of the EU.	Target 0% If considering the 3 main languages (EN-FR-DE) target: 10%
	110	Number of participants in FRA events	Average 20 participants	123	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	Average target: 30%
	111	Number of material and tools produced related to awareness raising activities	Average number: 4	124	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	Average target: 30%
Child well-being and poverty	13	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	1	113	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]	75%
	15	Number of publications produced	1	114	Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society	75%
	16	Number of relevant stakeholders receiving FRA information	200			
	19	Number of networking events organised	1			
	110	Number of participants in FRA events	20			
Additional activities in the area of the rights of the child	11	Number of hearings or presentations to institutional stakeholders across levels of governance	Minimum 10	113	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]	Average target: 75%
	13	Number of research activities [per type of task, per thematic area, per type of	Average 4	115	Proportion of FRP and other network members/ stakeholders who consider the networking/collaboration activities organised by FRA to be useful to their	Average target: 50%

		outputs, per geographical area]			organisation in order to promote fundamental rights	Minimum target: 25%
	14	Number of good practices identified (per Thematic Area)	Minimum target: 25	118	Proportion of outputs [publications, opinions, communications, etc.] translated in all 24 official languages of the EU.	Target 30%
	15	Number of publications produced (per thematic area)	Minimum target: 3	124	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	Average target: 30%
	18	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	Average 2	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	Average target: 4
	19	Number of networking events organised	1 at EU level	121	Proportion of relevant stakeholders who consider that FRA's conclusions and recommendations from research findings, Opinions and other policy advice directly influenced policy development in a manner which reflect the desired impacts of the Agency	Average target: 75%
	110	Number of participants in FRA events	Average 20 participants			
Discrimination based on 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						
EU-MIDIS II	11	Number of hearings or presentations to institutional stakeholders across levels of governance	10	113	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]	60%
	13	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	4 reports produced including data analysis, description and interpretation of results (technical report, report on Roma, report on muslims and report on migrants)	115	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	50%
	15	Number of publications produced (per thematic area)	4 reports produced including data analysis, description and interpretation of results (technical	125	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	10

			report, report on Roma, report on muslims and report on migrants)			
	I9	Number of networking events organised	3			
	I10	Number of participants in FRA events	20-50			
The right to independent living of persons with disabilities	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	Minimum 5	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]	Minimum 60%
	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	1 international peer review meeting, 1 comparative report	I21	Proportion of relevant stakeholders who consider that FRA's conclusions and recommendations from research findings, Opinions and other policy advice directly influenced policy development in a manner which reflect the desired impacts of the Agency	Minimum 60%
	I4	Number of good practices identified (per Thematic Area)	Minimum 5	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	Minimum 60%
	I7	Number of stakeholders receiving a copy of the publications	Minimum 100			
	I9	Number of networking events organised	National peer review meetings in 5 EUMS			
	I10	Number of participants in FRA events	Minimum 60			
	Update the Handbook on European non-discrimination law (3 <sup>rd</sup> priority)	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	1	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful
I7		Number of stakeholders receiving a copy of the publications	Minimum: 3,000 (including downloads)			
Living in another Member State: non-discrimination	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	1			

on and citizenship of the Union	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	28 (FRANET desk research)			
Barriers preventing older people from living independently in the community (3 <sup>rd</sup> priority)	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	Secondary research (desk research reports) - 28 EUMSs Primary research (fieldwork) in selected number of EUMSs (min. 8)			
	I9	Number of networking events organised	1			
	I10	Number of participants in FRA events	15			
Participation in EU framework to promote, protect and monitor the CRPD (3 <sup>rd</sup> priority)	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	Minimum 1			
	I9	Number of networking events organised	Minimum 3 meetings of EU Framework			
	I11	Number of material and tools produced related to awareness raising activities	Minimum 3			
Additional activities in the area of "Non – Discrimination"	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	5	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]	60%
	I2	Percentage of responses to requests for opinions and other advice (completed)	80%			
	I5	Number of publications produced (per thematic area)	1			
Immigration and integration of migrants, visa and border control and asylum						
Providing fundamental rights expertise to EU	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	Average 5			

institutions and agencies, Member States and other stakeholders in the areas of borders, immigration and asylum	12	Percentage of responses to requests for opinions and other advice (completed)	100% (For opinions requested by CoE, EC and European Parliament)		
	15	Number of publications produced (per thematic area)	Minimum target: 1		
	17	Number of stakeholders receiving a copy of the publications	Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000		
Severe labour exploitation – workers’ perspectives (SELEX II)	13	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	Minimum 7 (6-10 qualitative research studies (including desk research; face to face interviews and focus groups in each MS); 1 data analysis)		
	19	Number of networking events organised	Minimum 2 (1 meeting of contractors at national level (perhaps incl. some civil society); 1-3 subsequent meetings with stakeholders later in the year)		
Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns	11	Number of hearings or presentations to institutional stakeholders across levels of governance	5	113	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] 80%
	12	Percentage of responses to requests for opinions and other advice (completed)	100% (For opinions requested by CoE, EC and European Parliament)	123	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 70%
	15	Number of publications produced (per thematic area)	3 (1 report and 2 focus papers)		
	17	Number of stakeholders receiving a copy of the publication	100		

Responding to fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	1			
	I6	Number of relevant stakeholders receiving FRA information	100			
Providing fundamental rights expertise to address operational challenges	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	3			
	I6	Number of relevant stakeholders receiving FRA information	25			
<b>Racism, xenophobia and related intolerance</b>						
Second FRA survey on discrimination and hate crime against Jews	I9	Number of networking events organised	2 (1 Stakeholder meeting and 1 Expert meeting)	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	60%
	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	3 (Questionnaire development - standardised questionnaire for online survey in selected EU MSs-, Fieldwork: data collection through online survey, Quality assurance and control)	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]	60%
	I6	Number of relevant stakeholders receiving FRA information	Minimum 40	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	50%
	I11	Number of material and tools produced related to awareness raising activities	2 (Newsletter, information letter)	I17	Proportion of stakeholders who came into contact with FRA as a result of the communication activities	10%
Anti-Semitism: Data collection and analysis	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	5	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	60%

