



# Programming Document 2018-2020

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# Acronyms and abbreviations

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

<b>ICESCR</b>	International Covenant on Economic, Social and Cultural Rights
<b>ICMPD</b>	International Centre for Migration Policy Development
<b>ICRMW</b>	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
<b>ICPED</b>	International Convention for the Protection of All Persons from Enforced Disappearance
<b>ILO</b>	International Labour Organization
<b>ITUC</b>	International Trade Union Confederation
<b>NFP</b>	National Focal Points
<b>NGO</b>	Non-Governmental Organisation
<b>NHRI</b>	National Human Rights Institution
<b>NLOs</b>	National Liaison Officers
<b>OECD</b>	Organization for Economic Co-operation and Development
<b>PACE</b>	Parliamentary Assembly of the Council of Europe
<b>PNR</b>	Passenger Name Record
<b>TCN</b>	Third-country nationals
<b>TEU</b>	Treaty on European Union
<b>TFEU</b>	Treaty on the Functioning of the European Union
<b>UCPD</b>	Directive concerning unfair business-to-consumer commercial practices in the internal market
<b>UN</b>	United Nations
<b>UNHCR</b>	United Nations High Commissioner for Refugees
<b>Venice Commission</b>	European Commission for Democracy through Law
<b>WHO</b>	World Health Organization
<b>WTO</b>	World Trade Organization

# 1. General context

## 1.1 Introduction

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.

Strengthening 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 is therefore developing, 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 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.

## 1.2 FRA's vision

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

## 1.3 FRA's mandate

The European Union agency for Fundamental Rights (FRA) was set up to provide independent evidence-based assistance and expertise relating to fundamental rights, in the domain of European Union law. It is advising EU institutions and bodies, as well as Member States (as far as they are acting within the scope of EU law). In this way, the agency is delivering on its overall objective to support the EU and its Member States when they “take measures or formulate courses of action within their respective spheres of competence” so that they can “fully respect fundamental rights”.

To achieve this objective, FRA collects and analyses comparable, objective and reliable information and data. The agency situates its work in the wider context of the Charter of Fundamental Rights of the European Union, which became with the entry into force of the Lisbon treaty a legally binding ‘bill of rights’ for the EU, when implementing Union law.

FRA’s activities are organised around three main tasks:

- data collection, research and analysis;
- providing independent evidence-based advice to policymakers, cooperating and networking with stakeholders;
- communicating the results of its work and raising awareness of fundamental rights.

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

FRA’s Management Board is composed of independent persons appointed by each of the 28 EU Member States and the Council of Europe, and two representatives of the European Commission. Each member may be assisted by an alternate member who is selected according to the same procedure. The Scientific Committee which plays a statutory role guarantees the scientific quality and rigour of the agency’s work.

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

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

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

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



## **2. Multi-Annual Programming 2018-2020**

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

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

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

The multi-annual programme consists of different strategic areas of operation which describe the actions and steps to be taken to achieve the agency’s objectives. Such strategic areas of operation are internally referred to as ‘policy clusters’ and they have been created without prejudice to the areas of activity determined by the Multiannual Framework (MAF) 2018-2022. Within these clusters, FRA areas of activity will be described in line with the current MAF.

STRATEGIC AREAS OF OPERATION	Justice
	Privacy
	Equality
	Migration
	Racism
	Commitment

<sup>1</sup> The Council of the European Union adopted the [Decision establishing a multiannual framework for the EU agency for fundamental rights for 2018-2022](#) at its session on 7-8 December 2017 confirming the areas listed.

## 2.1 Multi-annual priorities

### 2.1.1 Priority 1 - Identifying trends: collecting and analysing comparable data and evidence

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

#### Strategic objectives under Priority 1

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

FRA's data collection will continue as a cornerstone of its work. Its data collection ranges from desk research (collecting and analysing existing material, ranging from national statistical data to case law, governmental and non-governmental reports, and academic studies) to the generation of 'primary' data through quantitative and qualitative fieldwork research. The agency's EU-wide surveys that are planned for the period 2018-2022, together with work by its multidisciplinary research network Franet, and other multi-annual research projects will be the main vehicles to collect robust and reliable evidence. This will enable the agency to identify trends in the fulfilment of fundamental rights.

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

By developing and applying fundamental rights indicators, when appropriate, FRA will fine-tune its data collection efforts to suit evolving policy needs. The agency populates fundamental rights indicators with its primary data alongside other data sources. A key consideration during 2018-2022 will be to link the agency's work on indicators to indicators used in the context of EU processes – such as 'Europe 2020' – and the United Nations (UN) Sustainable Development Goals. Data generated and analysed by the agency can play an important role in the assessment of compliance to fundamental rights.

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

FRA's analysis of data and evidence seeks to support the European Commission's regular reporting to the European Parliament and the Council of the EU on the implementation of Union law. It could be used for specific purposes, such as the provision of evidence on compliance with fundamental rights obligations in the context of the European Semester, including assessing fundamental rights compliance in the disbursement of European Structural and Investment Funds (ESIF). The agency's data analysis could be used for ex-post and ex-ante (or 'upstream') assessments of how certain courses of action will potentially affect upholding fundamental rights.

#### **To achieve the above objectives, in 2018-2022 the focus will be on:**

- Quantitative surveys – providing EU-wide, comparable data disaggregated, including by gender and age, and involving population groups not normally covered by EU statistical instruments
- Supporting EU Member States in developing sound methodologies for collecting comparable and disaggregated data (see also priority 5)
- Qualitative research undertaken mainly by the agency's research network FRANET
- Analysing existing data at EU level – exploiting new material for reporting on fundamental rights

- Exploring methods of testing discrimination to provide comparable, robust experimental evidence
- Exploring the possibilities of ‘big data’ analysis and implications for fundamental rights
- Cooperating with the Council of Europe and the United Nations concerning their repositories of relevant information, which FRA can use further to report on the fundamental rights situation in the EU
- Applying, populating and, further developing fundamental rights-based indicators, in the context of relevant EU processes and the UN Sustainable Development Goals
- Reporting more consistently on fundamental rights trends in key areas of the agency’s work.

### **2.1.2 Priority 2 - Contributing to better law making and implementation: providing independent advice**

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

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

#### **Strategic objectives under Priority 2**

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

To provide support to EU institutions, the agency will continue to map comprehensively the practical implementation of EU law and provide legal analyses of key fundamental rights areas covered by its Multiannual Framework, as well as on other areas upon request by EU institutions. The agency’s socio-legal approach, whereby the implementation of law is assessed through the experiences of rights holders and duty bearers in practice, has proved instrumental in identifying key fundamental rights concerns. The agency will systematically promote this approach in its work with EU institutions.

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

Following the model of the European Data Protection Supervisor, who regularly issues opinions on legislation relevant to data protection, FRA can encourage EU institutions to request more regularly independent expertise on the fundamental rights compliance of legislative proposals.

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

The provision of fundamental rights expertise to EU Member States could become a more regular feature of the agency’s work. This could range from direct assistance to Member States, through to general expertise on fundamental rights issues in the context of EU experience-sharing, alongside targeted support related to capacity-building on monitoring and evaluation practices, and the development of practical tools.

#### **To achieve the above objectives, in 2018-2022 the focus will be on:**

- Providing evidence-based assistance and expertise in areas of the Multiannual Framework, as well as upon request in other areas
- Developing conclusions and opinions on specific thematic topics, as well as opinions that concern proposals from the European Commission or positions taken by EU institutions in the course of legislative procedures where the respective institution has made a request

- Supporting EU institutions in their impact assessment work
- Assisting EU institutions in developing evidence-based and fundamental rights compliant policy proposals
- Delivering technical assistance and expertise on fundamental rights issues to national authorities, when requested, in areas of EU competence.

### **2.1.3 Priority 3 - Supporting rights-compliant policy responses: providing real-time assistance and expertise**

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

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

#### Strategic objectives under Priority 3

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

In fulfilment of its mission to provide relevant and timely support and assistance, FRA will offer its expertise to EU institutions and Member States with respect to its core areas of work – providing legal and related evidence-based input.

##### ***2. Informing EU and national authorities on fundamental rights risks in priority areas***

FRA can enhance its work in relation to alerting EU and national authorities to possible violations of fundamental rights in areas covered by its Multiannual Framework. This would be achieved through data collection and analysis in specific areas, including publication of findings on a regular basis; as is the case with the agency's monthly reports on migration. This work will be linked to the agency's focus on identifying trends in fundamental rights, as outlined under Priority 1.

##### ***3. Supporting on the ground responses to fundamental rights challenges***

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

#### **To achieve the above objectives, in 2018-2022 the focus will be on:**

- Providing key deliverables – in the form of reports/papers/legal opinions – which correspond to core and urgent EU policies relating to fundamental rights
- Providing expertise and input to national authorities and EU actors, including – where relevant – for training on fundamental rights in the context of EU priorities, such as the disbursement of European Structural and Investment Funds (ESIF)
- Being present in the field in selected EU Member States in specific areas of the agency's work – such as in the asylum field – in order to provide real-time advice and expertise

- Identifying risks, as well as potential ones, to fundamental rights through regular mapping of the fundamental rights situation in the EU in the agency's thematic areas of work
- Following-up systematically through frequent/regular reporting in selected cases, such as the monthly reports on the migration situation in the EU.

#### **2.1.4 Priority 4 – Effectively promoting rights, values and freedoms**

Work under this priority would ensure that the agency delivers on its objective of raising awareness, communicating on and promoting fundamental rights.

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

#### **Strategic objectives under Priority 4**

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

The agency will continue to engage in awareness raising activities to contribute in a meaningful way to strengthening a culture of protecting, promoting and fulfilling fundamental rights in the EU. Rights have to be actively promoted at all levels of governance: at the EU level, nationally, regionally and locally to create awareness of and access to fundamental rights. To achieve this, FRA will work closely together with EU institutions, Member States, national human rights institutions, civil society and other actors.

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

The agency will offer a safe and inclusive space for dialogue on the pressing human rights challenges in the EU; this space for dialogue shall become a continuous process shaping critical human rights agendas and communicating rights. This will be done by engaging with a wider, and more local and grassroots audience and with those who, at present, are neither supportive of human rights nor actively antagonistic, but rather unsure or conflicted ('the persuadables'). The agency's Fundamental Rights Forum will be one of the key drivers to reach this objective, since the forum will foster partnerships among communities and institutions which rarely engage with each other, including the world of business, arts and existing human rights communities. The agency will also systematically engage with new stakeholders groups, such as representatives of professional groups, arts and culture, faith and religion, and the media. Furthermore, the agency will foster 'FRA communities', including civil society, in the EU Member States.

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

In human rights, effective communication is about sustaining support for these rights, influencing change leaders and raising awareness among rights holders. To communicate effectively with the public, media, policymakers and 'influencers', institutions like FRA will need to communicate in a way that is unlike an institution. FRA will have to boost its capacity of speed, agility, flexibility, imagination and novelty in its communication. Therefore, it will boldly experiment with new approaches, especially in the rapidly evolving social media sphere.

#### **To achieve the above objectives, in 2018-2022 the focus will be on:**

- Fostering a new human rights-based narrative through developing effective communication strategies that aim to combine value-driven messages with other, more instrumental arguments about the utility and relevance of human rights, in cooperation with key international, European and national partners

- Engaging in the development of new digital applications and tools, including effective visuals, to promote rights, values and freedoms, in addition to detailed visuals and infographics based on FRA evidence
- Fostering synergies and promoting cooperation between EU Member States to facilitate the exchange of good practices, tools and methods, as well as to assist Member States in their effort to develop effective strategies to raise awareness of and communicate fundamental rights, values and freedoms, including civic and human rights education
- Promoting the understanding, knowledge and application of the EU Charter of Fundamental Rights, notably by legal practitioners, in cooperation with strategic partners, by maintaining and further developing FRA's 'Charterpedia' as a unique transnational 'data hub' which provides comparative and sound data on and analysis of the use of the Charter at national level
- Promoting a culture of fundamental rights by piloting initiatives to demonstrate the power of art and culture in conveying human rights messages, as well as by exploring the scope of the artistic space in EU Member States and the main threats to this space, including from both state and non-state actors
- Exploring further the shared concepts and goals of the religion–human rights space to identify the potential for joint action and cooperation between those motivated by religion and those by human rights to create fair and just societies
- Organising the Fundamental Rights Forum (FRF) every two years as a dialogue-in-process, bringing together and engaging leading global and European voices from politics, human rights, international and regional intergovernmental organisations, civil society, religious and faith communities, the arts and sports, businesses and trade unions.

### **2.1.5 Priority 5 – Strengthening cooperation with national and local fundamental rights actors: working with communities of support**

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

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

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

#### **Strategic objectives under priority 5**

##### ***1. Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level***

Emphasis will be given to the national and local level by building-up the agency's Member State knowledge and data on national human rights plans of action and infrastructures, including creating space to enable civil society to act. This will allow the agency to support, in a joined-up approach, a closer and more targeted cooperation with local authorities, national human rights institutions, equality bodies, other human rights actors, ombuds institutions, national administrations and civil society. The agency will pay particular attention to publish its research findings on national-level data, which will be alongside its core mandate to collect and publish comparable EU data on fundamental rights. This will promote the use of the agency's findings by authorities and civil society organisations at the national and local level.

## ***2. Supporting further the strengthening of the capacity of national and local human rights actors***

By providing its support and expertise, the agency aims to strengthen human rights capacities in EU Member States to better promote fundamental rights at all governance levels. The agency's input will build on existing national action plans on human rights and key government programmes, as well as on feedback from civil society, national human rights institutions, equality bodies and ombuds institutions as guidance for developing activities. Such activities will be implemented in partnership with the FRA community of stakeholders, in order to strengthen human rights communities in a sustainable manner. To this end, FRA will engage in strategic partnerships, such as funders and foundations or national human rights institutions, to roll out activities in Member States.

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

Drawing on its expertise in data collection covering diverse fundamental rights fields, the agency can offer this expertise to national authorities and associated organisations concerning the collection and analysis of data – for example, with respect to compliance with key fundamental rights indicators. Working closely with national organisations, alongside EU and international data collectors (such as Eurostat and the United Nations), can further support the agency's standing as a centre of excellence for fundamental rights data.

**To achieve the above objectives, in 2018-2022 the focus will be on:**

- Empowering and providing tailored capacity building of the national human rights infrastructure in selected EU Member States, including the promotion of the EU Charter of Fundamental Rights
- Cooperating and creating synergies specifically with national human rights institutions, equality bodies and other human rights actors and ombuds institutions
- Developing FRA communities of support at Member State level, as a hub for increased dissemination, uptake and implementation of FRA data, findings and opinions, building on promising practices of FRA's national networks and following country specific approach
- Analysing challenges and threats to civil society's role and space in the EU, and promoting the agency's evidence-based advice to EU institutions and Member States to enable civil society to take its full role in EU policymaking
- Promoting human rights-based governance with local authorities, in cooperation with relevant international and European partners, national association of regions and cities, and key EU cities' networks
- Enhancing the publication of the agency's data concerning national level findings, while exploring different outreach possibilities including language versions
- Facilitating, in cooperation with the European Commission, the work of the Sub-group of Member States on methodologies for recording and collecting data on hate crime, and contributing to the EU's High-level Group on combating racism, xenophobia and other forms of intolerance
- Enhancing visibility, relevance, use and timeliness of FRA national data by national actors



## 2.2 Multi-annual Programme

### 2.2.1 Strategic area of operation: Justice

#### Fundamental rights challenges

For fundamental rights to become a reality, those who claim that their rights have been abused must have access to justice. The concept of access to justice combines institutional and procedural aspects. Firstly, a comprehensive and robust system of independent and impartial tribunals and courts must be in place. Secondly, everyone who can arguably claim that their rights and freedoms are violated must have an effective remedy available to them, including the right to a fair and public hearing within a reasonable time and the legal advice necessary to ensure effective access to justice. Thus, all court proceedings must stand the test of effectively granting access to justice, whether it is in cases of particularly severe violations of fundamental rights, criminal proceedings enabling victims of crime to have access to justice, anti-discrimination proceedings, or labour courts protecting rights to fair and just working conditions – as an illustration.

FRA research has continuously highlighted the difficulties that victims of fundamental rights abuses face in having access to justice and the resulting need to pay attention to encouraging and empowering victims in order to enable them to report to the authorities and to participate actively in proceedings. This also entails lowering thresholds to enable access to justice, and to ensuring that proceedings are victim-friendly and protect victims against further abuse.

Alongside ensuring access to justice for those whose rights have been infringed, including victims of crime, the notion of justice entails a right of defence for those who have been charged with an offence, and also rules against individuals being charged twice for the same offence.

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

#### Legal and policy context

As concerns the relevant situation of EU law, considerable progress has been made in recent years at the levels of EU and Member States' laws based on comprehensive roadmaps, adopted by the European Commission covering both the most significant rights of defendants and a wide range of rights of victims of crime. As an illustration: in 2013, the Commission issued a Recommendation suggesting that all Member States should have collective redress mechanisms at national level for both injunctive and compensatory relief concerning violations of rights granted under Union Law and setting out the common principles that should be followed by national collective redress mechanisms. The Recommendation called on Member States to put in place appropriate measures by 2015. In 2017, the Commission carried out an online consultation to assess how its Recommendation had been implemented in practice.

#### FRA response in 2018-2020

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

FRA's work in 2018 will continue to focus on assessing the reality of victims' rights as granted by the Victims' Rights Directive. FRA will explore the rights - in practice - of both male and female victims of violent crime, including evidence concerning the situation of women who are victims of domestic violence and are in need of specific support. In 2018, the agency will also focus on the rights of migrant workers to have access to justice in cases of severe labour exploitation, drawing directly from fieldwork interviews with victims of labour exploitation. The agency will also focus in 2018 – at the specific request of the Commission – on application of the European Arrest Warrant and the related area of access to a lawyer across the EU. Preliminary work will also be undertaken in 2018 on a new project on human rights abuses related to business enterprises with respect to 'access to remedy' for those whose rights are infringed.

#### Risks

As concerns the rights of victims of crime to participate in proceedings and to be protected against secondary

victimisation, these rights can come under pressure if practitioners do not adjust their conception of the basic place and role of victims in the criminal justice system. If practitioners continue to view victims primarily - or almost exclusively - as witnesses obliged to support the relevant authorities in conducting an investigation and subsequent proceedings, a real risk is that the standards set out in the Victims' Rights Directives will not materialise in practice. As regards defence rights, risks can arise from a societal climate that, in emphasising the need to step up security measures, works against the established rights of defendants, such as 'habeas corpus' rights of arrested persons, or the rights of defendants to have access to a lawyer and to be able to communicate with their lawyer confidentially.

## 2.2.2 Strategic area of operation: Privacy

### Fundamental rights challenges

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 is a protected fundamental right 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). It is also specifically protected by the Charter of Fundamental Rights of the EU (Article 7). 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 is becoming higher 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, as well as potential positive outcomes, that require trust in online services (provided by State and non-State actors). 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 behaviour, 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 forms of cybercrime, such as data breaches or digital identity theft. This quickly evolving digital and fundamental rights context calls for action to ensure 'privacy by design' or 'fundamental rights by design' in responses to developments in the digital domain and related fields. 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 (GDPR), the upcoming e-Privacy Regulation 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 follow 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 EIT, and eu-LISA. The agency's work should contribute to building knowledge about the new EU legislative framework – such as GDPR – and its contribution to the effective implementation of fundamental rights (especially Articles 7 and 8 of the Charter).

### FRA response in 2018-2020

In 2018, the agency will continue its work aiming at raising awareness on the privacy and data protection legal frameworks, through the publication of two updated and comprehensively revised FRA publications: the Handbook on European Data Protection law, which is aimed at legal practitioners, and the Guide on preventing unlawful profiling,

which is aimed at senior law enforcement and related practitioners. The agency will also follow-up – through dissemination and outreach – on the publication of its second report on ‘Surveillance by intelligence services: fundamental rights safeguards and remedies in the EU’, which was published towards the end of 2017.

In parallel, FRA will intensify its internal research on the privacy challenges raised by new technologies, and in particular so-called “big data” technologies. In particular, the agency will look at the challenges, feasibility and added-value of establishing a project on the data-driven society and fundamental rights, focusing on the increasing use of new technologies in decision-making processes that can lead to unforeseen outcomes, such as unequal or discriminatory treatment of data subjects. Finally, the agency will examine the importance of fundamental rights in the digital environment by providing expert input to discussions in related areas such as internet governance from the perspective of fundamental rights protection. New areas of research for the agency will include: the feasibility of establishing a project on the data-driven society and fundamental rights, focusing on aspects of new technology and their application; initial research on the use of big data, algorithms and the potential for discriminatory treatment.