	15	Number of publications produced (per thematic area)	1	113	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]	60%
	17	Number of stakeholders receiving a copy of the publications	Minimum number of downloads per publication: 100 Average number of downloads per publication: 100			
Coordination of the Subgroup on methodologies for recording and collecting data on hate crime of the EU High Level Group on combating racism, xenophobia and other forms of intolerance	11	Number of hearings or presentations to institutional stakeholders across levels of governance	4	123	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 reflects the desired impacts of the Agency	70%
	18	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	1			
Racism and ethnic discrimination: data collection and analysis (3 <sup>rd</sup> priority)	11	Number of hearings or presentations to institutional stakeholders across levels of governance	Average 5 (international and national level)	112	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	60%
	13	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	28 (FRANET desk research)			
	14	Number of good practices identified	28 (at least one per MS)			
	16	Number of relevant stakeholders receiving FRA information	60% (Minimum number of downloads per publication 200)			
	18	Number of documents produced whose purpose is to present methods and	2 (Full report + collection of good practices)			

		standards (including sets of indicators)				
Online database on anti-Muslim and anti-migrant hatred	I3	Number of research activities [per type of task, per thematic area, per type of outputs, per geographical area]	All 28 EU MS covered – if possible at NUT level (1-2) Yearly, 28 national level data collection and follow-up exercises	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	Min 60% of racism and xenophobia experts respondents in relevant stakeholders surveys
	I11	Number of material and tools produced related to awareness raising activities	Min 3 newsletters / year EU 28 and EU level Databases produced Online interactive tool and visualisations produced	I20	Proportion of media coverage of FRA's activities [by type of awareness raising material and media channel ]	1000 social media likes in the first year 10000 page views in the first year
	I6	Number of relevant stakeholders receiving FRA information	Min 10000 visits in first year of operation Min 3 newsletters disseminated in the course of the project	I30	Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights	Min 60% of racism and xenophobia experts respondents in relevant stakeholders surveys
Additional activities in the area of "Racism, xenophobia and related intolerance"	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	5	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]	60%
	I2	Percentage of responses to requests for opinions and other advice (completed)	80%			
	I5	Number of publications produced (per thematic area)	1			
Cross-cutting projects or activities covering all MAF areas						



Annual reports	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	Minimum target: 5	I25	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	Average target: 7
	I4	Number of good practices identified (per Thematic Area)	Minimum target: 1			
	I5	Number of publications produced (per thematic area)	Minimum target: 25 publications 1 Fundamental Rights Report 24 Opinions Fundamental Rights Report in national languages			
	I7	Number of stakeholders receiving a copy of the publications	Minimum number of downloads per publication of the national opinions of the Fundamental Rights Report: 50 Average number of downloads of the main Fundamental Rights Report: 3000			
Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions	I5	Number of publications produced (per thematic area)	Minimum target: 1	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	Average target: 50% Minimum target: 25%
	I6	Number of relevant stakeholders receiving FRA information	Average target: 2000	I14	Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society	Average target: 50% Minimum target: 40%
	I7	Number of stakeholders receiving a copy of the publications	Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000	I30	Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights	Average target: 50%
	I10	Number of participants in FRA events	Average participants: 200	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	Average target: 40%
	I11	Number of material and tools produced related to awareness raising activities	Average number: 2	I31	Proportion of EU citizens who know about their fundamental rights and the Charter	Average target: 10%

				I20	Proportion of media coverage of FRA's activities [by type of awareness raising material and media channel ]	Minimum target of media references (Agency level): 4
Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	I1	Number of hearings or presentations to institutional stakeholders across levels of governance	Minimum 15	I12	Proportion of key stakeholders that consider evidence and opinions provided by FRA are - relevant - reliable- of high quality - useful	Minimum target:70 %
	I2	Percentage of responses to requests for opinions and other advice (completed)	100% (For opinions requested by CoE, EC and European Parliament)	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]	Average target:75 %
	I6	Number of relevant stakeholders receiving FRA information	Average target: 2000	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	Average target: 30%
	I9	Number of networking events organised	1 at EU level 1 at MS level	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	Average target: 30%
	I10	Number of participants in FRA events	Minimum 60	I25	Number of references to FRA's conclusions or recommendations or FRA's activities in policies and legislation	Average target: 1
Promoting the impact of FRA output	I6	Number of relevant stakeholders receiving FRA information	Average target: 2000	I17	Proportion of stakeholders who came into contact with FRA as a result of the communication activities	
	I11	Number of material and tools produced related to awareness raising activities		I18	Proportion of outputs [publications, opinions, communications, etc.] translated in all 23 official languages of the EU	
Production and dissemination of communication products	I5	Number of publications produced (per thematic area)	Minimum target: 1	I18	Proportion of outputs [publications, opinions, communications, etc.] translated in all 24 official languages of the EU.	Target 0% If considering the 3 main languages (EN-FR-DE) target: 10%

	I6	Number of relevant stakeholders receiving FRA information	Average target: 2000			
	I11	Number of material and tools produced related to awareness raising activities	Average number: 2			
Fundamental rights promotion through awareness raising and cooperation with stakeholders and EU Member States	I6	Number of relevant stakeholders receiving FRA information	250-350	I14	Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society	90%
	I10	Number of participants in FRA events	Several 100	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	85%
	I11	Number of material and tools produced related to awareness raising activities	Approx 10			
Performance, monitoring and evaluation	I8	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	Minimum 1			
	I10	Number of participants in FRA events	Minimum 50% (quorum)			
Bodies of the Agency	I9	Number of networking events organised	Minimum 10 meetings			
	I10	Number of participants in FRA events	Quorum (two thirds of the members of each body)			
Consultation and cooperation mechanism – national liaison officers	I9	Number of networking events organised	Minimum 2 NLOs meetings	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	Average target: 30%
	I10	Number of participants in FRA events	27 out of 28 NLOs			
Consultation and cooperation mechanism	I6	Number of relevant stakeholders receiving FRA information	400	I14	Proportion of stakeholders/FRP members who think that FRA has been successful in promoting dialogue with civil society	75%