### **Risks**

Digital technologies are developing at a very rapid pace. The main challenge for the agency’s work in this area is to keep track of latest developments and to accumulate technological expertise in order to conduct relevant analysis of potential fundamental rights impacts, and, eventually, bring pertinent answers. Projects to be developed in 2018-2020 aim at bringing the agency forward in these areas, working closely with other EU Agencies, the Commission and related stakeholders.

## **2.2.3 Strategic area of operation: Equality**

### **Fundamental rights challenges**

FRA evidence consistently shows that different populations groups in the EU, including children, regularly experience discrimination, inequality and exclusion in key areas of life. Structures and practices that sustain and reproduce patterns of inequality and discrimination across the EU still remain, constituting a formidable barrier to inclusion and to the respect of fundamental rights in practice. This is notwithstanding the EU and its Member States having in place comprehensive legal and policy frameworks, as well as financial instruments, to promote social inclusion and fight discrimination. Roma integration and the protection of children remain significant challenges in their own right.

### **Legal and policy context**

FRA’s work in this strategic area of operation is rooted in equality and non-discrimination being founding values of the EU. This is reflected in provisions of the Charter of Fundamental Rights dealing for instance with human dignity; freedom of thought, conscience and religion; non-discrimination; the rights of the child; the rights of older people; and the integration of persons with disabilities. Principles underlying these provisions have been translated or integrated into EU legal, policy and financial instruments, such as the Employment Equality Directive; the Council recommendation on effective Roma integration measures; the European Commission recommendation on investing in children; the European agenda on the rights of the child; the European Structural and Investment Funds; the European Semester; the European Pillar of Social Rights; the European Disability Strategy; or, the list of actions to advance LGBTI equality. FRA’s Multi-annual Framework for the period 2018-2022 further includes discrimination on the grounds of nationality in the FRA’s thematic areas of work.

FRA also pursues its cooperation with the Council of Europe in this domain, for instance by supporting the work of the Parliamentary Assembly of the CoE, and especially its Committee on Equality and Non-Discrimination, engaged in the development of new standards regarding protection of vulnerable groups, as recently done regarding the elimination of discrimination against intersex people and the promotion of their human rights.

United Nations instruments also guide FRA’s work in the strategic area of operation of equality and non-discrimination. These include the Convention on the Rights of Persons with Disabilities (CRPD), which the EU and 27 Member States had ratified by 2018. FRA is a member of the EU Framework for the CRPD, which, as a whole, has been tasked with the promotion, protection and monitoring of the implementation of the CRPD by the EU. All EU Member States have ratified the Convention on Rights of the Child. The EU and its Member States have committed to the *2030 Agenda on Sustainable Development and the Sustainable Development Goals (SDGs)*. The most relevant SDGs in relations to FRA’s work in the strategic area of equality include: no poverty; zero hunger; good health and well-being; quality education; decent work and economic growth; and, reduced inequalities.

**FRA response in 2018-2020**

FRA will continue its data collection and analysis activities in respect to non-discrimination and equal treatment; social inclusion; Roma integration; and the rights of the child, including in the context of migration. FRA will support the activities of the EU High Level Group on non-discrimination, diversity and equality, in particular as regards the promotion of collecting equality data, and will continue to fulfil its role within the EU Framework for the CRPD. FRA will disseminate the updated and expanded handbook on European non-discrimination law developed in co-operation with the Registry of the European Court of Human Rights, as well as findings from a number of projects, including: the Second European Union Minorities and Discrimination Survey; the right to independent living of persons with disabilities; local engagement for Roma inclusion; child poverty; and minimum age requirements for children. FRA will begin preparations for the second EU LGBT survey, which will also cover intersex persons. FRA will cooperate with the Organisation for Economic Co-operation and Development (OECD) on a pilot survey on discrimination testing in selected EU Member States. Subject to funds becoming available, FRA will initiate a project on barriers preventing older people from living independently in the community. FRA will identify potential scope for policy relevant research activities on freedom of religion or belief, as well as on violence against children.

**Risks**

FRA will conduct several complex and resource intensive projects in the area of equality in 2018, which will absorb a significant proportion of the agency's human and financial resources. Despite risk mitigation measures, this might impact upon FRA's being able to respond to ad-hoc requests and fundamental rights emergencies in the area of equality in a timely fashion.

**2.2.4 Strategic area of operation: Migration**

FRA will prioritise its work in the field of migration, asylum and borders. The agency will use its fundamental rights expertise to support EU legislative and policy work and to promote a fundamental rights implementation of EU law. Knowledge gaps will be filled through research findings on biometrics, severe labour exploitation and an analysis of the fundamental rights challenges characterising the response by Member States to 2015 and 2016 arrivals. Finally, through presence in particularly affected Member States, FRA will share its expertise to EU and national actors working on the ground.

**Fundamental rights challenges**

The EU experiences considerable migratory pressure as well as integration challenges, which significantly affect fundamental rights. Thousands of people, including children, die every year trying to reach the EU in overcrowded and ill-equipped boats. Instances of refoulement at borders are growing. Reception capacities for asylum applicants are strained, do not always take into account the needs of children, in particular those unaccompanied or separated from their families, and the chance to get asylum still differs depending on the Member State in which a person applies. Reports of arbitrary deprivation of liberty and excessive use of force when apprehending, detaining or removing third-country nationals feature regularly in the work of monitoring bodies. Migrants' personal data will be increasingly stored in large-scale IT systems and used for migration management and security purposes. Some categories of migrants do not have equal access to rights or to opportunities to participate in social and political life, which may lead to alienation and may even contribute to violent radicalisation that threatens social cohesion.

Core fundamental rights – such as the right to life, the prohibition of refoulement, the prohibition of torture, inhuman or degrading treatment or punishment, freedom from arbitrary deprivation of liberty, the right to respect for private life – are under threat. Although restrictions to some fundamental rights are possible, these must remain within the strict limits set by Article 52 of the EU Charter

**Legal and policy context**

The EU has adopted over 30 binding secondary EU law instruments on asylum, visas, borders, immigration, trafficking in human beings and smuggling of people as well as return and readmission. Several new legislative proposals are on the table. Legislation is complemented by action plans, for example, on return, smuggling of people of migrant integration. Most legislation and policy documents in this field have substantial implications on fundamental rights. EU agencies – such as Frontex, EASO and Europol – are active on the ground to support Member States, adding a new dimension compared to other policy areas, as through its actions on the ground the EU may find itself accountable for

fundamental rights violations.

### **FRA response in 2018-2020**

Building on its past work FRA addresses both the legislative and policy level, as well as implementation of policies on the ground. Some 25 FRA publications (including comparative studies, handbooks, focus papers, guidance documents and legal opinions), some of which are available online in several EU languages, contain suggestions for policy makers as well as practitioners working on the ground on how to ensure respect for fundamental rights. Working arrangements with Frontex, EASO and eu-LISA and close cooperation with other JHA Agencies enabled these partners to benefit from FRA's fundamental rights expertise. FRA's participation in Commission-lead working groups with Member States, European Parliament hearings and Council Working Parties offered important fora to share FRA's findings and expertise. The temporary deployment of FRA experts to EU Member States most affected by new arrivals allowed FRA to support the EU actors on the ground with applicable fundamental rights expertise calibrated to the practical challenges. FRA's monthly overviews of fundamental rights challenges in selected Member States document trends, emerging challenges and promising practices.

### **Risks**

EU institutions, agencies and Member States increasingly value FRA's expertise resulting in FRA being invited to provide input on more and more policy discussions. This may lead FRA to overstretch its limited capacity. The constant need to re-prioritise its work in response to external developments may not enable the agency to approach new issues with the same thoroughness as in the past. Increasingly FRA will have to reject external requests for input or support, such as participation in conferences, due to limited capacity, which may create a reputational risk.

## **2.2.5 Strategic area of operation: Racism**

### **Fundamental rights challenges**

Evidence collected by FRA consistently shows that people in the EU, including children, regularly experience racism and ethnic discrimination in various areas of life. This includes barriers in (access to) employment, education, and supply of goods and services; discriminatory ethnic profiling by law enforcement; racist victimisation; xenophobia and other forms of intolerance, including anti-Gypsyism, antisemitism and anti-Muslim hatred. The manifestation of phenomena of racism, xenophobia and related intolerance persists although all EU Member States have transposed the Racial Equality Directive into national law. Gaps remain in the transposition into national law of the Framework Decision on Racism and Xenophobia, although many Member States have extended protection against hate speech and hate crime beyond racism and xenophobia to include other forms of intolerance, such as homophobia or transphobia.

### **Legal and policy context**

The fight against racism, xenophobia and related intolerance is a permanent feature of FRA's Multi-annual Framework. Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin offers protection against discrimination in the public and private sectors. The scope of the directive covers (access to) employment and occupation, social protection, social benefits, education, as well as access to and supply of goods and services, including housing. Council Framework Decision 2008/913/JHA of 28 November 2008 stipulates to combat certain forms and expressions of racism and xenophobia by means of criminal law prohibits public incitement to violence or hatred directed against a group of persons or a member of such a group defined on the basis of race, colour, descent, religion or belief, or national or ethnic origin. Article 22 of Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime obliges Member States to provide victims of hate crime with individual assessments to identify their specific protection needs. The policy context for the agency's work on racism, xenophobia and other forms of intolerance is further determined by the activities of the EU High Level Group on combating racism, xenophobia and other forms of intolerance, including combating hate crime and hate speech; the activities of the EU coordinator on combating antisemitism, the EU coordinator on combating anti-Muslim hatred, the EU coordinator on the Rights of the child; the European Commission's periodic reporting on the implementation of the Racial Equality Directive; positive obligations Member States have towards combating hate crime and hate speech; positive obligations Member States have towards victims of hate crime.

**FRA response in 2018-2020**

FRA will continue its active engagement with the EU High Level Group on combating racism, xenophobia and other forms of intolerance, including as regards combating hate crime and hate speech. FRA will continue to engage closely with Member States, the European Commission, the Office for Democratic Institutions and Human Rights (ODIHR), the Council of Europe European Commission against Racism and Intolerance (ECRI), as well as relevant umbrella civil society organisations in their joint work on improving methodologies for improving recording and data collection on hate crime. FRA will continue to provide data to support the work of these bodies, including through further elaboration and dissemination of the findings of EU-MIDIS II relevant to its strategic area of operation on racism. FRA will complete the second survey on discrimination and hate crime against Jews in selected Member States, and make selected findings publicly available. FRA will update its annual overview of the situation of data collection on antisemitism in EU Member States, as well as the database on anti-Muslim hatred and anti-migrant hatred.

**Risks**

In 2018, FRA will run four surveys in parallel and prepare another one. This could result in delays in the scheduled delivery of selected findings from the second survey on discrimination and hate crime against Jews.

**2.2.6 Strategic area of operation: Commitment****Fundamental rights challenges**

FRA's core aim for the forthcoming years is to support the dignified life of everyone in the European Union through the prism of human rights commitments, and to effectively communicate therefore about sustaining support for those rights, influence change leaders and raise awareness among rights holders. If FRA, but all of those with a mandate to monitor, implement, promote or advocate human rights fail in this central mission, then political and media agendas will be hijacked by others who are determined to dismantle the human rights framework.

**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 response in 2018-2020**

With 2017 the agency introduced a specific project on "Raising awareness of Fundamental Rights". Now also within the programming document 2018-2020 this approach was further stipulated via different specific projects resulting also from a series of expert meetings held in 2016 on "communicating rights", on "religion and human rights" as well as on "arts and human rights". Consequently 2 main projects were developed on 1. Effectively promoting rights, values and freedoms as well on 2. Strengthening cooperation with national and local fundamental rights actors: working with communities of support – both with several subprojects (see details in 3.9 Area of activity 9: Cross-cutting projects and activities) with the aim to make a significant contribution to strengthening a culture in the European Union and its Member States of protecting, promoting and fulfilling fundamental rights.

**Risks**

EU institutions, agencies and also Member States increasingly request FRA's expertise. This may lead FRA to be a problem due to the Agencies' limited capacity. In case of unforeseen events and developments leading to specific requests to the agency (re communication and cooperation), there is the risk of slow or even negative reaction due to non-availability of resources

## **3. Work Programme 2018**

## Introduction

The Annual Work Programme 2018 is comprised of activities and projects within the agency's strategic areas of operation, as introduced in the Multi-Annual Programming.

The Work Programme is structured in nine areas of activity determined by the Multi-annual Framework (MAF) 2018-2022.

Strategic areas of operation	Areas of activity
JUSTICE	1. Victims of crime and access to justice
	2. Judicial cooperation, except in criminal matters
PRIVACY	3. Information society and, in particular, respect for private life and protection of personal data
EQUALITY	4. Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality
	5. Rights of the child
	6. Integration and social inclusion of Roma
MIGRATION	7. Migration, borders, asylum and integration of refugees and migrants
RACISM	8. Racism, xenophobia and related intolerance
COMMITMENT	9. Cross-cutting projects and activities

In the respective areas of activity, an overview of FRA's projects is provided taking into consideration:

- **Multiannual projects** carried over from previous years;
- **New projects** in 2018;
- Allocation of resources for responding to fundamental rights emergencies and unanticipated requests for assistance and expertise, including those from EU institutions for ad-hoc advice and opinions.

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

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



## Executive summary

Building on the work in the strategic area of operation *Justice*, FRA will support the European Commission in identifying measures and best practices to guide Member States, in particular with regard to victims of hate crime and gender-based or domestic violence. Moreover, FRA will continue to engage in the topic of criminal detention in the EU, exploring fundamental rights aspects in situations of cross border criminal transfers in cooperation with respective monitoring bodies. The agency will also establish work on access to justice in cross-border civil procedures, including consumer-related matters, which will assess the operation of relevant EU legislation at Member State level.

Following the general goals set by the Digital Single Market Strategy for the EU and the latest updates on data protection at EU and international level, FRA has been working on several projects in this field. In order to provide up-to-date information when the General Data Protection Regulation will enter into force, the agency will work on an updated version of the *Handbook on European Data Protection Law*, in collaboration with the Council of Europe, the European Court of Human Rights and the European Data Protection Supervisor. Additionally, an updated *Guide on preventing discriminatory profiling* will be produced and launched in 2018.

As regards the strategic area of operation *Equality*, FRA will provide comparable data on the actual impact on the ground of EU and national anti-discrimination, integration and equality legislation and policies through the second *European Union Minorities and Discrimination Survey* (EU-MIDIS II). In the area of the *Rights of the child*, FRA will follow up its work through targeted engagement with key stakeholders including the European Commission and other EU Institutions. Moreover, preparatory work for research on the situation of children with disabilities in institutional and alternative care will be initiated. Additionally, FRA will continue its work in the area of *Roma integration* through its multi-annual Roma Programme, including the third wave of FRA's Roma survey integration that can assist Member States in designing targeted policies and in evaluating their impact.

In line with what has been previously done in the area of *Migration*, the agency will continue to inform policy making processes at the EU and Member State level by providing fundamental rights expertise. FRA will also directly interview groups that are vulnerable to severe labour exploitation – such as seasonal, posted, and domestic workers – and will analyse the long-term impact of the 2015 asylum/migration crisis.

FRA will continue to build on its current strengths in the area of *Racism*, by 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. In the framework of the second FRA survey on discrimination and hate crime against Jews, the agency will examine progress in ensuring the protection of Jewish people's fundamental rights in line with existing EU law and policies. Moreover, as every year, the agency will compile existing information on the situation of data collection on antisemitism in the EU.

Finally, FRA works also on projects that cover more than one thematic area, such as the *Fundamental Rights Report* and the *Annual Activity Report*. FRA will continue its *Fundamental Rights Survey* - the first EU-wide survey to produce comparable trend data on the general population's experiences of fundamental rights over time. A great focus under the cross-thematic projects will be placed on the promotion of fundamental rights, which will take place through FRA conferences in cooperation with EU Presidencies and other institutions as well as through awareness raising and cooperation with stakeholders in EU Member States. A highlight under this thematic area will be FRA's *second Fundamental Rights Forum*. Finally, 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 through its *Fundamental Rights Platform*. A highlight under this area will be the project *European Fundamental Rights Information System* – a single access point bringing together material of relevance to the EU Member States.

*Strategic area of operation: JUSTICE*

### 3.1 Area of activity: Victims of crime and access to justice

In the context of the EU Framework on the Rule of Law, the European Commission is looking to strengthen the capacity of the EU to ensure effective and equal protection of the rule of law in all Member States, including addressing any threats to the rule of law. The annual EU Justice Scoreboard is used by the Commission for presenting evidence on justice systems and procedures across Member States. FRA can support the Commission's efforts in this area through its targeted work on the development of indicators in the field of fundamental rights and justice, as well as through its qualitative research and quantitative surveys, in particular the Fundamental Rights Survey. For the adoption of the Criminal Procedural Roadmap measures, the Commission will prepare reports on Member States' compliance with them. In light of the EU Justice Agenda for 2020, the Commission will consolidate what has been achieved and identify new initiatives in this area.

Regarding FRA work in the area of victims of crime, a significant development was the adoption of the Victims' Rights Directive (part of the 'Budapest Roadmap') as a new legal instrument for victims, which also requires Member States to present data on how victims are accessing their rights. FRA's on-going work in this area can support the Commission in identifying practical measures and best practices to guide MSs that are in the process of dealing with the specific needs of victims, in particular with regard to victims of hate crime and of gender-based or domestic violence. The FRA's Fundamental Rights Survey will contribute through collection of data on the general population's experience of criminal victimisation and non-reporting to the authorities. Moreover, FRA's work in the area is reflected in the work of Eurostat, which is initiating a pilot exercise for a survey on violence against women and men. With FRA's expert input, the OSCE is replicating FRA's Violence against women survey in ten non-EU Member States. Above-mentioned issues will be addressed in 2018 by including the following:

#### **Multiannual projects in 2018:**

- The agency will continue to update its existing work in this field in order to measure developments at Member State level concerning the implementation of key legislation and policy in practice – for example, in the field of rule of law
- FRA will continue implementing the project 'Rights of crime victims to have access to justice - a comparative analysis', and will continue to provide relevant expertise to the Commission.

#### **New projects in 2018:**

- establishing work on *Access to justice in cross-border civil procedures*, including consumer-related matters, which will assess the operation of relevant EU legislation at Member State level - bearing in mind that EU procedures are designed to simplify and facilitate access to justice in civil and commercial matters;
- preliminary work on the possibilities for FRA to develop a *fundamental rights index for the EU* providing an overview of where Member States stand in different areas; contributing to regular, long-term assessment of Member States' progress on various fundamental rights issues and building on FRA's work on rule of law indicators;
- as FRA's Fundamental Rights Survey will include questions on respondents' experiences of *criminal victimisation* (e.g. property crime and computer fraud), and their reporting patterns to the police and other services, this data can be extracted to provide a *unique EU-wide dataset on victims* that would be of use to different stakeholders in the context of the implementation of the Victims' Rights Directive; this is particularly important in the absence of an EU-wide survey on victims of crime.

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

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

## Project A 1.1 - 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 is the situation for the more vulnerable (e.g. persons with disabilities)? 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, drawing directly on the experiences and views of victims of crime who have engaged with the criminal justice system.
- The research findings will assist the Commission and Member States to identify and understand some of the barriers faced at the level of individual victims – reflecting on the availability and appropriateness of service provision – to comprehensively access justice in line with the rights set out in the Victims' Rights Directive.

### LINK TO FRA MULTI-ANNUAL STRATEGIC PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Interaction with key stakeholders in the development of the project;</li> <li>• Finalization of the comparative report and the summary report</li> </ul>	<ul style="list-style-type: none"> <li>• Final comparative report</li> <li>• Summary report</li> <li>• Dissemination, including by providing targeted evidence-based advice, of the final comparative findings</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.5	0.2	-	0.7	-	-	-	-
Communication and awareness-raising	-	-	-	-	72,000	-	-	72,000
Total:	0.5	0.2	-	0.7	72,000	-	-	72,000

## Project A 1.2 – Business and human rights: access to remedy improvements

PRIORITY 3

STATUS: **NEW**

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

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

This research would, like its April 2017 Opinion, rely on the applicable standards and guidance in the area of business and human rights, coming in particular from the United Nations and the Council of Europe, supporting action in key areas.