Fundamental Rights Platform	I9	Number of networking events organised	4	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	75%
	I10	Number of participants in FRA events	80	I30	Proportion of non-governmental stakeholders who agree that FRA's work has directly influenced their work and capacity to promote fundamental rights	50%
European Fundamental Rights Information System (EFRIS)	I9	Number of networking events organised	2 (one expert and one networking meeting)			
	I11	Number of material and tools produced related to awareness raising activities	0 (in 2017 none unless maybe some of the third priority funds become available then 1)			
	I8	Number of documents produced whose purpose is to present methods and standards (including sets of indicators)	1			

In addition to the Performance Measurement Framework and in line with the Commission Guidelines on key performance indicators (KPI) for directors of EU decentralised agency, the following objectives, KPIs and targets are identified:

OBJECTIVE	KPI	TARGET
<b>Work programme fully implemented throughout the year and such implementation is reflected in the Annual Activity Report for such a year</b>	Timely submission of the draft Programming document to the Management Board and to the European Commission	<i>December N-2</i> <i>January N-1</i> <i>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 and in particular of the (annual) Fundamental Rights Report, in cooperation with the Scientific Committee	80%
<b>Swift, timely and full use of the financial resources</b>	Rate (%) of implementation of Commitment Appropriations	> 95%
	Rate (%) of cancellation of Payment Appropriations	< 5%

<b>allocated by the budgetary authorities</b>	Rate (%) of outturn (Total payments in year N and carry-forwards to Year N+1, as a % of the total EU funding and fee income, where applicable, received in Year N)	> 95%
	Rate (%) of payments executed within the legal/contractual deadlines	> 80%
<b>Timely improvements in the adequacy and effectiveness of internal control systems</b>	Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable')	90%
	Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31st December)	> 95% 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%
<b>Evidence of the level of staff wellbeing</b>	Organisation of satisfaction surveys / engagement surveys within the agency	1 every two years
	Annual average days of short term sick leave per staff member	< 8
	Number of complaints under Article 90 (2) SR per 100 staff members	< 5
<b>External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders</b>	Formal presentations to the European Parliament and Council (incl. its preparatory bodies)	> 4
	Country visits to present the Agency's work	> 6
	Number of interviews or mentions of FRA Director in different media outlets	12 in a year
	Cooperation meetings with the Agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform)	2 NLO meetings 4 large events (with participation of relevant stakeholders) > 6 visits to EU institutions, bodies and agencies
	Meetings with the EU representations and delegations, broader Diplomatic community and international organisations based in Vienna	≥6 meetings annually

### Annex IX: Risks Year 2017

In compliance with the Internal Control Standards the Agency has performed an annual risk analysis exercise. Taking into account the existing processes the Agency has assessed its potential risks on the basis of their likelihood of occurrence and potential impact. This assessment has been presented in a risk register where the following information has been identified:

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

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

#### Risk typology

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

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

This annex is an extract of the last risk register representing the risks that the Management considers relevant to the implementation of the AWP.

Risk details		Assessment of the risks					Management of the risks		
Risk Type	Description of the risks	Possible consequences	Likelihood of occurrence	Objectives	Potential impact		Residual risk L*1	Action owner	Action (yellow field) <i>(Only if the residual risk still needs to be avoided/reduced/transferred after evaluation of existing controls)</i>
					Financial	Reputation			

#### Research and analysis

E	In case of unforeseen events leading to specific requests to the Agency (monitoring or data collection as well as specific position papers opinions or communication needs) slow reaction	Slow reaction.  Criticism from stakeholders and institutions. Poor outcomes.	Medium 2	Significant 2	Limited 1	Significant 2	Medium 4	All	Despite the short term measures of internal reallocation of human and financial resources, this capacity is limited only to specific research domains. Evaluate sustainability in the long term and evaluate possible requests of resources.
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due to non-availability of resources									
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**Human resources management**

E	Impact on the Agency following the EC approach requesting the Staff reductions from the establishment plan for 5% and additional 5% for redeployment pool.	Reduced capacity of operation in certain areas.  Legal challenge against the Agency/ Court cases.	Medium 2	Significant 2	Limited 1	Significant 2	Medium 4	HRP	Evaluate possible solutions for additional resource allocation (Contract Agents).  Prioritisation of the projects.  Ensure consistent legal vigilance.
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**Management and planning**

I1	Difficulties in monitoring and reporting on the Agency's performance and measuring the impact of the Agency at all results' level.	Reputational impact.  Incapacity to develop improvement actions for effective and efficient use of resources.	Medium 2	Significant 2	Limited 1	Significant 2	Medium 4	All	Strengthen project monitoring and evaluation.
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## Annex X: Procurement plan Year 2017 (financing decisions)

### Activity 1: Access to justice including judicial cooperation

#### A 1.1 - Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 200,000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03620 - Access to justiceB03620 - Access to justiceB03620 - Access to justice

Subject matter of the contracts envisaged: researchresearchresearch – Request for FRANET to collect contextual information related to the topics of the survey (EUR 190,000)

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 282828

Indicative timeframe for launching the procurement procedure: 4th quarter of the year4th quarter of the year4th quarter of the year

Budget line: B03620 - Access to justice

Subject matter of the contracts envisaged: researchresearchresearch – Missions of FRA staff (EUR 10,000)

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: NA (No procurement procedure needed)

#### A 1.2 – Criminal detention in the EU – conditions and monitoring

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 10,000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03620 - Access to justiceB03620 - Access to justiceB03620 - Access to justiceB03620 - Access to justiceB03620 - Access to justice

Subject matter of the contracts envisaged: ICT communication servicesICT communication servicesICT communication services

Type of contract: direct contractdirect contractdirect contractdirect contractdirect contractdirect contractdirect contractdirect contractdirect contract

Type of procurement: serviceserviceserviceserviceserviceserviceserviceserviceserviceservice

Indicative number of contracts envisaged: 11111

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year2nd quarter of the year2nd quarter of the year

#### A 1.3 - Additional activities in the area of “Access to Justice”

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 36.000 (1<sup>st</sup> priority) and EUR 90.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03620 - Access to justiceB03620 - Access to justiceB03620 - Access to justice

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 444

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year



quarter of the year

## Activity 2: Victims of crime including compensation to victims of crime

### A 2.1 - Rights of crime victims to have access to justice – a comparative analysis

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 15.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03630 - Victims of crime & comp.B03630 - Victims of crime & comp.B03630 - Victims of crime & comp.