To ensure as relevant and practical findings and suggested ways forward as possible, the project could be done in collaboration with the European Law Institute (ELI), an entity partly funded by the European Commission and with a track record of providing concrete instruments such as recommendations and comments on draft legislation, but also providing draft legislation and offering practical options to the EU. Initial discussions between FRA and ELI in this regard has taken place during 2017 and further preparatory work has been commenced. Depending on the amount made available, a limited number of the EU Member States could be included, or indeed expand to include states with observer status with the Management Board of the agency.

### PROJECT OBJECTIVES

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

### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Expert meeting preparing selected focus areas;</li> <li>• Research mapping across the EU Member States (and possible states with FRA observer status);</li> <li>• In-house research and analysis.</li> </ul>	<ul style="list-style-type: none"> <li>• Draft report on legal and practical obstacles and how to overcome these – to be finalised during 2019.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.2	-	-	0.2	-	-	250,000	-
Communication and awareness-raising	-	-	-	-	-	-	-	-
Total:	0.2	-	-	0.2	-	-	250,000	-

**Project A 1.3 – Responses to ad-hoc requests and fundamental rights emergencies in the area “Victims of crime and access to justice”**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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**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 and victims of crime. The main activities under the project will be communicating research findings, including relevant EU-wide dataset on victims collected via FRA’s Fundamental Rights Survey, and providing fundamental rights expertise to EU institutions and bodies, including to the ad-hoc requests, in the area of access to justice and victims of crime. Evidence-based advice will also be provided as relevant to key policy makers at national level and to other relevant stakeholders, such as national bodies with a human rights remit (e.g. equality bodies or national human rights institutions, civil society organisations working with victims of crime, professional organisations working with victims, other actors from the victims of crime field) and organisations for legal professionals. FRA will also draft or update existing publications, such as reports, handbooks and/or types of publication. Finally, the agency will continue to update its existing work in this field in order to measure developments at Member State level.

This project also covers preliminary work on the possibilities for FRA to develop a fundamental rights index for the EU providing an overview of where Member States stand in different areas; contributing to regular, long-term assessment of Member States’ progress on various fundamental rights issues, including access to justice, and building on FRA’s work on rule of law indicators. In this context and depending on developments in 2018, the agency could also look at measuring the impact of internal security measures using rule of law indicators in relation to developments in a number of Member States, where internal security threats (sometimes in combination with the perceived ‘migration threat’) have triggered legislative and policy changes.

**PROJECT OBJECTIVES**

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

**LINK TO FRA MULTI-ANNUAL PRIORITIES**

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

**PROJECT PLAN FOR 2018**

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

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.65	0.1	0.2	0.95	-	-	-	-
Communication and awareness-raising	-	-	-	-	15,000	-	-	15,000
<b>Total:</b>	<b>0.65</b>	<b>0.1</b>	<b>0.2</b>	<b>0.95</b>	<b>15,000</b>	<b>-</b>	<b>-</b>	<b>15,000</b>

*Strategic area of operation: JUSTICE*

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

In previous years, the agency has developed two strands of research, one relating to the rights of suspected and accused persons, the other to the rights of detainees. The former strand encompasses the agency's publication on the Rights of suspected and accused persons as concerns translation, interpretation and information (2016), and the Handbook on access to justice (2016) as far as it relates to the rights of suspected and accused persons. The latter strand relates to the agency's publication on Criminal detention and alternatives; fundamental rights aspects in EU cross-border transfers (2016); the Handbook on access to justice (2016) to the extent that it covers the rights of prisoners and pre-trial detainees as well as the ongoing project on detention conditions and their monitoring. The new project on Access to a Lawyer and the European Arrest Warrant (A.2.2) will focus on the intersection of these two strands by exploring the practical effectiveness of rights persons have upon their arrest, be it an arrest effected in the course of a criminal investigation, be it the implementation of a European arrest warrant.

All these projects serve to enhance fundamental rights standards in Member States relating to the right of defence (Article 48 of the Charter) and the rights of persons deprived of their liberty (Article 6 of the Charter), and thereby to reinforcement of mutual confidence that fundamental rights standards are met across the EU, a confidence that is a precondition of effective judicial cooperation in these fields.

A number of the above projects have been undertaken at the direct request of the European Commission. Through research with rights holders and duty bearers, the agency's work in this area has focused on the rights of individuals as suspected and accused persons, and as detainees

#### **Multiannual projects in 2018:**

- Criminal detention in the EU – conditions and monitoring (A.2.1)

#### **New projects in 2018**

- Access to a Lawyer and the European Arrest Warrant: application in practice with regard to fundamental rights (project A.2.2).

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

- Project A.2.3 enables the agency to respond to ad-hoc requests for support by EU institutions, in the area of judicial cooperation and to communicate research findings, thus providing fundamental rights expertise to EU institutions and bodies in the area of judicial cooperation

## Project A 2.1 – Criminal detention in the EU – conditions and monitoring

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### 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. It is crucial to draw on existing monitoring mechanisms, and to make findings from such mechanisms more accessible and reliable 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 a national level under the optional protocol to the UN's torture convention. 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 be taken.

### PROJECT OBJECTIVES

- Develop a concept for a 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 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 PRIORITIES

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

### PROJECT PLAN FOR 2018

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> <li>• Development and testing of a pilot website with data and information on detention conditions and available alternatives;</li> <li>• Development and testing of a checklist for assessing fundamental rights concerns in EU cross-border transfer cases;</li> <li>• Outlining evidenced-based recommendations for enhanced EU-supported monitoring of detention and alternatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Comparative overview of national standards</li> <li>• A website offering a prototype and a pilot for the first of the three project objectives;</li> <li>• A final checklist for the second of the three project objectives.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	0.3	-	0.4	75,000	-	-	75,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>0.1</b>	<b>0.3</b>	<b>-</b>	<b>0.4</b>	<b>75,000</b>	<b>-</b>	<b>-</b>	<b>75,000</b>

## Project A 2.2 – Access to a Lawyer and the European Arrest Warrant: application in practice with regard to fundamental rights

PRIORITY 1

STATUS: **NEW**

TYPE: multiannual

START: 01/11/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

In the Commission's Opinion of August 2017 on FRA's Programming Document, the Commission invited the agency to carry out research "on the practical implementation of aspects of the Directive on access to a lawyer such as early contact between suspects and lawyers, involvement of lawyers during questioning, confidentiality, waivers, the right of access to a lawyer in the European arrest warrant cases and communication with third persons when being deprived of liberty" as well as on the "practical aspects of implementation of all recently adopted EU provisions aimed at strengthening procedural rights of persons requested under a European arrest warrant". On the basis of this request, the agency in 2018 will carry out fieldwork research in a number of selected Member States. This research will be implemented through FRANET and will consist of interviews with practitioners (police officers, judges, prosecutors, defence lawyers and staff from prison administrations) as well as with defendants and with persons requested under a European arrest warrant. These interviews will be aimed to establish the factual realisation of the rights of defendants and of requested persons to have access to a lawyer, to have a third person informed of the deprivation of liberty, to communicate with third persons and of other rights relevant with regard to individuals' rights to liberty and security (Article 6 of the Charter) and their right of defence (Article 48 of the Charter). The focus of this project will rest on the rights of persons upon their arrest, including arrests implemented in the course of a criminal investigation as well as arrests effected under a European arrest warrant.

### PROJECT OBJECTIVES

- Contribute to the Commission's assessment under Article 16 of Directive 2013/48/EU;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns the defence rights of suspected or accused persons and the rights of persons requested under a European arrest warrant.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

- Identifying trends: collecting and analysing comparable data and evidence;
- Contributing to better law making and implementation: providing independent advice;
- Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Implementation through FRANET of social field work by carrying out interviews with practitioners and persons suspected, accused or requested under a European arrest warrant.</li> <li>• Specific stakeholder communication and awareness raising activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings with stakeholders.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.7	0.3	0.4	1.4	-	-	10,000	-
Communication and awareness-raising	-	-	-	-	-	-	-	-
Total:	0.7	0.3	0.4	1.4	-	-	10,000	-



### Project A 2.3 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Judicial cooperation, except in criminal matters”

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 area of judicial cooperation, except in criminal matters. The main activities under the project will be communicating research findings and providing fundamental rights expertise to EU institutions and bodies, including to the ad-hoc requests, in the area of judicial cooperation, except in criminal matters. 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 data, thematic reports and evidence-based advice;
- Issue *ad hoc* reports and opinions based on existing material and in-house expertise, update selected publications;
- Make findings of FRA available to policy makers in a proactive manner;
- Share promising practices and other findings resulting from FRA research at the right time to the right people;
- Develop EU rights based indicators on specific issues relevant to the area and specific projects;
- Assess the feasibility of developing a fundamental rights index.

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

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

#### PROJECT PLAN FOR 2018

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

#### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.65	0.1	0.2	0.95	35,000	-	-	35,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
Total:	0.65	0.1	0.2	0.95	35,000	-	-	<b>35,000</b>

*Strategic area of operation: PRIVACY*

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

The context of FRA work in relation to this area is shaped by the general goals set by the Digital Single Market Strategy for the EU as well as the policy debate at EU and international level; for example as part of the Internet Governance Forum (IGF). The General Data Protection Regulation will enter into force in 2018 and by then the Data Protection Directive for the police and criminal justice sector will need to be transposed at Member State level. The upcoming e-privacy Regulation replacing the current Directive will also have wide-ranging fundamental rights implications. In parallel, the work of the European Data Protection Supervisor is evolving to reflect new challenges, and security issues will remain high on the EU agenda. The upcoming work of the new European Data Protection Board will also contribute to the effective implementation of rights based Articles 7 and 8 of the Charter.

The above-mentioned issues will be addressed in 2018 by including the following:

#### **Multiannual projects in 2018:**

- FRA will follow up on the publication of the Surveillance Report in 2017 with further dissemination and stakeholder engagement in 2018. The FRA-CoE Handbook on European Data Protection Law was redrafted in 2017 (as foreseen by Programming Document 2017-2019), with the publication (and translation) of the Handbook in 2018. The Handbook's publication in 2018 provides an opportunity for it to be launched when the *General Data Protection Regulation* will apply and *Data Protection Directive* for the police and criminal justice sector will be transposed. In 2018 the agency will also launch its second Guide on preventing discriminatory profiling – which brings in new elements such as border control and references to the use of 'big data'.

#### **New projects in 2018:**

- Look at the feasibility of establishing a project on the *data-driven society and fundamental rights*, focusing on aspects of new technology and their application;
- Examine the importance of fundamental rights in the digital environment by providing expert input to discussions and related research; contribute to work undertaken on internet governance from the perspective of fundamental rights protection.
- Explore the possibility of conducting FRA research on big data, algorithms and the potential for discriminatory treatment.

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

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

### Project A 3.1 – Update of the Guide on Preventing Discriminatory Profiling

PRIORITY 3

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 was updated in 2017. The new Guide took 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 updated the Guide to reflect these new realities and assessed how they are having an impact on profiling methods and fundamental rights. The new Guide provides 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, also in view of the new data protection rules.

#### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

#### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Production and publication of a guide;</li> <li>• Launch of the guide;</li> <li>• Translation and preparation of the guide for publication in selected EU languages;</li> <li>• Communicate research findings to key actors at EU and national level;</li> <li>• Dissemination of the guide;</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 published in all EU languages;</li> <li>• Meetings with stakeholders and experts.</li> </ul>

#### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.15	0.25	0.3	0.7	-	-	-	-
Communication and awareness-raising	-	-	-	-	50,000	-	150,000	50,000
Total:	0.15	0.25	0.3	0.7	50,000	-	150,000	50,000

## Project A 3.2 – Update of the Handbook on European data protection law

PRIORITY 3

STATUS: **NEW**

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2014 FRA, in close cooperation with the Council of Europe, published the Handbook on European data protection law. The Handbook, which synthesised European and national law and case-law in the field of data protection, proved very successful, in particular due to its translation in all EU official languages. Since 2014, European law in the field of data protection had been greatly modified by several reforms, both at EU and Council of Europe level. The update foreseen in this project will include and amend relevant law of the EU and the Council of Europe in the light of the recent adoptions of the General Data Protection Regulation (EU) 2016/679 (GDPR) and the Directive for the police and criminal justice sector (EU) 2016/680 (Police Directive), the modernisation of the Convention for the Protection of Individuals with regard to Automatic Processing of Personal Data (ETS 108) and its additional Protocol regarding supervisory authorities and transborder data flows (ETS 181) as well as up-to-date case law of the Court of Justice of the European Union (CJEU) and European Court of Human Rights (ECtHR).

Similarly to its previous edition, the Handbook will highlight and summarise in a didactical way the key legal and jurisprudential principles of European data protection law, including those in the field of transborder data flow. For instance, the handbook could contribute to promoting and better understanding the rights stemming from the new EU data protection rules.

The update of the Handbook was developed in 2017 in close co-operation with FRA key partners in this field: the Council of Europe (CoE), the European Court of Human Rights and the European Data Protection Supervisor (EDPS).

The launch of the Handbook is planned to coincide with the start of the application of the EU General Data Protection Regulation and the transposition of the Directive for the police and criminal justice sector in May 2018. Therefore, it would be important to plan a communication strategy to promote the updated Handbook.

### PROJECT OBJECTIVES

- Update the 2014 edition of the Handbook on European data protection law;
- Enhance cooperation with the Council of Europe (CoE), the European Court of Human Rights, the European Data Protection Supervisor (EDPS) and ensure communication with the new European Data Protection Board
- Contribute to raising awareness, knowledge and understanding of the reformed data protection legal frameworks amongst lawyers, judges, legal practitioners and data protection authorities (DPAs), and other relevant 'intermediaries' at national and European level, as well as civil society organisations and interested individuals working at the national and European levels. The communication strategy on the launch of the new Handbook should be ensured.
- Facilitate domestic implementation of European law and relevant international legal instruments in the field of data protection.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Production and publication of the handbook on-line and in printed versions;</li> <li>• Launch of the Handbook in May 2018;</li> <li>• Translation and preparation of the handbook for publication in selected EU languages;</li> <li>• Communicate research findings in this field to key policy makers at EU as well as national level, alongside other relevant stakeholders;</li> <li>• Dissemination of the handbook and its promotion among relevant stakeholders;</li> <li>• Specific stakeholder communication and awareness raising activities;</li> <li>• Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Easily accessible Handbook for legal practitioners;</li> <li>• Handbook published in all EU languages;</li> <li>• Communication strategy;</li> <li>• Meetings with stakeholders and experts.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.15	0.25	0.3	0.7	-	-	-	-
Communication and awareness-raising	-	-	-	-	50,000	-	150,000	50,000
Total:	0.15	0.25	0.3	0.7	50,000	-	150,000	<b>50,000</b>

**Project A 3.3 – Responses to ad-hoc requests and fundamental rights emergencies 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 Articles 7 and 8 of the Charter, but provides a wider fundamental rights assessment in the field of information society that can address areas such as non-discrimination alongside other fundamental rights such as privacy and data protection. During 2018, 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 positive implications of increased use of ICT. To this end, the agency will explore the possibilities of launching a project in 2017 to further examine this field, building on research work already undertaken by the agency on information society, privacy and data protection, and looking at parallel work conducted by the agency 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 [the upcoming European Data Protection Board]; European Data Protection Supervisor; NHRIs/Equality Bodies; European Union Agencies (ENISA, EUROPOL, eu-LISA); Council of Europe; Civil Society; Professional organisations.

**PROJECT OBJECTIVES**

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

**LINK TO FRA MULTI-ANNUAL PRIORITIES**

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

**PROJECT PLAN FOR 2018**

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>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.8	0.4	0.35	1.55	11,000	-	-	11,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>0.8</b>	<b>0.4</b>	<b>0.35</b>	<b>1.55</b>	<b>11,000</b>	<b>-</b>	<b>-</b>	<b>11,000</b>

*Strategic area of operation: EQUALITY*

### **3.4 Area of activity: Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality**

The context of FRA's work in this area is provided by the EU's Racial Equality Directive 43/2000 and the Employment Equality Directive 78/2000, as well as the debate on the proposed Equal Treatment Directive, and the Commission's efforts to promote the collection of equality data. The Commission's proposal for a new European Pillar of Social Rights, which is expected to be proclaimed in early 2018, includes under several of its twenty rights and principles reference to equality and non-discrimination, including on grounds of nationality. The European Commission policy document on "Non-discrimination and equal opportunities" is envisaged to be renewed and may influence the European Commission "List of actions to advance LGBTI equality". The European Disability Strategy (2010-2020) might see significant changes, following a mid-term review, and the envisaged adoption of the Commission proposal for a European Accessibility Act by 2018. The Council of Europe (CoE) Disability Strategy (2017-2023) supporting CoE Member States to implement the UN Convention on the Rights of Persons with Disabilities has five, rights-based, priority areas, which will be taken into account: (a) equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality; (b) awareness raising; (c) accessibility; (d) equal recognition before the law; and, (e) freedom from exploitation, violence and abuse. The European Commission is expected to continue the focus on deinstitutionalisation, including in the context of monitoring the implementation of European Structural and Investment Funds; ; and a cross-cutting theme in policy developments on disability.

Above-mentioned issues will be addressed in 2018 by including the following:

#### **Multiannual projects in 2018:**

- Write-up and Dissemination of findings of the project on independent living of persons with disabilities;
- Update of the Handbook of European non-discrimination law and support the work of the Commission's High-Level Group on Non-discrimination, Equality and Diversity to improve the collection of equality data;
- Dissemination of the findings of the project on national case law relevant to TFEU Articles 18 to 25 on non-discrimination and citizenship of the Union, and comparative analysis;
- Participation in the EU Monitoring Framework for the Convention on the rights of persons with disabilities.

#### **New projects in 2018:**

- Preparation for second wave of the EU-LGBTI online survey in 2019;
- Identify potential scope for policy relevant research activities on *freedom of religion or belief*, in consultation with the European Commission and the Council of Europe to develop synergy and avoid duplication following engagement in the previous year with faith communities.
- Preparation work for a project on discrimination testing, in cooperation with the OECD.
- Initiating the project on barriers preventing older people from living independently in the community, if funds become available;

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

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

## Project A 4.1 – The right to independent living of persons with disabilities

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/14
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### DESCRIPTION and ADDED VALUE of the PROJECT

The EU is party to the UN 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 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 and 2017 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, the agency finalised the fieldwork. In 2018, the agency will focus on disseminating the findings of the project as a whole to provide evidence, information and assistance to key stakeholders on measures to fulfil the right of persons with disabilities to live independently and be included in the community.

### PROJECT OBJECTIVES

- To feed into the EU CRPD monitoring framework with data and comparative analysis taking into account the gender dimension;
- To identify barriers and drivers of deinstitutionalisation;
- 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 PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Drafting of reports based on fieldwork and desk research data;</li> <li>• Production of communication outputs to support dissemination of findings and evidence-based advice;</li> <li>• Cooperation with stakeholders, including missions to present findings and provide evidence-based advice.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</li> <li>• Meeting with EU-level and national stakeholders and experts to raise awareness of results and provide evidence-based advice;</li> <li>• Report of main findings and relevant communication material (including audio-visual material) to support dissemination.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	1	-	1.1	10,000	-	-	10,000
Communication and awareness-raising	-	-	-	-	50,000	-	-	50,000
<b>Total:</b>	<b>0.1</b>	<b>1</b>	<b>-</b>	<b>1.1</b>	<b>60,000</b>	<b>-</b>	<b>-</b>	<b>60,000</b>

## Project A 4.2 – Update of the Handbook of European non-discrimination law

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2010, the agency and the European Court of Human Rights 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, the agency and the Court 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 and disseminated, the activities that were pursued in 2017. In 2018, the agency will further disseminate the updated handbook among relevant stakeholders, including the Commission's High-Level Group on Non-discrimination, Equality and Diversity in order to support its efforts to improve the collection of equality data. FRA and the European Court of Human Rights aim through this handbook to 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. In addition, the handbook contributes to making access to courts easier for members of minorities and persons with vulnerabilities who wished to complain about discriminatory acts.