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure:n/a

### A 2.2 Additional activities in the area of "Victims of Crime"

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 15.200 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03630 - Victims of crime & comp.B03630 - Victims of crime & comp.B03630 - Victims of crime & comp.

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 1st-4th quarter of the year1st-4th quarter of the year1st-4th quarter of the year

## Activity 3: Information society and, in particular, respect for private life and protection of personal data

### A 3.1 Nationalintelligence authorities and surveillance in the EU: Fundamental rights safeguards and remedies

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 27.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03211 - Info soc. respect for priv life & prot. pers. dataB03211 - Info soc. respect for priv life & prot. pers. dataB03211 - Info soc. respect for priv life & prot. pers. data

Subject matter of the contracts envisaged: studystudystudy

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure:2nd -3rd quarter 2017

### A 3.2 Update of the Guide on Preventing Discriminatory Profiling

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 27.000 (1<sup>st</sup> priority) and 20.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03211 - Info soc. respect for priv life & prot. pers. dataB03211 - Info soc. respect for priv life & prot. pers. dataB03211 - Info soc. respect for priv life & prot. pers. data

Subject matter of the contracts envisaged: ICT communication servicesICT communication servicesICT communication services

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 3rd-4th quarter 2017

### **A 3.3 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 2017 amounts to EUR 37.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03211 - Info soc. respect for priv life & prot. pers. dataB03211 - Info soc. respect for priv life & prot. pers. data

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 333

Indicative timeframe for launching the procurement procedure: 1st-4th quarter of the year1st-4th quarter of the year

## **Activity 4: Roma integration**

### **A 4.1 Data collection on Roma integration**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 1.550.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03340 - Roma integrationB03340 - Roma integrationB03340 - Roma integration

Subject matter of the contracts envisaged: researchresearchresearch surveysurveysurvey

Type of contract: direct contractdirect contractdirect contract

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 101010

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year2nd quarter of the year2nd quarter of the year

### **A 4.2 Developing indicators and monitoring tools to track progress on Roma integration**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 55.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03340 - Roma integrationB03340 - Roma integrationB03340 - Roma integration

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 444

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year2nd quarter of the year2nd quarter of the year

### **A 4.3 Local Engagement for Roma Inclusion**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 50.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03340 - Roma integrationB03340 - Roma integrationB03340 - Roma integration

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 333

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

#### **A 4.4 Additional activities in the area of "Roma integration"**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 25.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03340 - Roma integrationB03340 - Roma integrationB03340 - Roma integration

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 222222

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

### **Activity 5: Rights of the child**

#### **A 5.1 Children and Justice**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 30.000 (1<sup>st</sup> priority) and EUR 180.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03350 - Rights of the childB03350 - Rights of the childB03350 - Rights of the child

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 333

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

#### **A 5.2 Child well-being and poverty**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 35,000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03350 - Rights of the childB03350 - Rights of the childB03350 - Rights of the child

Subject matter of the contracts envisaged: researchresearchresearch

Indicative number of contracts envisaged: NA

Indicative timeframe for launching the procurement procedure: NANANA

#### **A 5.3 Additional activities in the area of "Rights of the Child"**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 30.000 (1<sup>st</sup> priority) and EUR 180.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03350 - Rights of the childB03350 - Rights of the childB03350 - Rights of the child

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 555

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

### **Activity 6: Discrimination based on 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**

#### **A 6.1 EU MIDIS II**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 200.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: Promotion and communication activitiesPromotion and communication activitiesPromotion and communication activities

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 4 (tbc)

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

#### **A.6.2 The right to independent living of persons with disabilities**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 100.000 (1<sup>st</sup> priority) and 110.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 666

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

#### **A 6.3 Update of the Handbook of European non-discrimination law**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 355.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: researchresearchresearch

Type of contract: direct contractdirect contractdirect contract

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 4th quarter of the year4th quarter of the year4th quarter of the year

#### **A 6.4 Living in another Member State: non-discrimination and citizenship of the Union**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 20.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 282828

Indicative timeframe for launching the procurement procedure: 4th quarter of the year4th quarter of the year4th quarter of the year

#### **A 6.5 Barriers preventing older people from living independently in the community**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 500.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 28 (FRANET contract in all EUMSs)

Indicative timeframe for launching the procurement procedure: N/A

#### **A 6.6 Participation in EU framework to promote, protect and monitor the CRPD**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 50.000 (1<sup>st</sup> priority) and 25.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationB03321 - DiscriminationB03321 - Discrimination

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

#### **A 6.7 Additional activities in the area of "Non-discrimination"**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 10.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03321 - DiscriminationwB03321 - DiscriminationwB03321 - Discriminationw

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 222

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

### **Activity 7: Immigration and integration of migrants, visa and border control and asylum**

#### **A 7.1 Providing fundamental rights expertise to EU institutions and agencies, Member States and other stakeholders in the areas of borders, immigration and asylum**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 330.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrants

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceserviceserviceservice

Indicative number of contracts envisaged: 30

Indicative timeframe for launching the procurement procedure: 1st -4th quarter of the year

#### **A 7.2 Severe labour exploitation – workers’ perspectives (SELEX II)**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 50.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrants

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 101010

Indicative timeframe for launching the procurement procedure: 1st -4th quarter of the year1st -4th quarter of the year1st -4th quarter of the year

#### **A 7.3 Biometric data in large IT borders, immigration and asylum databases - fundamental rights concerns**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 60.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrants

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 333

Indicative timeframe for launching the procurement procedure: 1st -2nd quarter of the year1st -2nd quarter of the year1st -2nd quarter of the year

#### **A 7.4 Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 850.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrants

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 101010

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

#### **A 7.5 Providing fundamental rights expertise to address operational challenges**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 230.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03230 - Immigration and integration of migrantsB03230 - Immigration and integration of migrants

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 28

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

### **Activity 8: Racism, xenophobia and related intolerance**

#### **A 8.1 Second FRA survey on discrimination and hate crime against Jews**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 475.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: surveysurveysurvey

Type of contract: direct contractdirect contractdirect contract

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year2nd quarter of the year2nd quarter of the year

#### **A 8.2 Antisemitism: Data collection and analysis**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 5.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

quarter of the year

### **A 8.3 Coordination of the Subgroup on methodologies for recording and collecting data on hate crime of the EU High Level Group on combating racism, xenophobia and other forms of intolerance**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 20.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: technical assistancetechnical assistancetechnical assistance

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 222

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

### **A 8.4 Racism and ethnic discrimination: data collection and analysis**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 200.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

### **A 8.5 Online database on anti-Muslim and anti-migrant hatred**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 250.000 (1<sup>st</sup> priority) and 250.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure:N/A

### **A 8.6 Additional activities in the area of "Racism, xenophobia and related intolerance"**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 10.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intoleranceB03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice



Indicative number of contracts envisaged: 222

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

### **Activity 9: Cross-cutting projects or activities covering all MAF areas**

#### **A 9.1 Annual Reports**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 430.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03702 - Annual reportB03702 - Annual reportB03702 - Annual report

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 282828

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

#### **A 9.2 Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 80.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: technical assistancetechnical assistancetechnical assistance

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 333233322

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year2nd quarter of the year2nd quarter of the year

#### **A 9.3 Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 125.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03711 - Communication and awareness-raisingB03711 - Communication and awareness-raisingB03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: technical assistancetechnical assistancetechnical assistance

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

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 222

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

#### **A 9.4 Promoting the impact of FRA output**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 400,000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: Promotion and communication activities

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

Type of procurement: services

Indicative number of contracts envisaged: 5

Indicative timeframe for launching the procurement procedure: Throughout the year

#### **A 9.5 Production and dissemination of communication products**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 155.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: researchresearchresearch

Type of contract: specific contract based on an existing framework contract , direct contracts

Type of procurement: service

Indicative number of contracts envisaged: 150

Indicative timeframe for launching the procurement procedure: throughout the year

#### **A 9.6 Fundamental rights promotion through awareness raising and cooperation with stakeholders in the EU Member States**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 600.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03711 - Communication and awareness-raisingB03711 - Communication and awareness-raisingB03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: technical assistancetechnical assistancetechnical assistance

Type of contract: new Framework Contractnew Framework Contractnew Framework Contract

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 202020

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

#### **A 9.7 Performance, Monitoring and Evaluation**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 100,000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: evaluation

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### **A 9.8 Bodies of the Agency**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 45.200 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03801 - Bodies of the Agency

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 15

Indicative timeframe for launching the procurement procedure: 1<sup>st</sup> – 4<sup>th</sup> quarter of the year

#### **A 9.9 Consultation and cooperation mechanism - National Liaison Officers**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 60.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03802 - Consultation mechanisms

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: max. 2

Indicative timeframe for launching the procurement procedure: 4th quarter of the year

#### **A 9.10 Consultation and cooperation mechanism - Fundamental Rights Platform**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 140.000 (1<sup>st</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights, Art. 10

Budget line: B03802 - Consultation mechanismsB03802 - Consultation mechanismsB03802 - Consultation mechanisms

Subject matter of the contracts envisaged: researchresearchresearch

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

Type of procurement:

Indicative number of contracts envisaged:

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

Budget line: B03802 - Consultation mechanismsB03802 - Consultation mechanismsB03802 - Consultation mechanisms

Subject matter of the contracts envisaged: technical assistancetechnical assistancetechnical assistance

Type of contract: direct contractdirect contractdirect contract

Type of procurement: serviceserviceservice

Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 1st quarter of the year1st quarter of the year1st quarter of the year

#### **A 9.11 European Fundamental Rights Information System (EFRIS)**

The overall budgetary allocation reserved for procurement contracts in 2017 amounts to EUR 190.000 (1st priority) and 150.000 (3<sup>rd</sup> priority)

Legal basis: COUNCIL DECISION No 252/2013/EU of 11 March 2013 establishing a Multiannual Framework for 2013-2017 for the European Union Agency for Fundamental Rights

Budget line: B03701 - Research and data collectionB03701 - Research and data collectionB03701 - Research and data collection

Subject matter of the contracts envisaged: ICT communication servicesICT communication servicesICT communication services