### 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 and the Court of Justice of the European Union.
- 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. Enhance cooperation with the European Court of Human Rights and the Court of Justice of the European Union;
- Disseminate the handbook to 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
- Contribute to the Commission's High-Level Group on Non-discrimination, Equality and Diversity in order to support its efforts to improve the collection of equality data

### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Production and publication of the handbook on-line and in printed versions;</li> <li>• Translation and preparation of the handbook for publication, as resources become available;</li> <li>• Developing targeted analysis and briefs on the handbook in order to facilitate the knowledge and promotion of its results;</li> <li>• Dissemination of the handbook;</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>• Handbook in selected EU languages;</li> <li>• Meetings with stakeholders and experts;</li> <li>• Dissemination of the handbook.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	0.1	-	0.1	-	-	35,000	-
Communication and awareness-raising	-	-	-	-	20,000	-	350,000	20,000
Total:	-	0.1	-	0.1	20,000	-	350,000	20,000



## Project A 4.3 – Living in another Member State: non-discrimination and citizenship of the Union

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2016

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2016, at the request of the European Commission the agency initiated a project to develop an inventory of national case law relating to the application of Union Citizenship rights (Articles 18 to 25 of the Treaty on the Functioning of European Union). This relates to non-discrimination on the basis of nationality as well as EU citizenship rights, including political rights of EU citizens and free movement of EU citizens and their family members. 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 different stakeholders.

### PROJECT OBJECTIVES

- To raise awareness among legal practitioners and judges of national case law relevant to Articles 18 - 25 of the Treaty on the Functioning of European Union and of Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

- Identifying trends: collecting and analysing comparable data and evidence;
- Contributing to better law making and implementation: providing independent advice;
- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Analysis of the results;</li> <li>• Translation and dissemination.</li> </ul>	<ul style="list-style-type: none"> <li>• Comparative report</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	0.3	-	0.4	-	-	100,000	-
Communication and awareness-raising	-	-	-	-	20,000	-	-	20,000
<b>Total:</b>	<b>0.1</b>	<b>0.3</b>	<b>-</b>	<b>0.4</b>	<b>20,000</b>	<b>-</b>	<b>100,000</b>	<b>20,000</b>

## Project A 4.4 – Participation in the EU Framework to promote, protect and monitor the CRPD

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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### 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 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 the annual meeting 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. 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 2011-2013, (following EU 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 follow up the CRPD Committee's review, within the scope of the Framework's mandate. As a member of the EU Framework, FRA will contribute to any follow up in line with the Framework work programme within the Frameworks' remit.

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

### LINK TO FRA MULTI-ANNUAL PRIORITIES

- Identifying trends: collecting and analysing comparable data and evidence;
- Contributing to better law making and implementation: providing independent advice;
- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Participation in meetings of the EU CRPD Framework and external events to which Framework members are invited (such as the Annual Work Forum on the implementation of the CRPD);</li> <li>• Participation in activities following-up to the CRPD Committee's concluding observations, 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>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	0.3	-	0.4	20,000	-	-	20,000
Communication and awareness-raising	-	-	-	-	5,000	-	-	5,000
<b>Total:</b>	<b>0.1</b>	<b>0.3</b>	<b>-</b>	<b>0.4</b>	<b>25,000</b>	<b>-</b>	<b>-</b>	<b>25,000</b>

## Project A 4.5 – 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.”. The new European Pillar of Social Rights includes specific reference in its twenty rights and principles to older people to ensure that they are protected against discrimination in areas of particular concern to them, such as access to goods and services and access to the welfare and social security systems. Older people can also face unequal treatment in many other ways, such as when disproportionate increases in premiums are requested to be paid once someone reaches a certain age. In addition, older persons can face financial and practical barriers when accessing services, including housing, 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 analysing data through desk research on legal and practical barriers faced by older people in living independently, including access to services, as well as efforts by public authorities to facilitate older people to live independently in the community, in particular by ensuring accessibility and access to general services; the analysis will include a gender perspective, as far as the available data allow. The desk research will be complemented by interviews with policy makers, public officials and other relevant actors in selected Member States.

### 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 PRIORITIES

- Identifying trends: collecting and analysing comparable data and evidence;
- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Stakeholder meetings;</li> <li>• Data collection and analysis;</li> <li>• Missions and participation in external meetings, as relevant</li> </ul>	<ul style="list-style-type: none"> <li>• National reports and preliminary analysis</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	0.1	0.2	0.4	-	-	550,000	-
Communication and awareness-raising	-	-	-	-	-	-	-	-
Total:	0.1	0.1	0.2	0.4	-	-	550,000	-

## Project A 4.6 – EU-MIDIS II

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2014

### DESCRIPTION and ADDED VALUE of the PROJECT

In 2015, FRA launched the 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. The survey's findings can guide policy makers in developing more targeted legal and policy responses, including in the field of immigrant integration and social inclusion. This second wave of EU-MIDIS II interviewed persons with an immigrant or ethnic minority background across the EU, including Roma in nine Member States. EU-MIDIS II collects comparable data 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 continue to assist the European Commission in its annual reporting, and to 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. 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 closing the Roma-non-Roma gap in access to education, employment, health and housing, as well as the implementation of National Roma Integration Strategies in selected EU Member States, as well as selected indicators on migrant integration; ensuring disaggregation by sex,
- To provide data on discrimination experiences, criminal victimisation, social inclusion and participation, and rights awareness for migrants and their descendants;
- 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 PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Further 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>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.1	0.4	-	1.5	40,000	-	5,000	05,000
Communication and awareness-raising	-	-	-	-	80,000	-	110,000	80,000
<b>Total:</b>	<b>1.1</b>	<b>0.4</b>	<b>-</b>	<b>1.5</b>	<b>120,000</b>	<b>-</b>	<b>115,000</b>	<b>120,000</b>

**Project A 4.7 – Measuring the extent of discrimination in the EU through situation testing**

PRIORITY 1	STATUS: <b>NEW</b>	TYPE: multiannual	START: 01/01/2018
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**DESCRIPTION and ADDED VALUE of the PROJECT**

The “Employment Equality Directive” and the “Racial Equality Directive” forbid discrimination in employment on several grounds, including racial or ethnic origin and religion or belief. FRA has provided evidence of people’s experience of such forms of discrimination through its surveys, namely EU-MIDIS I and II. Surveys provide a wealth of information on how individuals perceive to have experienced discrimination. This type of evidence can be complemented by controlled experiments which deliver direct evidence on the extent of discrimination. Such field experiments to test discrimination in the labour market started as early as the 1960s and were carried out more frequently since the 1990s, pioneered by the International Labour Organisation (ILO). Researchers use fictitious job applications with equivalent qualifications, where an employer is presented with two identical job applications with the only difference being the racial/ethnic origin of the applicant. Ethnic origin is usually indicated through the name. Most studies to date show that there is substantial discrimination against ethnic minorities, if only the name is changed in applications.

This project is carried out in cooperation with the OECD. In 2018 the OECD will conduct in close consultation with FRA a pilot study to develop methodologies for an internationally comparable test in 2019/2020. The study aims at measuring discrimination on the basis of ethnic origin in labour recruitment taking into account the gender dimension, but will also investigate methodologies to test bias against LGBTI people in the area of housing, and potentially in the labour market. In 2019, FRA intends provided funds are available to roll out in cooperation with OECD (in non-EU countries) discrimination tests in selected EU countries – conducting the largest ever data collection on discrimination in the EU. The project will provide EU institutions and Member States with robust evidence on the extent and operation of discrimination in the EU, which – complemented with data from FRA’s surveys – will constitute the most comprehensive data collection on discrimination.

FRA will cooperate with the OECD on this project in two stages:  
 (1) in 2018 cooperating with the OECD on providing expert input for developing and testing the methodology in a pilot study;  
 (2) in 2019-20, based on the outcome of the pilot (feasibility assessment) FRA provided funds are available will conduct a full scale discrimination test in selected EU Member States covering ethnic minorities, immigrants and descendants, and LGBTI people. Tests will be carried out on the labour market and potentially the housing market. The OECD will cover a range of non-EU countries depending on funding available.

**PROJECT OBJECTIVES**

- To develop a robust methodology – in cooperation with the OECD and experts – for measuring the extent of discrimination on grounds of ethnic origin when applying for jobs and housing, which can be used internationally and repeatedly;
- To conduct – in close cooperation with the OECD – the largest international experiment to measure discrimination;
- To measure discrimination against LGBTI people and people of different ethnic origin in the area of housing;
- To analyse the results to better understand, when and how discrimination in recruitment and search for housing occurs;
- To provide EU institutions and Member States with comparable data raising awareness on gaps in the protection of fundamental rights.

**LINK TO FRA MULTI-ANNUAL 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 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Cooperate with OECD on the development of methodologies and carrying out the pilot study;</li> <li>• Stakeholder and expert meeting to collect input on the methodological design of the study;</li> <li>• Preparatory work for the development of the large scale testing in 2019-2020.</li> </ul>	<ul style="list-style-type: none"> <li>• Summary of inputs from the stakeholder and expert consultation meeting for developing the methodology of the data collection;</li> <li>• Results of the pilot study carried in 2018 by the OECD</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.15	0.9	0.2	1.25	-	-	50,000	-
Communication and awareness-raising	-	-	-		-	-	15,000	-
<b>Total:</b>	<b>0.15</b>	<b>0.9</b>	<b>0.2</b>	<b>1.25</b>	<b>-</b>	<b>-</b>	<b>65,000</b>	<b>-</b>

## Project A 4.8 – EU LGBTI Survey 2

PRIORITY 1	STATUS: <b>NEW</b>	TYPE: multiannual	START: 01/01/2018
DESCRIPTION and ADDED VALUE of the PROJECT			
<p>Improvements in legal and policy frameworks at EU and national level to protect the rights of lesbian, gay, bisexual, trans and intersex (LGBTI) persons are encouraging. The agency will conduct in 2018-19 the second wave of its EU-LGBTI survey, expanding it to cover also intersex persons, in order to collect evidence of how these improvements are experienced by rights holders on the ground. Other EU level statistical data based on surveys on relevant issues disaggregated by sexual orientation or gender identity are not available. The first wave of this survey was carried out by the agency in response to a request of the European Commission in 2012. Some 93,000 LGBT respondents participated, thereby making it the largest survey of its kind. The European Commission, in its List of Actions of December 2015 to Advance Equality for LGBTI people, called on the agency to repeat the survey in 2019. Several EU Member States, convened in the LGBTI governmental focal point network, as well as NGOs representing LGBTI persons have also proposed for FRA to carry out a new survey. In parallel, FRA's EU-LGBT Survey has inspired other national institutions – such as the French national Institute for Demographic Studies (INED) – to design and conduct similar national surveys on LGBT persons, and international organisations such as the World Bank have set out to collect survey data outside the EU. These efforts have not, however, produced data that would allow comparisons between EU Member States as well as forming an overview of the situation at the EU level, in a way which FRA's EU-LGBT survey was able to do.</p> <p>Repeating the survey and extending its scope to collect data also on the experiences and opinions of intersex persons will assist the European Union and its Member States in further strengthening the fundamental rights legal frameworks protecting LGBTI persons as well as developing policies addressing challenges to fundamental rights faced by LGBTI people. Relevant EU legislation and policy areas include the EU directives on employment equality, the Victims' Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people. The findings of the second wave of the EU-LGBTI survey will be compared to those of the first wave, as far as the online methodology allows, enabling the agency and other stakeholders to assess changes over time. Some of the questions will be aligned to those of the Fundamental Rights Survey to compare with the experiences and views of the general population. The results will further inform initiatives undertaken by Council of Europe, United Nations, OSCE as well as civil society organisations and national human rights bodies.</p> <p>Repeating this survey will allow the agency to further contribute to “develop[ing] methods and standards to improve the comparability, objectivity and reliability of data at European level”, as set out in Article 4.1.b of the regulation establishing the European Union agency for Fundamental Rights (Council Regulation (EC) No 168/2007) in a field where reliable, comparative data are necessary but non-existent.</p>			
PROJECT OBJECTIVES			
<ul style="list-style-type: none"> <li>➤ To provide comparable evidence on LGBTI people's experiences and opinions concerning various areas of fundamental rights in the EU – such as equality and non-discrimination, victimisation or rights awareness – that will inform EU and Member States' legal and policy making</li> <li>➤ To compare results and assess changes between the first and the second EU LGBT survey.</li> </ul>			
LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES			
<ul style="list-style-type: none"> <li>• Identifying trends: collecting and analysing comparable data and evidence;</li> <li>• Effectively promoting rights, values and freedoms;</li> <li>• Strengthening cooperation with national and local fundamental rights actors: working with communities of support.</li> </ul>			
PROJECT PLAN FOR 2018			
ACTIVITIES		OUTPUTS	
<ul style="list-style-type: none"> <li>• Development of fieldwork materials and tools</li> <li>• Consultation of stakeholders and experts, as relevant</li> </ul>		<ul style="list-style-type: none"> <li>• Fieldwork materials and tools</li> <li>• Fieldwork progress updates</li> </ul>	

PROJECT RESOURCES FOR 2018								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.35	-	-	0.35	300,000	-	350,000	300,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
Total:	0.35	-	-	0.35	300,000	-	350,000	<b>300,000</b>

**Project A 4.9 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”**

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2017

**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 began engage with faith communities with a view to developing its work in the area of freedom of religion or belief. In 2018, stakeholder engagement will resume with regard to the agency’s work on lesbian, gay, bisexual, transgender and intersex (LGBTI) persons, with a view to beginning preparations for the second wave of the EU LGBT+I survey. In 2018, the agency will follow-up developments in regard to the European Pillar of Social Rights, especially as the relevant Commission proposal goes partially beyond the current acquis by extending protection against discrimination on the grounds of religion or belief, disability, age and sexual orientation to the areas of social protection, including social security and healthcare, education, and access to goods and services available to the public. The Pillar also extends the prohibition of discrimination based on gender to the area of education, which is not covered by the current EU acquis.

**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 PRIORITIES**

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

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;</li> <li>• Developing targeted analysis and briefs, including as regards freedom of religion or belief;</li> <li>• Update and 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, as requested.</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.5	0.2	0.5	2.2	10,000	-	-	10,000
Communication and awareness-raising	-	-	-	-	10,000	-	-	10,000
<b>Total:</b>	<b>1.5</b>	<b>0.2</b>	<b>0.5</b>	<b>2.2</b>	<b>20,000</b>	<b>-</b>	<b>-</b>	<b>20,000</b>

*Strategic area of operation: EQUALITY*

### 3.5 Area of activity: Rights of the child

The context of FRA's work in this area is framed by the 2011 EU Agenda for the Rights of the Child, which is expected to be reviewed, as well as the 2013 Commission Recommendation "Investing in children: breaking the cycle of disadvantage", part of the Social Investment Package and Europe 2020 policy goals; the work will also take into account policy developments following the reference to child poverty in the new European pillar of Social Rights in 2017. With the reform of the CEAS, and the 2017 April communication on the protection of children in migration, the focus on children in the context of migration, in particular unaccompanied children, will continue. The situation of children arriving with families during the 2015 crisis will also be explored. 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.

The agency will respond to request for fundamental rights input by EU institutions relating to EU law and policy instruments, e.g. the *acquis* in the field of justice and protection of victims, the European Social Pillar, or the EU *acquis* on asylum and protection of children in migration. This will be done on the basis of existing research and upcoming reports in the area of fundamental rights and child poverty, or minimum ages for children to access rights. Partnerships will be established in order to prepare possible future work on violence against children.

Above-mentioned issues will be addressed in 2018 by including the following:

#### **Multiannual projects in 2018:**

- The work of the agency on the rights of the child is mainstreamed and continues in several research activities, by analysing results from EU-MIDIS II, in particular concerning Roma, and the Fundamental Rights survey. In addition, the agency continues work on child rights in the context of its engagement in the migration and asylum context.
- The agency's work on child poverty and well-being will develop targeted analysis on issues identified in the context of the new European Pillar of Social Rights.
- The project on minimum age will conclude with the finalisation of the web publication and a short-thematic report
- The agency will explore the issue of violence against children to identify potential areas for future research.

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

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



## Project A 5.1 – Child well-being and poverty

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2016

### DESCRIPTION and ADDED VALUE of the PROJECT

Building up to Europe 2020 Strategy's headline targets, the EU Social Pillar 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 previous work on child well-being and poverty, project activities in 2018 will continue with legal analysis and publication of the results. If further resources become available, FRA will collect data on child homelessness. This will provide evidence for the Commission's assessment of the implementation 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 PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Desk research and analysis of relevant methodologies and possible contents structure;</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>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.3	-	0.5	0.8	5,000	-	180,000	5,000
Communication and awareness-raising	-	-	-	-	10,000	-	20,000	10,000
Total:	0.3	-	0.5	0.8	15,000	-	200,000	<b>15,000</b>

**Project A 5.2 – Responses to ad-hoc requests and fundamental rights emergencies in the area “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**

Additional activities in the area “Rights of the Child” 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. Since much of the work on child rights is mainstreamed throughout the agency’s research, for example in respect to migration, equality, data protection, the rights of persons with disabilities, etc. relevant activities could cover a range of areas. 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. FRA will also follow-up on developments related to the new European Pillar of Social Rights that includes specific reference to the right to a affordable early childhood education and care of good quality, as well as the right to protection from poverty, in particular as regards children from disadvantaged backgrounds who have the right to specific measures to enhance equal opportunities. The agency will finalise the analysis of national laws on minimum ages to be published as interactive web publication. This research looks at how Member States establish certain minimum ages to access fundamental rights such as voting, right to request asylum, o work, or the possibility of marrying.

Outputs providing further analysis of existing data could be produced, upon request by EU institutions. In the area of child protection, for example, and on the basis of the 2015 EU guidance on integrated child protection systems additional data collection and analysis may be requested. The agency will continue assessing the possibility of conducting research on violence against children. FRA will also further continue its efforts to involve children in research, meetings and events.

The project will benefit and raise awareness among a broad range 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 including professional organisations.

**PROJECT OBJECTIVES**

- Carry out and publish specific analysis on child rights issues based on existing data, as 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 PRIORITIES**

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

**PROJECT PLAN FOR 2018**

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, when required;</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>• Web publications on minimum age requirements and short report</li> <li>• Selected publications (or parts thereof) updated;</li> <li>• Publication of opinions, papers, as required.</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.6	-	1.2	2.8	20,000	-	-	20,000
Communication and awareness-raising	-	-	-	-	5,000	-	35,000	5,000
<b>Total:</b>	<b>1.6</b>	<b>-</b>	<b>1.2</b>	<b>2.8</b>	<b>25,000</b>	<b>-</b>	<b>35,000</b>	<b>25,000</b>

*Strategic area of operation: EQUALITY*

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

The agency will continue its multi-annual Roma Programme focusing on 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 publications based on data from the Roma component of EU-MIDIS II, data collection and reporting on the situation of Roma in the Member States not covered by EUMIDIS II and the continuation of the development of local online monitoring for tracking progress at municipal level. Collected data will be disaggregated by gender and age and qualitative analysis will provide information on gender-specific challenges and differences. The evidence on the deprivation Roma face will thus contribute to dispelling prejudice and anti-Gypsyism that fuel discrimination against and exclusion of Roma. The specific dimensions of Roma deprivation will be also addressed horizontally, in the relevant thematic areas of the agency's work (e.g. activity 5, 'Rights of the child' will address also the vulnerability of Roma children).

The agency will be able to respond to requests for fundamental rights input by EU institutions relating Roma integration and the European Social Pillar. These inputs will include thematic reports, focused analyses, data on the challenges of Roma integration at local level and other evidence from EU MS. Expanding partnerships with various stakeholders (statistical institutes, civil society, donors) will allow mainstreaming the approaches piloted and will amplify the impact of FRA's work in the area of Roma integration.

#### **Multiannual projects in 2018:**

- Roma survey III (3rd wave): data and analysis on Roma integration in selected Member States;
- Qualitative research and secondary data collection;
- Online tool to collect data and views of local authorities on progress made in Roma integration;
- Assisting the Commission and MSs in developing indicators and tools to monitor progress on Roma integration.

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

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

**Project A 6.1 – Data collection on Roma integration**

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2016

**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 online survey of public authorities at local level to generate data on Roma integration actions in municipalities with a sizeable Roma population implementing national Roma integration strategies. Relevant outputs of the ROMED2 and ROMACT CoE/EU joint programmes and the CoE online database of Roma-related good practices will be taken into account in the analysis.

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 EC; CoE; EP; Eurofound; MSs, local authorities and communities; NHRIs/Equality Bodies; CSOs; Professional organisations; NRCs.

**PROJECT OBJECTIVES**

- Strand A:**
- To provide objective, reliable and comparable data on the outcomes of Roma integration efforts as reflected in the socio-economic status of representative samples of Roma population focusing on employment, education, housing and health, discrimination and reporting of incidents, criminal victimisation with bias motivation and reporting of incidents, as well as rights awareness;
  - The survey will cover selected Member States; remaining countries will be covered through qualitative research;
  - To track progress through trends analysis of existing survey data.
  - Data will be disaggregated by sex and age.
- Strand B:**
- To generate, reliable and comparable data at local level complementing the picture generated by the 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 PRIORITIES**

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

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<p><b>Strand A:</b></p> <ul style="list-style-type: none"> <li>• Refinement of sampling strategies, sampling framework and questionnaires;</li> <li>• Fieldwork research and quality control;</li> <li>• Meetings with stakeholders and experts.</li> </ul>	<p><b>Strand A:</b></p> <ul style="list-style-type: none"> <li>• 2 thematic reports report on fieldwork research (in-depth analysis of EU MIDIS II data)</li> <li>• Preliminary data sets</li> </ul>
<p><b>Strand B:</b></p> <ul style="list-style-type: none"> <li>• Piloting the on-line application;</li> <li>• Data analysis.</li> </ul>	<p><b>Strand B:</b></p> <ul style="list-style-type: none"> <li>• Data sets and analysis;</li> <li>• Meetings with experts and stakeholders.</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.1	0.7	0.2	2.0	900,000	-	-	900,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>1.1</b>	<b>0.7</b>	<b>0.2</b>	<b>2.0</b>	<b>900,000</b>	<b>-</b>	<b>-</b>	<b>900,000</b>

## Project A 6.2 – Local Engagement for Roma Inclusion

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

### DESCRIPTION and ADDED VALUE of the PROJECT

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.

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.

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; NRCPs.

### PROJECT OBJECTIVES

- 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;
- To identify and raise awareness on drivers and barriers to the efforts and resources devoted to Roma integration.

### LINK TO FRA MULTI-ANNUAL OBJECTIVES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Analysis of qualitative research case studies;</li> <li>• Publication of reports and other material;</li> <li>• Communicating project results and developing communication material.</li> </ul>	<ul style="list-style-type: none"> <li>• Comparative report;</li> <li>• Technical report;</li> <li>• Communication materials.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	0.7	0.2	1.0	-	-	-	-
Communication and awareness-raising	-	-	-	-	85,000	-	-	85,000
<b>Total:</b>	<b>0.1</b>	<b>0.7</b>	<b>0.2</b>	<b>1.0</b>	<b>85,000</b>	<b>-</b>	<b>-</b>	<b>85,000</b>

## Project A 6.3 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Integration and social inclusion of Roma”

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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### 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 fine-tune and update EU rights-based indicators capturing the Roma-non-Roma gap in access to education, employment, health and housing, as well as discrimination and populate them with data from 2011, 2016 and 2018, as well as on specific issues relevant to the area and specific projects. Indicators will take into account particular challenges faced by Roma women.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

### PROJECT PLAN FOR 2018

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

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.4	0.3	0.5	2.2	10,000	-	-	10,000
Communication and awareness-raising	-	-	-	-	-	-	10,000	-
<b>Total:</b>	<b>1.4</b>	<b>0.3</b>	<b>0.5</b>	<b>2.2</b>	<b>10,000</b>	<b>-</b>	<b>10,000</b>	<b>10,000</b>

*Strategic area of operation: MIGRATION*

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

FRA work in this area will take into consideration the significant changes to the current EU legal framework for asylum and migration that is likely to be adopted by 2018. The implementation of EU border control, asylum and return policies will be affected by the stronger mandate and presence on the ground of FRONTEX and EASO. The third phase of developing EU asylum law may be completed, resulting in stronger EU rules, new fundamental rights issues and increasingly automated border controls, with implications, for example, on the use of biometric data in large-scale data collection systems. Additionally, a new strategy to combat trafficking in human beings, new policies to combat smuggling of migrants and on migrant integration are likely to emerge. The immediate and long-term implications relating to integration of new arrivals into the EU will require a fundamental rights-based assessment to underpin this process.

#### **Multiannual projects in 2018:**

FRA will continue to build on its current strengths in the above fields by providing fundamental rights expertise to EU institutions and agencies as well as Member States. This will cover key upstream activities in Brussels and agencies' Headquarters as well as expert advice provided at EU Member State level, in particular in situations of emergencies. FRA will provide targeted fundamental rights assistance and expertise to EU institutions/agencies in response to EU legislative or policy changes (incl. requests for FRA opinions). FRA will continue to collect evidence on possible fundamental rights emergencies (e.g. ad-hoc data collection and analysis and temporary field deployments) as well as on fundamental rights aspects of longer term, post-emergency integration of migrants.

The findings of the FRA project on biometric data in large-scale IT systems will guide FRA in supporting a fundamental rights compliant expansion of IT tools to manage migration at EU level. FRA will also continue to work on 'severe labour exploitation' (SELEX II) by following up on previous work carried out with duty bearers with a second phase interviewing those who have experienced labour exploitation, the results of which should become available in 2018. The agency will also build on its work on social inclusion and migrant participation in European societies.

#### **New projects in 2018:**

Responding to the long-term impact of the 2015-16 asylum/migration crisis, a project will be developed to identify lessons learnt with respect to the immediate and long-term consequences of the EU's and Member States' responses for the individuals concerned, including their prospects for integration. Data will be collected on the barriers to social inclusion of migrants in European societies and working practices in overcoming them to secure respect for fundamental rights.

**Project A 7.1 - Providing fundamental rights expertise in the area of home affairs**

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. 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 European IT systems, migrant smuggling and trafficking in human beings, return and readmission, as well as Schengen evaluations and refugee/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 expert meetings by the European Commission. The project also allows FRA to actively participate in the Consultative Forum of Frontex and EASO, and offer expert advice and support to CEPOL, EASO, eu-LISA, Europol and Frontex in close cooperation with the Commission.

**PROJECT OBJECTIVES**

- share robust evidence where there is a knowledge gap, particularly on fundamental rights issues relating to large-scale IT systems, severe labour exploitation, refugee integration as well as other policy relevant issues;
- regularly inform stakeholders of main fundamental rights developments in EU Member States particularly affected by migration movements;
- respond effectively to requests for fundamental rights expertise by EU institutions;
- advise the European Commission, Member States and Frontex on how to incorporate fundamental rights in Schengen evaluations;
- provide timely and legally sound advice to FRONTEX, EASO, eu-LISA as well as Europol, CEPOL and ECDC with respect to the application of fundamental rights in their respective spheres of work;
- Develop tools and practical guidance.

**LINK TO FRA MULTI-ANNUAL PRIORITIES**

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

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Collect and analyse data;</li> <li>• Draft reports, handbooks and other publications and/or update past publications or parts thereof;</li> <li>• Translate and re-print existing reports as required;</li> <li>• Draft legal opinions if requested by EU institutions;</li> <li>• Attend and provide tailor-made input to Council Working Parties, the European Parliament LIBE Committee hearings, expert meetings by the European Commission or EU agencies as well as to other carefully selected events;</li> <li>• Provide training and accompany on-site Schengen evaluation missions as observers, if requested by the Commission</li> <li>• Review draft documents shared by stakeholders to FRA for comments;</li> <li>• Organise expert meetings, where appropriate;</li> <li>• Actively participate in the Frontex and EASO Consultative Forum;</li> <li>• Implement cooperation agreements with EASO, Frontex and eu-LISA and provide expert advice to CEPOL and Europol, as appropriate.</li> </ul>	<p>Publications</p> <ul style="list-style-type: none"> <li>• FRA regular updates online;</li> <li>• Practical guidance on the best interests of EU children at risk of trafficking;</li> <li>• At least two new reports (or updates of past reports) on policy relevant issues produced;</li> <li>• Research findings published in paper and/or electronic form;</li> <li>• (if requested by EU institutions) up to three legal opinions produced;</li> <li>• Approximately 100 news items published.</li> </ul> <p>Fundamental rights expertise</p> <ul style="list-style-type: none"> <li>• Tailor-made input legislative, policy or other documents provided to EU institutions;</li> <li>• Fundamental rights expertise provided to EASO, eu-LISA, Frontex and/or other EU agencies, with a particular focus on child protection and vulnerable people;</li> <li>• Frontex and EASO Consultative Forum meetings attended and expertise shared;</li> <li>• Training delivered to Schengen evaluators.</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	2.75	1.4	-	4.15	330,000	-	-	330,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>2.75</b>	<b>1.4</b>	<b>-</b>	<b>4.15</b>	<b>330,000</b>	<b>-</b>	<b>-</b>	<b>330,000</b>



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

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>			
<p>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 and ensure that the methodological approach and findings are in line with Directive 2011/36/EU, in its development and consultation at different stages, and will consult with relevant parts of the Commission.</p> <p>Key stakeholders: 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; International (public and civil society) bodies working in the field of combatting labour exploitation: ILO, ITUC, ICMPD, UN, OSCE.</p>			
<b>PROJECT OBJECTIVES</b>			
<p>➤ 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.</p>			
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>			
<ul style="list-style-type: none"> <li>Identifying trends: collecting and analysing comparable data and evidence;</li> <li>Contributing to better law making and implementation: providing independent advice;</li> <li>Effectively promoting rights, values and freedoms.</li> </ul>			

<b>PROJECT PLAN FOR 2018</b>	
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> <li>Attend meetings with JHA agencies, coordination meetings by the EU Anti-Trafficking Coordinator based on the Joint Statement signed by Heads of 7 JHA agencies on 18 October 2011 and other relevant expert meetings.</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>

<b>PROJECT RESOURCES FOR 2018</b>								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.40	0.55	-	0.95	-	-	-	-
Communication and awareness-raising	-	-	-	-	30,000	-	-	30,000
<b>Total:</b>	<b>0.40</b>	<b>0.55</b>	<b>-</b>	<b>0.95</b>	<b>30,000</b>	<b>-</b>	<b>-</b>	<b>30,000</b>

## Project A 7.3 – Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis

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

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 information collected will be contextualized with the specific characteristics of the localities in which integration is supposed to take place. The focus of the research will be selected cities/areas in those Member States that have accepted a significant number of asylum numbers. 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. 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.

### PROJECT OBJECTIVES

- To provide the EU and its Member States with a comparative overview of responses to the 2015 asylum crisis in selected cities in Member States that received significant numbers of asylum seekers – using a fundamental rights indicator framework;
- To provide the EU and its Member States with examples of promising practices in relation to fair and effective procedures and access to basic services for asylum seekers.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Development of the research project – including selection of cities and areas for fieldwork research;</li> <li>• Expert meeting to inform the project’s development;</li> <li>• Contracting the fieldwork phase;</li> <li>• Initiation of the fieldwork research phase.</li> </ul>	<ul style="list-style-type: none"> <li>• Information on FRA website concerning the project;</li> <li>• Presentations about the project’s aims and progress.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.55	0.25	-	1.8	40,000	-	-	40,000
Communication and awareness-raising	-	-	-	-	10,000	-	-	10,000
<b>Total:</b>	<b>1.55</b>	<b>0.25</b>	<b>-</b>	<b>1.8</b>	<b>50,000</b>	<b>-</b>	<b>-</b>	<b>50,000</b>

**Project A 7.4 – Providing fundamental rights expertise to address operational challenges**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2017

**DESCRIPTION and ADDED VALUE of the PROJECT**

In line with the European Agenda for Migration the European Commission set up the 'hotspot' approach, according to which relevant EU agencies work on the ground with frontline Member States to swiftly identify, register and fingerprint incoming migrants and channel them into appropriate procedures. By October 2017 ten such facilities were established, five in Greece and five 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. Since 2016 FRA has been undertaking extensive missions to Greece and Italy and a temporary FRA field presence was set up in Greece. The provision of fundamental rights expertise at a field level complemented FRA's upstream support at policy and planning level to the European Commission, Frontex and EASO.

In 2018, FRA plans to continue its field-level involvement which will cover, depending on the situation up to two EU Member States, initially Greece and Italy, although this may shift based on migratory flows and connected fundamental rights challenges. FRA's activities will be carried out in close cooperation with the European Commission, relevant EU agencies and national authorities. FRA experts will share promising practices and provide advice to EU actors and national authorities to support them to carry out their tasks in full compliance with the EU Charter. Building on the agency's work in 2017, 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.

**PROJECT OBJECTIVES**

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

**LINK TO FRA MULTI-ANNUAL PRIORITIES**

- Supporting rights-compliant policy responses: providing a real-time assistance and expertise;
- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Deploy a staff member to Greece;</li> <li>• Undertake longer-term missions in Italy or other EU Member States particularly affected by arrivals;</li> <li>• Carry out targeted capacity building activities;</li> <li>• Inform regularly the EU and the concerned Member States about FRA's work, emerging fundamental rights challenges and how to address these.</li> </ul>	<ul style="list-style-type: none"> <li>• Information on fundamental rights risks and gaps as well as promising practices provided to EU actors and relevant Member States on a regular basis;</li> <li>• Tailor-made capacity building activities to address identified gaps and risks.</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.8	-	-	1.8	60,000	-	40,000	60,000
Communication and awareness-raising	-	-	-	-	-	-	40,000	-
<b>Total:</b>	<b>1.8</b>	<b>-</b>	<b>-</b>	<b>1.8</b>	<b>60,000</b>	<b>-</b>	<b>80,000</b>	<b>60,000</b>

*Strategic area of operation: RACISM*

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

In this area of work, FRA will closely follow the work of the European Commission, with a particular focus on implementation of EU law in respect to the Racial Equality Directive 43/2000, the Council Framework Decision on Racism and Xenophobia and any developments concerning xenophobia, racist hatred and violence. This will also involve close cooperation with the European Commission's coordinators on combating antisemitism and on combating anti-Muslim hatred. The agency will continue 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.

In 2018, FRA will have completed its second survey on discrimination and hate crime against Jews, as well as made selected findings publicly available. FRA will have contributed to Member States beginning to implement concrete actions to improve their recording of hate crime. FRA will have published a report on recording and data collection practices on hate crime in the Member States, which will also cover cooperation with umbrella civil society organisations in this regard. FRA will have set up a fully functional database on data and evidence of anti-Muslim hatred and anti-migrant hatred in the EU.

Above-mentioned issues will be addressed in 2018 by including the following:

#### **Multiannual projects in 2018:**

- Second FRA survey on discrimination and hate crime against Jews in selected EU Member States.
- Data collection on antisemitism in the EU.
- 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
- Racism and ethnic discrimination: data collection and analysis
- Online database on evidence of anti-Muslim and anti-migrant hatred

#### **New projects in 2018:**

- None in 2018.

#### **Responses to ad-hoc requests and fundamental rights emergencies in 2018:**

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



## 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 and measures taken to tackle it.			
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>			
<ul style="list-style-type: none"> <li>Identifying trends: collecting and analysing comparable data and evidence;</li> <li>Contributing to better law making and implementation: providing independent advice;</li> <li>Effectively promoting rights, values and freedoms.</li> </ul>			
<b>PROJECT PLAN FOR 2018</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>	

<b>PROJECT RESOURCES FOR 2018</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	-	-	0.1	0.1	5,000	-	-	5,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	-	-	0.1	0.1	5,000	-	-	<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 (HLG) 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". Commissioner Věra Jourová called for HLG to "develop, under the guidance of the Fundamental Rights agency, a common methodology to record incidents and to collect comparable data on hate crimes".

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 of hate crime by front-line law enforcement on the ground and identifying methodologies for data collection, including by building on successful national models and civil society experience, is an area where progress needs to improve.

The Subgroup will operate 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 common principles for recording incidents and for collecting data on hate crime.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

- Identifying trends: collecting and analysing comparable data and evidence;
- Contributing to better law making and implementation: providing independent advice;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<p>The activities of the Subgroup are discussed and endorsed by the EU High Level Group to combat racism, xenophobia and other forms of intolerance. In 2018, FRA proposes these activities to include:</p> <ul style="list-style-type: none"> <li>• Analysis of current practices of recording hate crime incidents;</li> <li>• Analysis of current practices of statistical elaboration of relevant data at national level;</li> <li>• Support participating Member States to test best practice models.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings and coordination of the Subgroup;</li> <li>• Publication of a analysis of current practices for recording hate crime incidents.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	0.1	-	0.9	1.0	20,000	-	50,000	20,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>0.1</b>	<b>-</b>	<b>0.9</b>	<b>1.0</b>	<b>20,000</b>	<b>-</b>	<b>50,000</b>	<b>20,000</b>

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

PRIORITY 3	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>			
<p>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.</p> <p>This project will collect and analyse existing data and evidence relevant to the implementation of the directive, in particular data collected by Equality Bodies. In 2018, FRA will collect the relevant data, if resources become available, which will serve to provide input to the Commission’s reports on the application of the Racial Equality Directive, which is expected to be published in 2020. The intersectionality of the phenomenon of discrimination, taking gender into account, will be given due consideration in this work.</p>			
<b>PROJECT OBJECTIVES</b>			
<ul style="list-style-type: none"> <li>➤ 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.</li> </ul>			
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>			
<ul style="list-style-type: none"> <li>• Identifying trends: collecting and analysing comparable data and evidence;</li> <li>• Contributing to better law making and implementation: providing independent advice;</li> <li>• Effectively promoting rights, values and freedoms.</li> </ul>			
<b>ACTIVITIES</b>		<b>OUTPUTS</b>	
<ul style="list-style-type: none"> <li>• Desk research and data collection (in-house and FRANET);</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</li> </ul>	

PROJECT RESOURCES FOR 2018								
	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	0.1	0.1	-	-	190,000	-
Communication and awareness-raising	-	-	-	-	-	-	10,000	-
Total:	-	-	0.1	0.1	-	-	200,000	-



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

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>			
<p>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.</p> <p>This project will develop an online database with available case law, statistics, national research and other information on anti-Muslim hatred and anti-migrant hatred. The database will be updated periodically, 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.</p>			
<b>PROJECT OBJECTIVES</b>			
<ul style="list-style-type: none"> <li>➤ To maintain an online database of evidence on anti-Muslim hatred and anti-migrant hatred in EU Member States.</li> <li>➤ To ensure that the database contains data disaggregated by sex, where relevant.</li> </ul>			
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>			
<ul style="list-style-type: none"> <li>• Identifying trends: collecting and analysing comparable data and evidence;</li> <li>• Contributing to better law making and implementation: providing independent advice;</li> <li>• Supporting rights-compliant policy responses: providing a real-time assistance and expertise;</li> <li>• Effectively promoting rights, values and freedoms.</li> </ul>			
<b>ACTIVITIES</b>		<b>OUTPUTS</b>	
<ul style="list-style-type: none"> <li>• Maintain and update the online database;</li> <li>• Missions and participation in external meetings as relevant</li> </ul>		<ul style="list-style-type: none"> <li>• Functional online database</li> </ul>	

<b>PROJECT RESOURCES FOR 2018</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	0.2	0.2	0.1	0.5	30,000	-	200,000	30,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>0.2</b>	<b>0.2</b>	<b>0.1</b>	<b>0.5</b>	<b>30,000</b>	<b>-</b>	<b>200,000</b>	<b>30,000</b>

**Project A 8.6 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Racism, xenophobia and related intolerance”**

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2017
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**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, 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 PRIORITIES**

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

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Communicate the research findings to key policy makers at EU as well as national level and other relevant stakeholders;</li> <li>• Developing targeted analysis and briefs;</li> <li>• Re-print existing reports as required;</li> <li>• Participation in meetings and events.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert advice to stakeholders;</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>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	1.1	0.2	0.2	1.5	15,000	-	5,000	15,000
Communication and awareness-raising	-	-	-	-	5,000	-	5,000	5,000
<b>Total:</b>	<b>1.1</b>	<b>0.2</b>	<b>0.2</b>	<b>1.5</b>	<b>20,000</b>	<b>-</b>	<b>10,000</b>	<b>20,000</b>

*Strategic area of operation: COMMITMENT*

## 3.9 Area of activity: Cross-cutting projects and activities

### INTRO

Projects and activities covering more than one thematic work area of FRA are presented under the agency's newly established thematic area 'cross-cutting projects and activities'. With the aim of an integrated and holistic research approach, the agency makes use of resources and synergies from different departments.