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

Type of procurement: worksworksworks

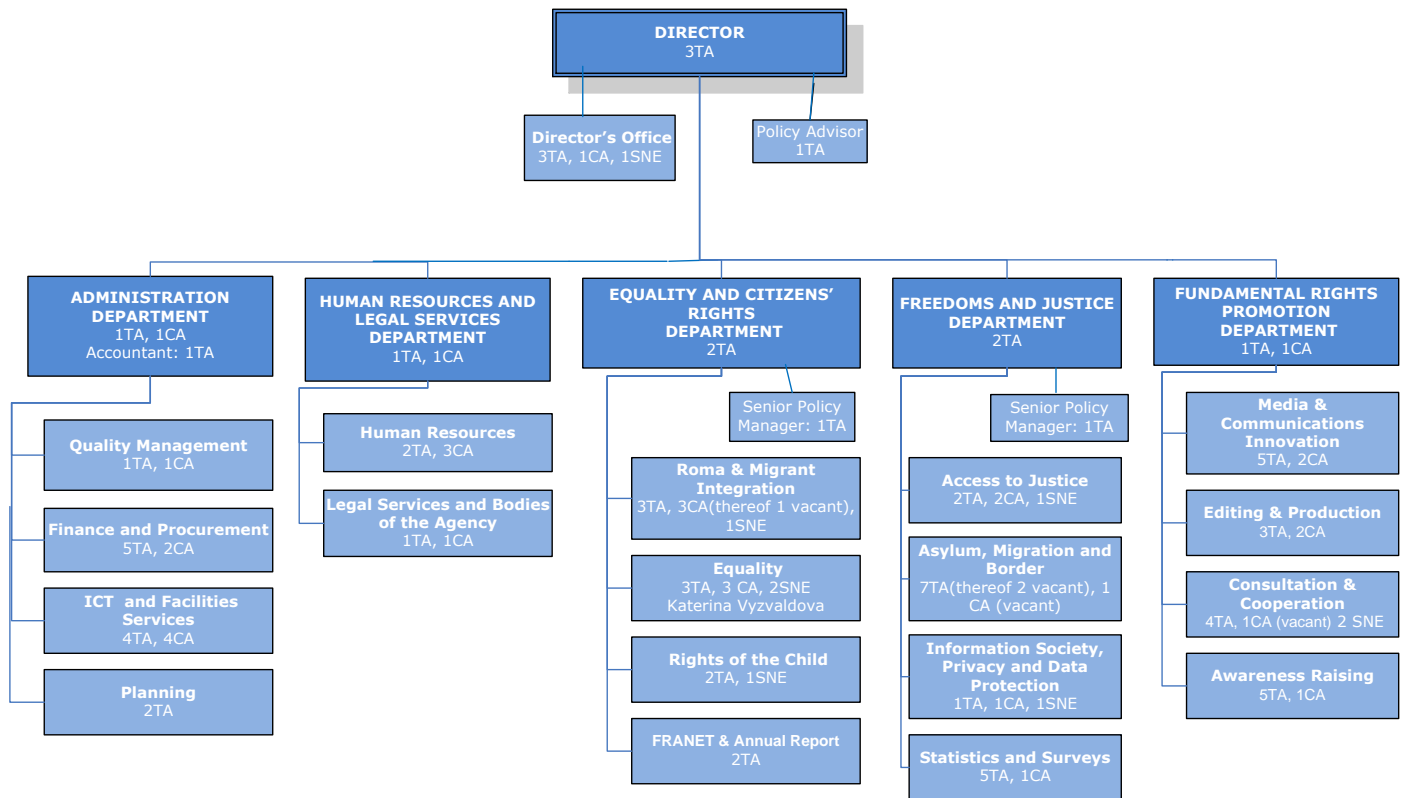
Indicative number of contracts envisaged: 111

Indicative timeframe for launching the procurement procedure: 3rd quarter of the year3rd quarter of the year3rd quarter of the year

### Annex XI: Organizational chart

Organisational structure:

The structure of the Agency at 29.03.2016 is composed of the Director’s office and five departments as shown below:



## Annex XII: Support activities

### Administration

#### Accounting

Description of the activity in 2017				
Objectives	Outputs	Indicators	Targets	Expected results
Prepare and keep the 2016 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 2016 accounts while respecting the deadlines mentioned in the Financial Regulation. -	<ul style="list-style-type: none"> <li>- Number of observations from the ECA/IAS in the year.</li> <li>- Number of qualifications in the audit reports.</li> <li>- Deadlines relating to the delivery of the provisional and final accounts mentioned in the Financial Regulation respected during the year.</li> </ul>	<ul style="list-style-type: none"> <li>No observations from the ECA/IAS.</li> <li>Clean audit report of the 2016 annual accounts i.e. no qualifications.</li> <li>All deadlines respected.</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>No observations from the ECA/IAS.</li> <li>Clean audit report of the 2016 annual accounts i.e. no qualifications.</li> <li>All deadlines respected.</li> <li>-</li> </ul>
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.	<ul style="list-style-type: none"> <li>- All payments executed correctly within 3 working days of being signed by the Authorising Officers.</li> </ul>	<ul style="list-style-type: none"> <li>- Number of payments delayed due to cash flow problems in the year.</li> <li>- Number of payments executed after 3 working days of signature by the Authorising Officer.</li> </ul>	<ul style="list-style-type: none"> <li>No payments delayed due to cash flow problems.</li> <li>- No payments executed after 3 working days of signature by the Authorising Officer.</li> </ul>	<ul style="list-style-type: none"> <li>No payments delayed due to cash flow problems.</li> <li>- No payments executed after 3 working days of signature by the Authorising Officer.</li> </ul>
Resources for the activity in 2017				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	0	0	1
Budget available	€23,000			

#### Information Communication Technology & Facilities

The ICT and Facilities (ICTF) sector is within the Administration department and it provides the underlying infrastructure and services to the Agency. It is responsible for the provision and management of the ICT infrastructure, datacenter, ICT applications and systems. It also covers facilities services that include building maintenance, security and reception services.

Description of the activity in 2017				
Objectives	Outputs	Indicators	Targets	Expected results
To ensure proper execution of Title II	<ul style="list-style-type: none"> <li>- Timely execution of Title II commitments (approx. 100 transactions) and payments (approx. 250 transactions)</li> </ul>	<ul style="list-style-type: none"> <li>- % of budgetary execution</li> <li>- % of executed budget by Oct</li> </ul>	<ul style="list-style-type: none"> <li>&gt;95%</li> <li>&gt;80%</li> </ul>	<ul style="list-style-type: none"> <li>99%</li> <li>80%</li> </ul>

To ensure the maximum uptime of ICT systems during working hours	- Uninterrupted delivery of ICT systems	99,95% of ICT systems uptime	99,95 %	99,95%
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	95%	95%
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 costs	5% reduction	5% reduction
Resources for the activity in 2017				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	4	5	0	9
Budget available	€2,401,932			

### Finance and Procurement

The Finance and Procurement sector provides service-oriented financial services, ensures sound financial management of the Agency's financial resources (effectiveness, efficiency and economy of operations) as well as compliance with the applicable financial rules (legality and regularity). The sector produces reliable financial 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 (research and communication) 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 enters 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 2017				
Objectives	Outputs	Indicators	Targets	Expected results
To maintain high level of budgetary management	- 700 budgetary commitments <sup>1</sup> - 3,200 payments <sup>1</sup>	- % of budgetary execution - % of outturn - % of delayed payments - Nr of exceptions registered	- >95% - >95% - <10% - =< compared to previous year	- 100% - 99% - <5% - =< compared to previous year
To provide legal and regular procurement procedures	- 16 tendering procedures <sup>1</sup> - 660 contracts <sup>1</sup>	- Nr of failed procedures - Nr of complaints from unsuccessful economic operators - Nr of complaints after the General Court, presented by bidders and/or contractors	- <5% - <5% - <1	- <2% - <2% - <0
To provide timely and reliable financial management reports	- 12 monthly execution reports	- Number of days between the end of the month and the publication of the report	- <15	- 7
Increase efficiencies and productivity	- paperless workflows - enhance of local systems for the management of tenders, contracts and budget	- time required for the completion of each financial workflows	- reduced by 20%	- initially reduced by 10%
Resources for the activity in 2017				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	5	2	-	7
Budget available	€1,720			

1 Figures are estimated based on previous years

### Quality Management

Description of the activity in 2017				
Objectives	Outputs	Indicators	Targets	Expected results
- Full coverage and consolidation of the Quality documentation (policies, procedures) and the appropriate description of lean administrative and operational processes, continual revision and update for effectiveness	- Process description in the appropriate procedures and continual update for effectiveness.	- Number of procedures revised and time for quality review.	- Quality revision within 2 weeks	- < 2 weeks
- Consolidation of quality management measures at project level (research)	- 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%
- Assessment of full compliance with Internal Control Standards and check of effectiveness. - Assessment of full compliance with ISO 9001 Standards. -	- Gap analysis	- Assessment of compliance (% estimate)	- - 100% compliance with the ICS. - - 90% compliance with ISO.	- - 90% - - 90% -
- Annual risk management and effective preventive measures -	- Annual risk assessment exercise and adoption of the risk register.	- Number 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 2017 - - 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 2017				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	1		2
Budget available	0			

Planning sector

The main aim of the sector 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 evaluation FRA objectives and activities in accordance with EU standards as well as based on stakeholders' needs - to enhance Agency's performance, accountability and learning. The activities of the sector are directly linked to FRA Strategic priorities (see Strategic plan 2013-2017, strategic priority "1.1.6. Planning FRA's work and evaluating its impact") and FRA operational activities (see also project fiche A 9.7 Project A 9.7 – Performance, Monitoring and Evaluation).

Description of the activity in 2017				
Objectives	Outputs	Indicators	Targets	Expected results
To strengthen all <u>Planning</u> processes and integrate tools by timely drafting and delivering the relevant key documents	- Programming documents 2018-2022 (incl. AWP 2018 and 2019)	- Nr. of FRA programming documents submitted to the MB	- PD 2018-2022 is adopted by Dec. 2017 - AWP 2019 is drafted by Dec. 2017	- Programming documents timely are approved by MB and submitted to EC
	- Revision of the strategic planning process - New objectives for 2018-2022 are set up	- Nr. revision of Strategy 2013-2017 - Nr. papers on Multi-annual objectives 2018-2022	- Strategy paper is delivered by May 2017 - New multi-annual objectives are defined by Dec. 2017 and incorporated into Programming document	- Taking stock of FRA's performance is undertaken and results integrated into new strategy
	- Framework of key Performance indicators	- Nr. of indicators simplified/introduced	- Framework of indicators is updated by Dec. 2017	- Performance based management at FRA is strengthened
To ensure the implementation of systematic <u>Monitoring &amp; Evaluation</u> of FRA projects and activities	- External evaluation 2013-2017 process	- Evaluation process is smoothly implemented and the outcomes are timely	- Evaluation Report is submitted by end of 2017	- Main findings from the evaluation are integrated into programmatic documents
	- Ex-ante evaluations reports	- Nr. of evaluation reports produced according to the evaluation plan 2017	- 4 Evaluation reports	- Results from evaluations feed into the planning process
	- Ex-post evaluations reports	- Nr. of evaluation report produced according to the evaluation plan	- 3 evaluation reports	- Results from the evaluations are summarised in the CAAR 2016
To strengthen the <u>project management</u> of FRA projects and activities	- Intervention logic of FRA projects and activities	- Nr. of logframes elaborated	- All new projects in 2017 are provided with the relevant logframe	- All FRA projects are based on a consolidated logical framework incl. objectives, outputs etc,
To ensure FRA <u>stakeholders</u> are constantly involved and consulted within the PMER cycle	- Stakeholder consultations on relevant planning documents	- Nr. consultation undertaken - Response rate of FRA stakeholders	- 1 consultation on AWP 2019 - 1 consultation on FRA multi-annual objectives 2018-2022	- Stakeholder inputs are taken into account during the entire PMER cycle
To enhance the <u>Reporting</u> tools of the Agency and ensuring their timely delivery	- Consolidated Annual Activity Report 2016	- Nr. of Consolidated annual activity report	- 1 CAAR	- CAAR is timely prepared and adopted by the MB in Dec 2017
	- Performance Monitoring reports	- Nr. performance monitoring reports regarding FRA areas of work	- 3 Performance reports	- To quarterly provide the Management with Strategy and AWP monitoring reports
Resources for the activity in 2017				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	1	-	2
Budget available	N/A			



**Director and Director’s Office**

Please find the key performance indicators (KPI) and targets for the director in Annex VIII on pages 163 and 164.