### ANNUAL REPORTS

The Fundamental Rights Report 2018 will cover the fundamental rights developments within the European Union as they unfolded from January to December 2018 in the areas covered by the Multi-annual framework. Every chapter will conclude with policy-relevant opinions based on the evidence identified and analysed in the report. The topic of the focus section remains to be decided by the Management Board

### FUNDAMENTAL RIGHTS SURVEY

The finalisation of the fieldwork and the analysis of the data for FRA's Fundamental Rights Survey (project fiche A 9.2) will be undertaken in 2018. The data from the survey will provide a unique overview across 28 Member States of the general population's knowledge, opinions and – importantly – their experiences of rights in practice, including their reporting of rights' abuses and contact with relevant services; reflecting the chapters of the Charter of Fundamental Rights of the EU and relevant secondary legislation.

### FUNDAMENTAL RIGHTS FORUM

The agency will organise in 2018 for the second time its Fundamental Rights Forum - a 3-day event bringing together around 400 participants from grass root practitioners to leading European policy makers, civil society, NHRIs, Ombudsmen, Equality bodies, academia, the corporate sector, the arts and FRA bodies. Under the overarching theme of 'belonging' participants will discuss and find innovative 'good practices' to address pressing human rights issues in the European Union including in the context of Europe's '2020 Strategy' and the EU Social Pillar.

### FUNDAMENTAL RIGHTS AWARENESS RAISING AND PROMOTION

A highlight will be FRA's second Fundamental Rights Forum (project fiche A 9.13), allowing for an intense exchange between the different networks and bringing together at least 600 key players from the EU fundamental rights field.

One of the ten European Commission's Political Guidelines for 2014-2019 relates to an Area of Justice and Fundamental Rights Based on Mutual Trust, and is based on the notion that the EU is "also a Union of shared values, which are spelled out in the Treaties and in the Charter of Fundamental Rights", with citizens "expecting their governments to provide justice, protection and fairness with full respect for fundamental rights and the rule of law."

The fundamental rights Awareness Raising and Promotion Programme's (project fiches A 9.3 and A 9.4) main objective is therefore to make a significant contribution to strengthening a culture in the European Union and its Member States of protecting, promoting and fulfilling fundamental rights.

To achieve this FRA has set up a multi annual fundamental rights awareness and promotion programme in 2018 with following objectives:

- Provide policy advice to the EU and national institutions on fundamental rights awareness raising and promotion;
- Strengthen the capacities of national human rights structures in the EU Member States so that they can promote fundamental rights and awareness raising;
- Empower duty bearers, professional groups and rights holders and build their capacities to effectively uphold fundamental rights.

## Project A 9.1 – Annual Reports

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

The Fundamental Rights Report's 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 conclusion. 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 PRIORITIES

- Identifying trends: collecting and analysing comparable data and evidence;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

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>• FRA 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>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	2.6	0.3	0.15	3.05	285,000	-	-	285,000
Communication and awareness-raising	-	-	-	-	145,000	-	100,000	145,000
<b>Total:</b>	<b>2.6</b>	<b>0.3</b>	<b>0.15</b>	<b>3.05</b>	<b>430,000</b>	<b>-</b>	<b>100,000</b>	<b>430,000</b>

## Project A 9.2 – 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 is 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 does not focus only on people's attitudes or opinions, but also asks people about their actions and experiences that relate to their enjoyment of fundamental rights. The survey is complementary to the agency's EU-MIDIS surveys, as it matches (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 collects data on a wide spectrum of fundamental rights issues, such as discrimination on different grounds, rights awareness, consumer protection, data protection, and the right to good administration – focusing on where data is not available through Eurostat, Eurobarometer or other existing EU-wide surveys, or is otherwise not collected regularly for purposes of comparison in one survey instrument. In this regard, the survey is developed in close cooperation with relevant actors, including the Commission, to ensure complementarity and avoid duplication. In addition, the survey will collect data on the general population's experiences as crime victims, which will provide valuable data for the agency's work on victims of crime and will offer key policy insights given the current absence of an EU-wide crime survey. The core 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 has been established through consultations with survey experts and selected stakeholders – including (for example) Equality Bodies and National Human Rights Institutions, the European Commission (including Eurostat), Council of Europe, the UN Office of the High Commissioner for Human Rights, and other EU Agencies.

### 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 PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Assessment of the results of the pilot surveys carried out in 2017;</li> <li>• Following adjustments to the survey design based on the pilots, FRA will initiate the main-stage of survey data collection;</li> <li>• Informing key stakeholders concerning the progress of the survey;</li> <li>• Analysis of contextual (legal and social) data collected through FRANET.</li> </ul>	<ul style="list-style-type: none"> <li>• Internal progress reports from the contractor concerning data collection in EU Member States;</li> <li>• Results of the FRANET request available for FRA analysis.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	2.3	0.3	-	2.6	1,740,000	-	260,000	1,740,000
Communication and awareness-raising	-	-	-	-	-	-	-	-
<b>Total:</b>	<b>2.3</b>	<b>0.3</b>	<b>-</b>	<b>2.6</b>	<b>1,740,000</b>	<b>-</b>	<b>260,000</b>	<b>1,740,000</b>



## Project A 9.4 – Fundamental Rights Forum

PRIORITY 1

STATUS: new

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

The agency will organise in 2018 for the second time its Fundamental Rights Forum - a 3-day event bringing together a round 400 participants from grass root practitioners to leading European policy makers, civil society, NHRIs, Ombudsmen, Equality bodies, academia, the corporate sector, the arts and FRA bodies. Under the overarching theme of 'belonging' participants will discuss and find innovative 'good practices' to address pressing human rights issues in the European Union including in the context of Europe's '2020 Strategy' and the EU Social Pillar. The Forum aims to inspire a strong human rights compliant EU legislature and brings sustainable fresh thinking to complex problems. Discussions at the Forum will be forward looking, keeping in mind the 2019 elections for a new European Parliament. The Forum will create opportunities to enhance partnerships between rights holders, their communities and institutions, who rarely engage with each other. The perspective of the Forum will also aim at looking at the Union's contribution to UN 2030 Agenda, through which 193 countries, including all EU Member States, have signed up to the [UN Sustainable Development Goals \(SDGs\)](#). The Forum will also be the venue for further follow up of FRA's work in the areas of enabling space for civil society, the arts and human rights, human rights cities, business and human rights and religion and human rights. The outputs of the Forum will be communicated and delivered in effective messages throughout the Forum using modern communication tools delivered together with partners and also using FRA's existing communication channels as well as by strategic (media) partnerships.

### PROJECT OBJECTIVES

- Inspire innovative and solution oriented debates among duty bearers, rights holders and others at EU and national level
- Provide a forum for networking and partnerships and sharing promising practices to support the respect and promotion of fundamental rights
- Facilitate FRA interaction with key stakeholders and continue to explore innovative ways to engage with them

### LINK TO FRA MULTI-ANNUAL PRIORITIES

- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• The Fundamental Rights Forum (3 days event) including working groups, arts exhibition</li> </ul>	<ul style="list-style-type: none"> <li>• A Fundamental Rights Forum Statement</li> <li>• Several thematic outputs as result of Forum's working sessions</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	-	-	-	-
Communication and awareness-raising	8.95	3.3	0.7	12.95	450,000	-	-	450,000
Total:	8.95	3.3	0.7	12.95	450,000	-	-	450,000





## Project A 9.5.1 – Arts & Human Rights

PRIORITY 1

STATUS: **NEW**

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

Arts and human rights is an area with many commonalities. The exploration of the intersection between artistic practice and human rights within the EU and FRA context showed that there is niche to discover, to join forces and to strengthen human rights promotion through such ties. Key stakeholders are: artists, curators, scholars, museum staff, civil society organisations working on artistic freedom and human rights practitioners and their respective audiences in addition to FRA's standard networks and audience.

Speaking and standing up for human rights benefits from joining forces and from cross-fertilisation of audiences and diversification of communication means to ultimately convey the same message across the board and to make it better heard. Starting with the FRF in 2016 FRA gathered experts to map commonalities between arts and human rights and to jointly engage on what human rights can do for art and art for human rights.

This project would be in line with the repeated calls by EC and EP for more awareness raising of fundamental rights as enshrined in the EU Charter of Fundamental Rights.

### PROJECT OBJECTIVES

- Promote fundamental rights through arts, artists' networks and their audiences;
- Provide regular comparative research on artistic freedom, access to public funding and space;
- Build networks with civil society organisations engaging on this matter;
- Raise awareness on the situation of arts in the EU.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends: collecting and analysing comparable data and evidence;
- Effectively promoting rights, values and freedoms;
- Strengthening cooperation with national and local fundamental rights actors: working with communities of support.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Data collection across the EU on artistic freedom and access to public funding and space (<i>Art.13</i>);</li> <li>• Establish relationships with related networks, EC's services and other international organisations;</li> <li>• Identify joint initiatives with these and engage with them concerning the framing of the identified outputs.</li> </ul>	<ul style="list-style-type: none"> <li>• Compilation of information and Member States practices on dealing with artistic freedom and access to funding;</li> <li>• A module on arts and human rights at the 2018 FRA Fundamental Rights Forum;</li> <li>• Annual human rights film festival in Vienna;</li> <li>• Terms of references and first Meetings of a FRA 'working group' with Member States on artistic freedom and work plan.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	-	-	-	-
Communication and awareness-raising	0.67	0.4	0.23	1.3	90,000	-	-	90,000
Total:	0.67	0.4	0.23	1.3	90,000	-	-	90,000

## Project A 9.5.2 – Media & Human Rights

PRIORITY 3

STATUS: **NEW**

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

The development of a Media Toolkit is reflected in [FRA's Programming Document 2017/2019](#), which identifies the need to empower rights holders through strengthening the capacities of duty bearers and professional groups such as the media.

The need to empower media is as well reflected in the [EU Commission's 2016 Annual Colloquium on Fundamental Rights](#), which focused on media pluralism and democracy. One of the conclusions refers to FRA's know-how and expertise, and therefore welcomes the agency's decision to update its 2008 Diversity Toolkit for the media to include practical tips for those who cover news.

FRA has been working with media professionals, media networks and media training institutions for many years. The Media Diversity Toolkit is a practical tool that together with the EU Broadcasting Union (EBU) proved to be a relevant for public service broadcasters. It showed how often programmes can reinforce stereotypes and repeat misunderstandings about minorities and to prevent these in high quality reporting through sample analysis, tips and tools.

Partners for the development of an online Media Toolkit are the European Broadcasting Union (EBU), the Ethical Journalism Network and the European Federation of Journalists (EFJ), the Media Diversity Institute, OSCE Office for Democratic Institutions and Human Rights (ODHIR) and national human rights institutions and defenders.

### PROJECT OBJECTIVES

- Improving the overall ability of media professionals to link factual reporting to fundamental rights by providing practical guidance and tips on embedding fundamental rights in reporting;
- Building capacity among media professionals to identify rights violations as rights violations and to accurately report these, in a way that it is more balanced, accurate and rights-based. The Toolkit will build this capacity via a set of different training modules based on factual examples that represent dilemmas in today's newsrooms;
- Making aware of unconscious bias and provide tips on how to avoid it, focussing on how to counter negative stereotypes to reflect the diversity of society. For this purpose, the Toolkit will include self-assessment modules to facilitate self-learning;
- Providing multiple sources of information to better reflect diversity in society, for example by providing links to experts from minority groups, civil society, human rights defenders, etc;
- Providing links to objective, relevant, reliable and comparable information and data on fundamental rights.

### LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES

- Identifying trends: collecting and analysing comparable data and evidence;
- Effectively promoting rights, values and freedoms;
- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Supporting rights-compliant policy response: providing a real-time assistance and expertise.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Join major media events to promote FRA media training tools;</li> <li>• Facilitate capacity building of media professionals at national level by partnering with respective national media training institutions and media networks and outlets;</li> <li>• Continue collecting and analysing news examples for the web based learning platform.</li> </ul>	<ul style="list-style-type: none"> <li>• Promote the web-based capacity building platform as the means to provide media professionals' applicable knowledge to provide a fundamental rights angle during news coverage;</li> <li>• Provide first hand assistance/ capacity building to media professionals to diversify their points of reference, sources of data, vary their experts' profiles by bringing together factual reporting examples from different media genres, and practical tools such as checklists;</li> <li>• Partner with media organizations and experts on content, review and analysis of news material to build a practical tool for media professionals for self-learning, face to face training in classrooms or by peers.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	-	-	-	-
Communication and awareness-raising	1.02	0.35	0.28	1.65	40,000	-	-	40,000
<b>Total:</b>	<b>1.02</b>	<b>0.35</b>	<b>0.28</b>	<b>1.65</b>	<b>40,000</b>	<b>-</b>	<b>-</b>	<b>40,000</b>

## Project A 9.5.3 – Communicating Rights

PRIORITY 1	STATUS: <b>NEW</b>	TYPE: multiannual	START: 01/01/2018					
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>								
<p>The urgent need to more effectively communicate human rights, their value for everyone and the necessity and joint responsibility to protect them has culminated in a network of organisations and institutions, communication specialists and others. Over the past 2-3 years FRA worked with these institutions on how to better communicate rights and values. The prioritisation of value-based messages and the need for simple, accessible language, together with a avoidance of abstraction are the essence of the identified needs in order to attract the general public. The need for more visual communication was also put forward which allows to catch visual information much more quickly and easily than textual information.</p> <p>FRA identified this area as a gap and invested resources to work on it, since many actors are joint in identifying the problem but little collective efforts were made to date to address the problem and to come forward with solution models.</p>								
<b>PROJECT OBJECTIVES</b>								
<ul style="list-style-type: none"> <li>➤ Improving the communication skills of those working on communication/ PR/ media relations in international organisations, NHRIs, agencies etc;</li> <li>➤ Establishing a community of practice and aligning communication messages;</li> <li>➤ Awareness raising on communicating rights and values;</li> <li>➤ Providing advice on communicating rights and values;</li> <li>➤ Providing multiple sources of information/ practices on communication strategies/ models etc.</li> </ul>								
<b>LINK TO FRA MULTI-ANNUAL STRATEGIC OBJECTIVES</b>								
<ul style="list-style-type: none"> <li>• Identifying trends: collecting and analysing comparable data and evidence;</li> <li>• Effectively promoting rights, values and freedoms;</li> <li>• Strengthening cooperation with national and local fundamental rights actors: working with communities of support.</li> </ul>								
<b>PROJECT PLAN FOR 2018</b>								
<b>ACTIVITIES</b>		<b>OUTPUTS</b>						
<ul style="list-style-type: none"> <li>• Run network of HR communicators practitioners, which was established in 2018;</li> <li>• Roll out of checklist/toolkit, which was drafted in 2018;</li> <li>• Set up a working party with Member States with annual meetings;</li> <li>• Engage with stakeholders in human rights and civic education to promote activities in the Member States on communicating rights, values and freedoms.</li> </ul>		<ul style="list-style-type: none"> <li>• Challenging false or incorrect information in the public debate in the Member States with facts and evidence on human rights;</li> <li>• Contributing to the establishment of a communication culture which is audience friendly;</li> <li>• Creating a coalition of communities and practices;</li> <li>• Providing first hand assistance/ capacity building to Member States.</li> </ul>						
<b>PROJECT RESOURCES FOR 2018</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	-	-	-	-	-	-	-	-
Communication and awareness-raising	1.76	0.25	0.29	2.3	45,000	-	-	45,000
Total:	1.76	0.25	0.29	2.3	45,000	-	-	45,000

**Project A 9.6 – Strengthening cooperation with national and local fundamental rights actors: working with communities of support**

PRIORITY 1 STATUS: ongoing TYPE: multiannual START: 01/01/2018

**DESCRIPTION and ADDED VALUE of the PROJECT**

At EU Member State level, the agency increases the visibility of its interactions with national human rights actors. Moreover, it will further boost the relevance and impact of its evidence and fundamental rights assistance and support at national and local level, including public authorities and civil society organisations. In cooperation with other EU actors, FRA could function as a catalyst in demonstrating the importance which the EU attaches to fundamental rights and their promotion in the Member States at all levels of governance, including at the local level. This will also underpin the relevance of independent national institutions for a ‘healthy’ human rights system. To support this ambition, and taking into account the results of the Fundamental Rights Forum 2018, the agency will convene national and local actors to discuss and address specific human rights issues of particular national relevance, as was done, for example, regarding hate crime and Roma integration.

**PROJECT OBJECTIVES**

- Provide advice to the EU institutions and Member States on fundamental rights promotion and awareness raising, particularly in relation to key European Commission Communications, which have an awareness raising component. Promote and facilitate human rights debates in the EU, notably on citizenship education and inclusive cohesive societies.
- Strengthen human rights infrastructure at national level, and promoting human rights with EU Capitals and cities. Raise awareness about the Charter of fundamental rights and what this means in terms of rights and responsibilities. Work with national human rights institutions, cities networks, and other partners to roll out a series of training courses for specific groups, including legal professionals. Develop practical tools, including the app ‘know your rights’, to strengthen awareness of people’s rights and responsibilities, and enhance rights holders’ reporting of rights violations.
- Build up the capacities of duty bearers, selected professional groups and rights holders in order to empower them to deliver fundamental rights promotion. With regards to professional groups, FRA will focus on segments of civil society including those referred to in FRA Founding Regulation as well as on new partners with whom FRA can jointly promote fundamental rights in the EU and its Member States, including foundations and funders for social change and human rights, notably Norway Grants.

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

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

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Cooperate with educational and training institutions in the EU Member States</li> <li>• Coordinate with key EU and international processes concerning civic education, including SDG goal 4;</li> <li>• Establish relationships with funders/ foundations working in the area of fundamental rights and social change;</li> <li>• Create new strategic alliances with existing and new stakeholders to jointly promote fundamental rights;</li> <li>• Regular cooperation and communication with national liaison officers, national parliaments, NHRIs, Equality Bodies, and Ombudsmen;</li> <li>• Enhance strategic cooperation with Equinet, ENNHRI and the European Network of Ombudsmen;</li> <li>• Engage a dialogue with key cities’ networks and associations of cities and municipalities on ways to promote a human rights-based approach amongst European Capitals and cities and foster a coalition of partners to support the establishment and sustainability of a European Platform of Human Rights Cities.</li> <li>• Engage with cities of the 2019 European Capitals of Culture and the European Commission to include fundamental rights module into the programmes.</li> <li>• Enhance cooperation with civil society at national level.</li> </ul>	<ul style="list-style-type: none"> <li>• A FRA policy brief for policymakers on the interactions between a human rights-based governance in cities and key EU policy files.</li> <li>• One experts meeting with key cities’ networks, International and European partners on a European platform of Human Rights Cities</li> <li>• Meetings with Mayors of EU capitals visited by the FRA Director during the country visits.</li> <li>• For other specific outputs, please see subproject fiches below.</li> </ul>

NOTE: The project “Strengthening cooperation with national and local fundamental rights actors: working with communities of support” includes the following subprojects where the allocation of the respective human and financial resources is provided:

- Project A 9.6.1 – Promotion of the EU Charter of Fundamental Rights;
- Project A 9.6.2 - Consultation and cooperation mechanism – National Liaison Officers;
- Project A 9.6.3 - Consultation and cooperation mechanism – Fundamental Rights Platform
- Project A.9.6.4 - Safe and enabling space for civil society promoting fundamental rights.

## Project A 9.6.1 – Promotion of the EU Charter of Fundamental Rights

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2018					
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>								
<p>The Charter is the EU's main normative point of reference when it comes to human/fundamental rights. Given its recent genesis in the frame of a very transparent procedure, the Charter "constitutes the expression, at the highest level, of a democratically established political consensus of what must today be considered as the catalogue of [the EU] fundamental rights guarantees". The Charter a core standard of FRA. The founding regulation stresses that the agency's "close connection to the Charter" is reflected in its name and establishes that the agency is under a statutory obligation to refer in its work to fundamental rights as reflected "in particular in the Charter of Fundamental Rights". The Charter is drafted in clear and accessible language covering all relevant rights across the spectrum ranging from political to socio-economic rights is a tool to raise awareness about fundamental rights. Even if not all of these rights apply in all national context, the Charter has the potential to increase human rights awareness on the basis of which rights-holders can turn to the appropriate national sources and avenues. The EU Charter is an area the agency is expected to deliver on by its core stakeholders and a tool to raise awareness about fundamental rights. In line of agency's strategic objectives to support further the strengthening of the capacity of national and local human rights actors, the agency will provide support and expertise on the EU Charter at different governance levels. The agency's input builds on existing national action plans on human rights and key government programmes, including those related to human rights education and civic education, as well as feedback from civil society and NHRIs/Equality bodies. A number of EU Member States and NHRIs communicated to FRA a need for targeted support in promoting the EU Charter of Fundamental Rights, in the context of civic and human rights education activities. Under the 2017 Work Programme, the agency has piloted a project Strengthening HR infrastructure in EU MSs, building on stocktaking of needs of HR infrastructure in respective MSs and has implemented promotion activities on the Charter in the following Member States: France, Germany, Italy, Finland, the Netherlands, Croatia and Belgium. During 2018, the agency will further examine further the scope for supporting increased role of NHRIs in human rights education, and promotion of the EU Charter, using two activities for further dialogue: (1) Seminar on EU Charter in cooperation with ENNHRI and follow up national activities to raise awareness of the EU Charter and (2) a cooperation with the ICG on human rights and citizenship education, using the opportunity of the Fundamental Rights Forum 2018. During 2018 the agency will update and developed the Charterpedia. In 2015, and again in 2017, the Council of the EU called on the FRA to further develop the Charterpedia and "underline[d] the essential role of the agency in raising awareness of the Charter in EU Member States. Key stakeholders: European Commission, EU MS, NHRIs/Equality bodies, legal professionals, civil society.</p>								
<b>PROJECT OBJECTIVES</b>								
<ul style="list-style-type: none"> <li>➤ Roll out a checklist and explanation to the added value of applying the EU Charter in relation to other national and international fundamental rights provisions;</li> <li>➤ Based on existing work (e.g. the Charterclick guidelines, Charterpedia, etc.) and FRA data (Fundamental Rights Reports) FRA develops together with national partners (including equality bodies) training modules and appropriate tools in the national languages of selected prioritised Member States covered by the FRA project on promoting the Charter and strengthening the human rights infrastructure in EU Member States;</li> <li>➤ Charterpedia to become a unique transnational data hub that provides comparative and sustainable data collection and analysis on the use of the Charter at national and European levels;</li> <li>➤ FRA to become a Centre of excellence on the Charter providing advice to the EU and Member States;</li> <li>➤ FRA to strengthen human rights infrastructure in EU MSs through capacity building, targeted country visits and policy advice.</li> </ul>								
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>								
<ul style="list-style-type: none"> <li>• Contributing to better law making and implementation: providing independent advice;</li> <li>• Supporting rights-compliant policy responses: providing a real-time assistance and expertise;</li> <li>• Strengthening cooperation with national and local fundamental rights actors: working with communities of support;</li> <li>• Effectively promoting rights, values and freedoms.</li> </ul>								
<b>PROJECT PLAN FOR 2018</b>								
<b>ACTIVITIES</b>		<b>OUTPUTS</b>						
<ul style="list-style-type: none"> <li>• Roll out 'Charter checklist' for national governments and parliaments (including translations);</li> <li>• Develop and implement training modules strengthening the application of the Charter in the human rights infrastructure in three EU Member States;</li> <li>• Conduct capacity building activities on the EU Charter of Fundamental Rights in partnership with ENNHRI;</li> <li>• Fundamental Rights Forum 2018;</li> <li>• Regular update of Charterpedia.</li> </ul>		<ul style="list-style-type: none"> <li>• Charter checklist translations;</li> <li>• 1 EU level capacity building;</li> <li>• 7 National MSs level capacity building;</li> <li>• Meeting with FRA community during Director's country visits;</li> <li>• Thematic workshop at FRF 2018 in cooperation with partners;</li> <li>• Participation of key national partners at FRF 2018.</li> </ul>						
<b>PROJECT RESOURCES FOR 2018</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	-	-	-	-	40,000	-	-	40,000
Communication and awareness-raising	0.77	0.5	-	1.27	100,000	-	-	100,000
Total:	0.77	0.5	-	1.27	140,000	-	-	<b>140,000</b>



## Project A 9.6.3 - Consultation and cooperation mechanism – Fundamental Rights Platform

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

### 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 the focus of the project is on implementing the "Strategic Cooperation for Impact between FRA and Civil Society Organisations through FRA's Fundamental Rights Platform", new Advisory Panel was put in place and FRP was restarted. In 2018, the Platform will be further enhanced, establishing "thematic cooperation groups". Beyond cooperation across FRA's projects, there will be a focus on cooperation in awareness raising in EU Member States. Specifically, FRA will also develop its evidence-base on the legal and policy context in which civil society is operating in EU Member States.

### 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;
- Strengthening and empowering civil society organisations.

### LINK TO FRA MULTI-ANNUAL PRIORITIES

- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

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 fully implemented ('thematic cooperation groups');</li> <li>• Meeting of the newly set up FRP Advisory Panel;</li> <li>• Reach out to CSOs in EU Member states;</li> <li>• Support participation of civil society at the Fundamental Rights Forum 2018.</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>• Participation of civil society in the Fundamental Rights Forum 2018.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	35,000	-	-	35,000
Communication and awareness-raising	0.77	-	-	0.77	50,000	-	-	50,000
Total:	0.77	-	-	0.77	85,000	-	-	85,000

**Project A 9.6.4 – Safe and enabling space for civil society promoting fundamental rights**

PRIORITY 1

STATUS: **NEW**

TYPE: multiannual

START: 01/01/2018

**DESCRIPTION and ADDED VALUE of the PROJECT**

Cooperation with civil society is at heart of FRA’s mandate and mission. FRA’s cooperation with civil society is defined in Art. 10 of its Founding Regulation, and is detailed in the FRP Terms of Reference. Civil society working on fundamental rights in the EU needs strengthening. FRA builds its focus on civil society on three pillars: (1) increased thematic cooperation and structured dialogue within FRP (see fiche ADD NUMBER) (2) data & analysis; (3) strengthening CSOs in EU Member States. FRA implements its work on CSOs in partnership with CSOs and consults and cooperates with key organisations: IGOs – CoE, ODHR, OHCHR; EU: DG JUST – fundamental rights unit, DG HOME – citizens unit and EU for Citizens Programme, DG NEAR, DG DEVCO, EEAS; Funders & Foundations; CSOs and Open Government Partnership, NHRIs and EBs.

The agency is in a unique position in the EU to provide space – an observatory on the enabling environment for civil society organisations – using a variety of methodologies and approaches to provide evidence based advice to policy makers when they take decisions and raise awareness of the importance of strong, vibrant and sustainable civil society for human rights in the EU. The added value of the project is in (1) Providing systematic evidence and methodology on collecting data and insight on environment (policy, legal, funding), in which civil society operates (2) Providing a space in the EU where different stakeholders – civil society, policy makers, funders and foundations, businesses can address the topic of enabling space for civil society organisations working on human rights in the EU (3) Raising awareness of the legal and policy framework that underpin work of civil society and (4) Supporting Member states in developing data collection methodologies that would allow for comparison over time.

**PROJECT OBJECTIVES**

- Provide regular data and insight on civic space in the EU and Member states.
- Develop data collection methodology in partnership with national stakeholders;
- Enhance cooperation with the Council of Europe (CoE), OHCHR, and OSCE on human rights defenders.
- Contribute to EU policy processes addressing the issue of enabling civic space;
- Jointly raise awareness of fundamental rights together with civil society at national level;
- Breaking the silos between different stakeholders through dialogue;
- Addressing fragmented human rights landscape and weak structures (depending on countries), including civil society.

**LINK TO FRA MULTI-ANNUAL PRIORITIES**

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

**PROJECT PLAN FOR 2018**

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Research, data collection</li> <li>• Increased reach out and cooperation with civil society in Member States,</li> <li>• Assessment of evolving conditions for civil society as well as National Human Rights Institutions.</li> <li>• Raise awareness of the findings and importance of civil society for human rights</li> <li>• Follow up on High Level expert meeting on religion and human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Report promotion</li> <li>• 2 capacity building activities</li> <li>• Meeting with international organisations and partners working on religion and human rights</li> </ul>

**PROJECT RESOURCES FOR 2018**

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	15,000		-	15,000
Communication and awareness-raising	0.64	0.3	-	0.94	15,000		-	15,000
<b>Total:</b>	<b>0.64</b>	<b>0.3</b>	<b>-</b>	<b>0.94</b>	<b>30,000</b>		<b>-</b>	<b>30,000</b>



## Project A 9.7 – Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

### DESCRIPTION and ADDED VALUE of the PROJECT

Cooperation with the EU member state holding the rotating 6 months EU Presidency is a well-established and effective method to have impact on EU policy making. Typically prior to 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 specific meetings and high level conferences can be (co)organised with EUMS holding the Presidency, and other partners, including Norway Grants/EEA as part of the cooperation agreement NG/EEA and FRA signed. 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 bodies. The themes of such conferences are set in the context of current EU policy and legislative developments. In 2018 Bulgaria and Austria will hold the Presidency.

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 PRIORITIES

- Strengthening cooperation with national and local fundamental rights actors: working with communities of support;
- Effectively promoting rights, values and freedoms.

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Cooperation with Bulgarian and Austrian Presidencies of the Council of the EU in organising joint events in context of EU Presidency priorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Conference reports;</li> <li>• Other deliverables.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	-	-	-	-
Communication and awareness-raising	0.35	0.05	-	0.4	50,000	-	-	50,000
Total:	0.35	0.05	-	0.4	50,000	-	-	50,000

## Project A 9.8 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

### 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. This relates to cooperation with the following institutions and bodies at EU and international level: European Parliament; Council of the EU; European Commission; EU agencies, in particular Justice and Home Affairs Agencies; Committee of the Regions, European Economic and Social Committee; intergovernmental organisations including the Council of Europe, United Nations, OSCE and the EEA & Norway Grants.

### PROJECT OBJECTIVES

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

### LINK TO FRA MULTI-ANNUAL PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Provision of timely evidence-based advice to EU institutions and stakeholders at EU and international level to support decision making with fundamental rights expertise;</li> <li>• Meetings with institutions, bodies and agencies at EU and international levels to coordinate activities and achieve synergies;</li> <li>• Consultation of relevant stakeholders to receive feedback on the utility of the agency's work and the impact of its work;</li> <li>• Targeted presentations in EU and international fora to raise awareness on FRA's work and findings, and share promising practices;</li> <li>• Regular, policy-relevant and timely information sharing and exchange with stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• FRA contributions to legislative and policy discussions at EP, Council and Commission;</li> <li>• References to agency and its findings in relevant EP, Council and Commission policy documents (e.g. EP annual report on the situation concerning fundamental rights in the EU, Council conclusions on the application of the Charter of Fundamental Rights);</li> <li>• Presentations of FRA findings in the Committee of the Regions and European Economic and Social Committee;</li> <li>• Improved cooperation, coordination and communication between FRA and EU stakeholders;</li> <li>• Improved cooperation, coordination and communication between FRA and international bodies, including the Council of Europe, UN, OSCE and EEA &amp; Norway Grants;</li> <li>• Annual Dialogue on multi-level protection of fundamental rights with Committee of the Regions;</li> <li>• Stakeholder consultations and stakeholder meeting reports;</li> <li>• Timely feedback by EU and international stakeholders to FRA's programming and outputs.</li> </ul>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Research, stakeholder cooperation	-	-	-	-	-	-	-	-
Communication and awareness-raising	2.4	0.3	-	2.7	100,000	-	-	100,000
Total:	2.4	0.3	-	2.7	100,000	-	-	100,000

## Project A 9.9 – Promoting the impact of FRA output

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

### 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. This 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. 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 will be further developed and adjusted to the various communication needs of the various FRA key audiences, , enable 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 PRIORITIES

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

### PROJECT PLAN FOR 2018

ACTIVITIES	OUTPUTS
<ul style="list-style-type: none"> <li>• Proactive and targeted information activities and material in various languages to various FRA audiences;</li> <li>• Further develop and update non project related ("horizontal") policy papers, factsheets, infographics, brochures and other promotional material;</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>• FRA data visualization tools will be further developed and more FRA data will be more accessible by visualization.</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>• Increase knowledge about FRA, its work and added value</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>

### PROJECT RESOURCES FOR 2018

	HUMAN RESOURCES				BUDGET (EUR)			
	TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	TOT 1ST PRIORITY
Communication	-	-	-	-	-	-	-	-
Communication and awareness-raising	2.55	1.85	-	4.4	360,000	-	-	360,000
Total:	2.55	1.85	-	4.4	360,000	-	-	<b>360,000</b>

## Project A 9.10 – Production and dissemination of communication products

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2018					
<b>DESCRIPTION and ADDED VALUE of the PROJECT</b>								
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 a awareness-raising material, to disseminate it to the main stakeholder groups, key actors and other target audiences (e.g. interested public). This also includes tailored products for specific stakeholder groups.								
<b>PROJECT OBJECTIVES</b>								
The project seeks to contribute to the following FRA long-term objectives:								
<ul style="list-style-type: none"> <li>➤ informing stakeholder groups, key actors and target audiences through print material;</li> <li>➤ identifying and disseminating examples of promising practices.</li> </ul>								
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>								
<ul style="list-style-type: none"> <li>• Contributing to better law making and implementation: providing independent advice;</li> <li>• Strengthening cooperation with national and local fundamental rights actors: working with communities of support;</li> <li>• Effectively promoting rights, values and freedoms.</li> </ul>								
<b>PROJECT PLAN FOR 2018</b>								
<b>ACTIVITIES</b>		<b>OUTPUTS</b>						
<ul style="list-style-type: none"> <li>• Producing and disseminating different types of print publications, including research and information materials on general fundamental rights issues, in line with the agency's communication strategy, targeting various audiences</li> <li>• Adapting and updating FRA information material on fundamental rights already available</li> <li>• Furthering the agency's stakeholder-oriented dissemination strategy, through regular mailings of newly issued FRA publications to its key stakeholders</li> <li>• Fine-tuning its dissemination strategy by responding to new and changing needs, such as: 1) carrying out surveys among EU bodies within and outside the EU to seek interest for FRA publications; 2) disseminating FRA reports through the EU bookshop website and EU-wide mailing lists including EU depository libraries and information centres within and outside the EU; 3) extending FRA contributions at national events and international days</li> <li>• Looking into new channels for dissemination of its research findings and outcomes, such as academia</li> <li>• Following a two-pronged approach in stock management: 1) through the Publications Office's Framework Contractor Arvato, France; and 2) directly from the agency in Vienna to satisfy dissemination requests at short notice</li> <li>• Ensuring timely delivery of print material and reports to conferences and events or to main stakeholder groups through direct access to the Integrated Logistics Management System (ILMS) of the Publications Office</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>						
<b>PROJECT RESOURCES FOR 2018</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	-	-	-	-	-	-	-	-
Communication and awareness-raising	2.2	1.35	-	3.55	115,000	-	-	115,000
Total:	2.2	1.35	-	3.55	115,000	-	-	115,000

## Project A 9.11 – Performance, Monitoring and Evaluation

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2018
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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 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 Framework (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 PRIORITIES

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

### PROJECT PLAN FOR 2018

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>

### PROJECT RESOURCES FOR 2018

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

## Project A 9.12 - Bodies of the agency

PRIORITY 1	STATUS: ongoing	TYPE: multiannual	START: 01/01/2007					
<b>DESCRIPTION and ADDED VALUE of the DOCUMENT</b>								
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.								
<b>PROJECT OBJECTIVES</b>								
➤ Smooth organisation of Management Board, Executive Board and Scientific Committee's activities.								
<b>LINK TO FRA MULTI-ANNUAL PRIORITIES</b>								
<ul style="list-style-type: none"> <li>Identifying trends: collecting and analysing comparable data and evidence;</li> <li>Contributing to better law making and implementation: providing independent advice;</li> <li>Supporting rights-compliant policy responses: providing a real-time assistance and expertise;</li> <li>Strengthening cooperation with national and local fundamental rights actors: working with communities of support;</li> <li>Effectively promoting rights, values and freedoms.</li> </ul>								
<b>PROJECT PLAN FOR 2018</b>								
<b>ACTIVITIES</b>		<b>OUTPUTS</b>						
<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>						
<b>PROJECT RESOURCES FOR 2018</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	-	-	-	-	-	-	-	-
Communication and awareness-raising	1	1	-	2	250,000	-	-	250,000
Total:	1	1	-	2	250,000	-	-	<b>250,000</b>

**OPERATIONAL RESERVES****A 9.13 - Complementary data collection and other activities to support evidence based advice for stakeholders**

PRIORITY 1

STATUS: ongoing

TYPE: multiannual

START: 01/01/2018

**DESCRIPTION and ADDED VALUE of the PROJECT**

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

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

**PROJECT OBJECTIVES**

- All FRA objectives may be addressed through this activity.

**LINK TO FRA MULTI-ANNUAL PRIORITIES**

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

**PROJECT PLAN FOR 2018**

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.

**PROJECT RESOURCES FOR 2018**

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

# Annexes



## Annex I: Resource allocation per Activity 2018

			HR ALLOCATION 2018				BUDGET		
			TA	CA	SN E	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 1 – Victims of crime and access to justice</b>									
MULTIANNUAL ACTIVITIES									
A 1.1	Rights of crime victims to have access to justice – a comparative analysis	Research and stakeholder engagement	0.5	0.2	-	0.7	-	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	72,000	-	-
		<b>TOTAL</b>	<b>0.5</b>	<b>0.2</b>	<b>-</b>	<b>0.7</b>	<b>72,000</b>	<b>-</b>	<b>-</b>
NEW PLANNED ACTIVITIES									
A 1.2	Business and Human Rights	Research and stakeholder engagement	0.2	-	-	0.2	-	-	250,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>0.2</b>	<b>-</b>	<b>-</b>	<b>0.2</b>	<b>-</b>	<b>-</b>	<b>250,000</b>
AD HOC REQUESTS ACTIVITIES									
A 1.3	Responses to ad-hoc requests and fundamental rights emergencies in the area of “Victims of crime and access to justice”	Research and stakeholder engagement	0.65	0.1	0.2	0.95	-	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	15,000	-	-
		<b>TOTAL</b>	<b>0.65</b>	<b>0.1</b>	<b>0.2</b>	<b>0.95</b>	<b>15,000</b>	<b>-</b>	<b>-</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>1.35</b>	<b>0.3</b>	<b>0.2</b>	<b>1.85</b>	<b>87,000</b>	<b>-</b>	<b>250,000</b>
			HR ALLOCATION 2018				BUDGET		
			TA	CA	SN E	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 2 – Judicial cooperation, except in criminal matters</b>									
MULTIANNUAL ACTIVITIES									
A 2.1	Criminal detention in the EU – conditions and monitoring	Research and stakeholder engagement	0.1	0.3	-	0.4	75,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>0.1</b>	<b>0.3</b>	<b>-</b>	<b>0.4</b>	<b>75,000</b>	<b>-</b>	<b>-</b>
NEW PLANNED ACTIVITIES									
A 2.2	Access to a Lawyer and the European Arrest Warrant: application in practice with regard to fundamental rights	Research and stakeholder engagement	0.7	0.3	0.4	1.4	-	-	10,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>0.7</b>	<b>0.3</b>	<b>0.4</b>	<b>1.4</b>	<b>-</b>	<b>-</b>	<b>10,000</b>
AD HOC REQUESTS ACTIVITIES									
A 2.3	Responses to ad-hoc requests and fundamental rights emergencies in the area of “Judicial cooperation, except in criminal matters”	Research and stakeholder engagement	0.65	0.1	0.2	0.95	35,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>0.65</b>	<b>0.1</b>	<b>0.2</b>	<b>0.95</b>	<b>35,000</b>	<b>-</b>	<b>-</b>
<b>ACTIVITY GRAND TOTAL</b>			<b>1.45</b>	<b>0.7</b>	<b>0.6</b>	<b>2.75</b>	<b>110,000</b>	<b>-</b>	<b>10,000</b>