Description of the activity in 2017				
Objectives	Outputs	Indicators	Targets	Expected results
Support and advise the Director in maintaining effective relations with stakeholders at national level, as well as with international organisations and civil society	Country visits and meetings with the Agency’s stakeholders at national level including National Liaison Officers and public bodies competent for human rights in the Member States (incl. NHRIs)	- Number of country visits	6	Increased awareness of FRA at national level
		- Number of meetings with National Liaison Officers, National Human Rights Institutions and Equality Bodies	> 2	Effective cooperation with Member States
	Meetings and events with civil society (incl. participants in the Fundamental Rights Platform)	- Number of FRA events involving civil society	4	Increased awareness of FRA amongst civil society
	Meetings and presentations to international organisations	- Number of presentations to and meetings with Council of Europe, UN and OSCE	> 4	Synergy with international organisations
Support and advise the Director in maintaining effective relations with EU institutions, bodies and agencies	Presentations to and meetings with EU institutions, bodies and agencies	- Number of presentations to the European Parliament and Council (incl. its preparatory bodies) or other EU fora, such as key Commission events as the Annual Colloquium on Fundamental Rights	> 6	Increased awareness of FRA at EU level
		- Number of visits to and from EU institutions, bodies and agencies	> 6	Effective cooperation with EU level stakeholders
Support and advise the Director in maintaining effective relations with the diplomatic community and international organisations based in Vienna	Meetings and presentations to EU Ambassadors in Austria and international organisations	- Number of presentations to and meetings with EU Ambassadors and Heads of International Organisations	≥ 6	Effective cooperation with Member States and synergy with international organisations
Support and advise the Director on legal and scientific quality issues	Opinions by Scientific Committee (SC)	- Rate (%) of positive Opinions by SC on FRA publications	100%	Legal accuracy and scientific quality of all FRA publications is guaranteed
	Meetings of FRA Opinions Committee	- Rate (%) of positively reviewed FRA publications	100%	
Support and advise the Director on media and public communication	Interviews or mentions of FRA Director in different media outlets	- Number of interviews or mentions of FRA Director in different media outlets	12	Enhanced public visibility of FRA
	Public speeches	- Number of public speeches	12	
Assist the Director in day-to-day administration and reporting on his activities	Organisation, substantive preparation and follow-up of external missions of the Director, including financial administration	- Number of external missions of the Director	> 50	Efficient management of the Director’s internal and external engagements
	Organisation, substantive preparation and follow-up of internal coordination and weekly management meetings	- Number of internal meetings organised - MT actions points implemented	- >1000 - >90%	
	Director’s Report to Management Board	- Number of Director’s Reports	2	Management Board is fully informed about

				Director's activities
<b>Resources for the activity in 2017</b>				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	7	1	1	9
Budget available				

## Human Resources and legal services

### Human Resources and Legal Services

The aim is to provide high quality and modern human resources and legal services, and to create and sustain a pleasant and appreciative working environment.

<b>Description of the activity in 2017</b>				
Objectives	Outputs	Indicators	Targets	Expected results
Deliver top class HR services	Fullfilment of the establishment plan and the non-statutory positions	-Average statutory staff occupancy rate -Rate of recruitment procedures launched/successfully completed	- 90%	- >80%
	Implementation of the 2017 L&D plan and yearly evaluation report	- % of completion of the L&D plan - Evaluation results	- >90%	- >80%
	Implementation of the 360°-feedback process including delivery of anonymous group feedback reports - Identification of follow-up action	- % of completion of the process	- >90%	- >90%
	2017 appraisals and 2017 reclassifications of statutory staff	- Implementation and monitoring of appraisal and reclassifications	- Two appraisals and two reclassifications exercises (one for each category of statutory staff)	- 100% of launching and closing the exercises
	Handling of staff requests including complaints and letigations	- Smooth handling of staff requests in compliance with the rules set out in the Staff Regulations and its implementing provisions - Smooth handling of complaints and letigations within the statutory deadlines	Smoth and timely handling of cases while at the same time in compliance with the regulatory requirements	Smoth and timely handling of cases while at the same time in compliance with the regulatory requirements
	Follow-up of the wellbeing survey 2015	- Implementation of actions as approved by the Director - Preparation of wellbeing/staff engangment survey 2017	- >90%	- >90%

	Development and optimisation of HR IT systems	- Optimisation rate	- Smooth running of HR IT systems -Implementation of 2017 SYSPER plan	- Smooth running of HR IT systems -Implementation of 2017 SYSPER plan
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 - Nr of consultations - Nr 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 2017 budget title I - Drafting 2018 budget title I	- % of budgetary execution - % of completion of draft 2018 budget title I	>95%	- 95%
Implementation of the Equality and Diversity Strategic Action plan 2016-2020	- Prioritisation of the 2017 activities - Implementation of the annual plan	- % 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%
Mission management	- Timely process of mission orders and claims - Effective management of the travel agency contract	- % of missions execution - timely management of the travel agency	- >90%	Missions Orders, missions claims and invoices from the travel agency are timely paid
<b>Resources for the activity in 2017</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	2	4	1	8
<b>Budget available</b>	N/A			

Bodies of the Agency

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

Description of the activity in 2017				
Objectives	Outputs	Indicators	Targets	Expected results
Management Board Meetings	- Organisation of two Management Board Meetings	- Number of Meetings organised - Number of participants in each meeting	- Minimum 2 meetings organised - Minimum two thirds of the members (quorum)	- Smooth organisation of Management Board activities
Executive Board Meetings	- Organisation of four Executive Board Meetings	- Number of Meetings organised - Number of participants in each meeting	- Minimum 4 meetings organised - Minimum 3 members	- Smooth organisation of Executive Board activities.
Scientific Committee Meetings	- Organisation of four Scientific Committee Meetings	- Number of Meetings organised - Number of participants in each meeting	- Minimum 4 meetings organised - Minimum 8 members	- Smooth organisation of Scientific Committee activities.
<b>Resources for the activity in 2017</b>				

Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	1	0	2
Budget available	300,000			