			HR ALLOCATION 2018				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>									
MULTIANNUAL ACTIVITIES									
A 3.1	Update of the Guide on Preventing Discriminatory Profiling	Research and stakeholder engagement	0.15	0.25	0.3	0.7	-	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	50,000	-	150,000
		<b>TOTAL</b>	0.15	0.25	0.3	0.7	<b>50,000</b>	-	150,000
NEW PLANNED ACTIVITIES									
A 3.2	Update of the Handbook on European data protection law	Research and stakeholder engagement	0.15	0.25	0.3	0.7	-	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	50,000	-	150,000
		<b>TOTAL</b>	0.15	0.25	0.3	0.7	<b>50,000</b>	-	150,000
AD HOC REQUESTS ACTIVITIES									
A 3.3	Responses to ad-hoc requests and fundamental rights emergencies in the area of “Information society and, in particular, respect for private life and protection of personal data”	Research and stakeholder engagement	0.8	0.4	0.35	1.55	11,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	0.8	0.4	0.35	1.55	<b>11,000</b>	-	-
<b>ACTIVITY GRAND TOTAL</b>			1.1	0.9	0.95	2.95	111,000	0	300,000

			HR ALLOCATION 2018				BUDGET		
			TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY
<b>ACTIVITY 4 – Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality</b>									
MULTIANNUAL ACTIVITIES									
A 4.1	The right to independent living of persons with disabilities	Research and stakeholder engagement	0.1	1	-	1.1	10,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	50,000	-	-
		<b>TOTAL</b>	0.1	1	-	1.1	<b>60,000</b>	-	-
A 4.2	Update of the Handbook of European non-discrimination law	Research and stakeholder engagement	-	0.1	-	0.1	-	-	35,000
		Communication, promotion and a wareness-raising	-	-	-	-	20,000	-	350,000
		<b>TOTAL</b>	-	0.1	-	0.1	<b>20,000</b>	-	385,000
A 4.3	Living in another Member State: non-discrimination and citizenship of the Union	Research and stakeholder engagement	0.1	0.3	-	0.4	-	-	100,000
		Communication, promotion and a wareness-raising	-	-	-	-	20,000	-	-
		<b>TOTAL</b>	0.1	0.3	-	0.4	<b>20,000</b>	-	100,000
A 4.4	Participation in the EU Framework to promote, protect and monitor the CRPD	Research and stakeholder engagement	0.1	0.3	-	0.4	20,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	5,000	-	-
		<b>TOTAL</b>	0.1	0.3	-	0.4	<b>25,000</b>	-	-
A 4.5	Barriers preventing older	Research and stakeholder engagement	0.1	0.1	0.2	0.4	-	-	550,000

	people from living independently in the community	Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	0.1	0.1	0.2	0.4	-	-	550,000
<b>Cross-thematic project falling under this activity</b>									
A 4.6	EU MIDIS II	Research and stakeholder engagement	1.1	0.4	-	1.5	40,000	-	5,000
		Communication, promotion and a wareness-raising	-	-	-	-	80,000	-	110,000
		<b>TOTAL</b>	1.1	0.4	-	1.5	120,000	-	115,000
<b>NEW PLANNED ACTIVITIES</b>									
A 4.7	Measuring the extent of discrimination in the EU through situation testing	Research and stakeholder engagement	0.15	0.9	0.2	1.25	-	-	50,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	15,000
		<b>TOTAL</b>	0.15	0.9	0.2	1.25	-	-	65,000
A 4.8	EU LGBTI Survey 2	Research and stakeholder engagement	0.35	-	-	0.35	300,000	-	350,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	0.35	-	-	0.35	300,000	-	350,000
<b>AD HOC REQUESTS ACTIVITIES</b>									
A 4.9	Responses to ad-hoc requests and fundamental rights emergencies in the area of "Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality"	Research and stakeholder engagement	1.5	0.2	0.5	2.2	10,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	10,000	-	-
		<b>TOTAL</b>	1.5	0.2	0.5	2.2	20,000	-	-
<b>ACTIVITY GRAND TOTAL</b>			3.5	3.3	0.9	7.7	565,000	0	1,565,000

HR ALLOCATION 2018				BUDGET		
TA	CA	SN E	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY

<b>ACTIVITY 5 – Rights of the child</b>									
<b>MULTIANNUAL ACTIVITIES</b>									
A 5.1	Child well-being and poverty	Research and stakeholder engagement	0.3	-	0.5	0.8	5,000	-	180,000
		Communication, promotion and a wareness-raising	-	-	-	-	10,000	-	20,000
		<b>TOTAL</b>	0.3	-	0.5	0.8	15,000	-	200,000
<b>AD HOC REQUESTS ACTIVITIES</b>									
A 5.2	Responses to ad-hoc requests and fundamental rights emergencies in the	Research and stakeholder engagement	1.6	-	1.2	2.8	20,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	5,000	-	35,000

area of "Rights of the child"	<b>TOTAL</b>	1.6	-	1.2	2.8	<b>25,000</b>	-	35,000
<b>ACTIVITY GRAND TOTAL</b>		1.9	0	1.7	<b>3.6</b>	<b>40,000</b>	<b>0</b>	235,000

		HR ALLOCATION 2018				BUDGET		
		TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY

**ACTIVITY 6 – Integration and social inclusion of Roma**

MULTIANNUAL ACTIVITIES

A 6.1	Data collection on Roma integration	Research and stakeholder engagement	1.1	0.7	0.2	2.0	900,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	1.1	0.7	0.2	2.0	<b>900,000</b>	-	-
A 6.2	Local engagement for Roma inclusion	Research and stakeholder engagement	0.1	0.7	0.2	1.0	-	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	85,000	-	-
		<b>TOTAL</b>	0.1	0.7	0.2	1.0	<b>85,000</b>	-	-

AD HOC REQUESTS ACTIVITIES

A 6.3	Responses to ad-hoc requests and fundamental rights emergencies in the area of "Integration and social inclusion of Roma"	Research and stakeholder engagement	1.4	0.3	0.5	2.2	10,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	10,000
		<b>TOTAL</b>	1.4	0.3	0.5	2.2	<b>10,000</b>	-	10,000
<b>ACTIVITY GRAND TOTAL</b>		2.6	1.7	0.9	<b>5.2</b>	<b>995,000</b>	<b>0</b>	10,000	

		HR ALLOCATION 2018				BUDGET		
		TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY

**ACTIVITY 7 – Migration, borders, asylum and integration of refugees and migrants**

MULTIANNUAL ACTIVITIES

A 7.1	Providing fundamental rights expertise in the area of home affairs	Research and stakeholder engagement	2.75	1.4	-	4.15	330,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	2.75	1.4	-	4.15	<b>330,000</b>	-	-
A 7.2	Severe labour exploitation – workers’ perspectives (SELEX II)	Research and stakeholder engagement	0.40	0.55	-	0.95	-	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	30,000	-	-
		<b>TOTAL</b>	0.40	0.55	-	0.95	<b>30,000</b>	-	-
A 7.3	Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis	Research and stakeholder engagement	1.55	0.25	-	1.8	40,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	10,000	-	-
		<b>TOTAL</b>	1.55	0.25	-	1.8	<b>50,000</b>	-	-
A 7.4	Providing fundamental rights expertise to address operational challenges	Research and stakeholder engagement	1.8	-	-	1.8	60,000	-	40,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	40,000
		<b>TOTAL</b>	1.8	-	-	1.8	<b>60,000</b>	-	80,000

<b>ACTIVITY GRAND TOTAL</b>	6.5	2.2	0	<b>8.7</b>	<b>470,000</b>	<b>0</b>	<b>80,000</b>
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		HR ALLOCATION 2018				BUDGET		
		TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY

**ACTIVITY 8 – Racism, xenophobia and related intolerance**

MULTIANNUAL ACTIVITIES

A 8.1	Second FRA survey on discrimination and hate crime against Jews	Research and stakeholder engagement	1.3	0.05	0.1	1.45	60,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	30,000	-	120,000
		<b>TOTAL</b>	<b>1.3</b>	<b>0.05</b>	<b>0.1</b>	<b>1.45</b>	<b>90,000</b>	<b>-</b>	<b>120,000</b>
A 8.2	Antisemitism: Data collection and analysis	Research and stakeholder engagement	-	-	0.1	0.1	5,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>-</b>	<b>-</b>	<b>0.1</b>	<b>0.1</b>	<b>5,000</b>	<b>-</b>	<b>-</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 engagement	0.1	-	0.9	1.0	20,000	-	50,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>0.1</b>	<b>-</b>	<b>0.9</b>	<b>1.0</b>	<b>20,000</b>	<b>-</b>	<b>50,000</b>
A 8.4	Racism and ethnic discrimination: data collection and analysis	Research and stakeholder engagement	-	-	0.1	0.1	-	-	190,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	10,000
		<b>TOTAL</b>	<b>-</b>	<b>-</b>	<b>0.1</b>	<b>0.1</b>	<b>-</b>	<b>-</b>	<b>200,000</b>
A 8.5	Online database on anti-Muslim and anti-migrant hatred	Research and stakeholder engagement	0.2	0.2	0.1	0.5	30,000	-	200,000
		Communication, promotion and a wareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	<b>0.2</b>	<b>0.2</b>	<b>0.1</b>	<b>0.5</b>	<b>30,000</b>	<b>-</b>	<b>200,000</b>
AD HOC REQUESTS ACTIVITIES									
A 8.6	Responses to ad-hoc requests and fundamental rights emergencies in the area of “Racism, xenophobia and related intolerance”	Research and stakeholder engagement	1.1	0.2	0.2	1.5	15,000	-	5,000
		Communication, promotion and a wareness-raising	-	-	-	-	5,000	-	5,000
		<b>TOTAL</b>	<b>1.1</b>	<b>0.2</b>	<b>0.2</b>	<b>1.5</b>	<b>20,000</b>	<b>-</b>	<b>10,000</b>
<b>ACTIVITY GRAND TOTAL</b>		<b>2.7</b>	<b>0.45</b>	<b>1.5</b>	<b>4.65</b>	<b>165,000</b>	<b>0</b>	<b>580,000</b>	

		HR ALLOCATION 2018				BUDGET		
		TA	CA	SNE	TOT	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY

**ACTIVITY 9 – Cross-cutting projects and activities**

MULTIANNUAL ACTIVITIES

A 9.1	Annual Reports	Research and stakeholder engagement	2.6	0.3	0.15	3.05	285,000	-	-
		Communication, promotion and a wareness-raising	-	-	-	-	145,000	-	100,000
		<b>TOTAL</b>	<b>2.6</b>	<b>0.3</b>	<b>0.15</b>	<b>3.05</b>	<b>430,000</b>	<b>-</b>	<b>100,000</b>

A 9.2	Fundamental Rights Survey – establishing a EU-wide survey on trends in fundamental rights	Research and stakeholder engagement	2.3	0.3	-	2.6	1,740,000	-	260,000
		Communication, promotion and a awareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	2.3	0.3	-	2.6	<b>1,740,000</b>	-	<b>260,000</b>
A 9.3	EU Fundamental Rights Information System - EFRIS	Research and stakeholder engagement	0.4	0.2	-	0.6	100,000	-	90,000
		Communication, promotion and a awareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	0.4	0.2	-	0.6	<b>100,000</b>	-	<b>90,000</b>
A 9.4	Fundamental Rights Forum	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	8.95	3.3	0.7	12.95	450,000	-	-
		<b>TOTAL</b>	8.95	3.3	0.7	12.95	<b>450,000</b>	-	-
A 9.5	<b>Effectively promoting rights, values and freedoms</b>								
A 9.5.1	Arts & Human Rights	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	0.67	0.4	0.23	1.3	90,000	-	-
		<b>TOTAL</b>	0.67	0.4	0.23	1.3	<b>90,000</b>	-	-
A 9.5.2	Media & Human Rights	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	1.02	0.35	0.28	1.65	40,000	-	-
		<b>TOTAL</b>	1.02	0.35	0.28	1.65	<b>40,000</b>	-	-
A 9.5.3	Communicating Rights	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	1.76	0.25	0.29	2.3	45,000	-	-
		<b>TOTAL</b>	1.76	0.25	0.29	2.3	<b>45,000</b>	-	-
A 9.6	<b>Strengthening cooperation with national and local fundamental rights actors: working with communities of support</b>								
A 9.6.1	Promotion of the EU Charter of Fundamental Rights	Research and stakeholder engagement	-	-	-	-	40,000	-	-
		Communication, promotion and a awareness-raising	0.77	0.5	-	1.27	100,000	-	-
		<b>TOTAL</b>	0.77	0.5	-	1.27	<b>140,000</b>	-	-
A 9.6.2	Consultation and cooperation mechanism – National Liaison Officers	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	0.52	-	0.6	1.12	40,000	-	-
		<b>TOTAL</b>	0.52	-	0.6	1.12	<b>40,000</b>	-	-
A 9.6.3	Consultation and cooperation mechanism – Fundamental Rights Platform	Research and stakeholder engagement	-	-	-	-	35,000	-	-
		Communication, promotion and a awareness-raising	0.77	-	-	0.77	50,000	-	-
		<b>TOTAL</b>	0.77	-	-	0.77	<b>85,000</b>	-	-
A 9.6.4	Safe and enabling space for civil society	Research and stakeholder engagement	-	-	-	-	15,000	-	-
		Communication, promotion and a awareness-raising	0.64	0.3	-	0.94	15,000	-	-

	promoting fundamental rights	<b>TOTAL</b>	0.64	0.3	-	0.94	<b>30,000</b>	-	-
A 9.7	Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	0.35	0.05	-	0.4	50,000	-	-
		<b>TOTAL</b>	0.35	0.05	-	0.4	<b>50,000</b>	-	-
A 9.8	Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	2.4	0.3	-	2.7	100,000	-	-
		<b>TOTAL</b>	2.4	0.3	-	2.7	<b>100,000</b>	-	-
A 9.9	Promoting the impact of FRA output	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	2.55	1.85	-	4.4	360,000	-	-
		<b>TOTAL</b>	2.55	1.85	-	4.4	<b>360,000</b>	-	-
A 9.10	Production and dissemination of communication products	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	2.2	1.35	-	3.55	115,000	-	-
		<b>TOTAL</b>	2.2	1.35	-	3.55	<b>115,000</b>	-	-
A 9.11	Performance, Monitoring and Evaluation	Research and stakeholder engagement	1	-	-	1	-	-	-
		Communication, promotion and a awareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	1	-	-	1	-	-	-
A 9.12	Bodies of the agency	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	1	1	-	2	250,000	-	-
		<b>TOTAL</b>	1	1	-	2	<b>250,000</b>	-	-
<b>ACTIVITY GRAND TOTAL</b>			<b>29.9</b>	<b>10.45</b>	<b>2.25</b>	<b>42.6</b>	<b>4,065,000</b>		<i>450,000</i>
<b>ACTIVITIES GRAND TOTAL</b>			<b>51</b>	<b>20</b>	<b>9</b>	<b>80</b>	<b>6,608,000</b>		
<b>Operational reserves</b>									
A 9.13	Complementary data collection and other activities to support evidence based advice for stakeholders	Research and stakeholder engagement	-	-	-	-	-	-	-
		Communication, promotion and a awareness-raising	-	-	-	-	-	-	-
		<b>TOTAL</b>	-	-	-	-	-	-	-
<b>ACTIVITY GRAND TOTAL</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>GRAND TOTAL</b>			<b>51</b>	<b>20</b>	<b>9</b>	<b>80</b>	<b>6,608,000</b>		

Area of Activity	Allocated human resources				Financial Resources budget		
	TA	CA	SNE	Total HR	Budget I Priority	Overheads	Total cost
<b>ACTIVITY 1 - Victims of crime and access to justice</b>	1.35	0.3	0.2	1.85	<b>87,000</b>	255,462	342,462
<b>ACTIVITY 2 – Judicial cooperation, except in criminal matters</b>	1.45	0.7	0.6	2.75	<b>110,000</b>	379,741	489,741
<b>ACTIVITY 3 - Information society and, in particular, respect for private life and protection of personal data</b>	1.1	0.9	0.95	2.95	<b>111,000</b>	407,359	518,359
<b>ACTIVITY 4 - Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality</b>	3.5	3.3	0.9	7.7	<b>565,000</b>	1,021,849	1,586,849
<b>ACTIVITY 5 - Rights of the child</b>	1.9	0	1.7	3.6	<b>40,000</b>	524,733	564,733
<b>ACTIVITY 6 - Integration and social inclusion of Roma</b>	2.6	1.7	0.9	5.2	<b>995,000</b>	731,865	1,726,865
<b>ACTIVITY 7 - Migration, borders, asylum and integration of refugees and migrants</b>	6.5	2.2	0	8.7	<b>470,000</b>	1,187,554	1,657,554
<b>ACTIVITY 8 - Racism, xenophobia and related intolerance</b>	2.7	0.45	1.5	4.65	<b>165,000</b>	683,534	848,534
<b>ACTIVITY 9 - Cross-cutting projects and activities</b>	29.9	10.45	2.25	42.6	<b>4,065,000</b>	5,854,919	9,919,919
<b>ACTIVITIES' GRAND TOTAL</b>	<b>51</b>	<b>20</b>	<b>9</b>	<b>80</b>	<b>6,608,000</b>	<b>11,047,018</b>	<b>17,655,018</b>
Operational reserves	-	-	-	-	-	-	-
<b>TOTAL OPERATION</b>	-	-	-	-	<b>6,608,000</b>	<b>11,047,018</b>	<b>17,655,018</b>
Support activities	21	12	1	34	-	4,694,982	4,694,982
<b>GRAND TOTAL</b>	<b>72</b>	<b>32</b>	<b>10</b>	<b>114</b>	<b>6,608,000</b>	<b>15,742,000</b>	<b>22,350,000</b>



## Annex II: Financial resource outlook for 2018-2020

Table 1 – Expenditure

Expenditure	2017		2018	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1	12,973,250	12,973,250	13,485,000	13,485,000
Title 2	2,380,000	2,380,000	2,257,000	2,257,000
Title 3	7,499,000	7,499,000	6,608,000	6,608,000
<b>Total expenditure</b>	<b>22,852,250</b>	<b>22,852,250</b>	<b>22,350,000</b>	<b>22,350,000</b>

EXPENDITURE	Commitment appropriations						
	Executed Budget 2016	Budget 2017	Draft Budget 2018		VAR 2018 / 2017	Envisaged in 2019	Envisaged 2020
			agency request	Budget Forecast			
<b>Title 1</b>	<b>11,618,709</b>	<b>12,973,250</b>	<b>14,090,000</b>	<b>12,873,000</b>	<b>-0.77%</b>	<b>106%</b>	<b>102%</b>
<b>Staff Expenditure</b>						<b>14,296,000</b>	<b>1,577,000</b>
<b>11 Salaries &amp; allowances</b>	10,420,802	11,399,250	12,550,000	11,530,000	1.15%	12,553,000	12,796,000
<i>- of which establishment plan posts</i>	<i>7,963,444</i>	<i>8,609,500</i>	<i>9,368,000</i>	<i>8,640,000</i>	<i>-0.35%</i>	<i>9,597,000</i>	<i>9,780,000</i>
<i>- of which external personnel</i>	<i>2,457,358</i>	<i>2,789,750</i>	<i>3,182,000</i>	<i>2,890,000</i>	<i>-3.59%</i>	<i>2,956,000</i>	<i>3,016,000</i>
<b>12 Expenditure relating to Staff recruitment</b>	49,173	193,000	127,000	90,000	-53.37%	150,000	153,000
<b>13 Mission expenses</b>	66,596	80,000	90,000	75,000	-6.25%	90,000	92,000
<b>14 Socio-medical infrastructure</b>	104,453	130,000	135,000	115,000	-11.54%	165,000	169,000
<b>15 Training</b>	105,822	175,000	185,000	125,000	-28.57%	250,000	255,000
<b>16 External Services</b>	66,196	112,000	115,000	95,000	-15.18%	120,000	123,000
<b>17 Receptions and events</b>	1,431	3,000	3,000	3,000	0%	3,000	4,000
<b>18 Social welfare</b>	804,236	881,000	885,000	840,000	-4.65%	965,000	985,000

19 Other Staff related expenditure	-	-	-	-	-	-	-
<b>Title 2</b>						<b>99%</b>	<b>102%</b>
<b>Infrastructure and operating expenditure</b>	<b>2,342,944</b>	<b>2,380,000</b>	<b>2,443,000</b>	<b>2,343,000</b>	<b>-1.55%</b>	<b>2,240,000</b>	<b>2,289,000</b>
20 Rental of buildings and associated costs <sup>2</sup>	1,391,464	1,380,000	1,396,000	1,387,000	-0.07%	1,190,000	1,214,000
21 Information and communication technology	782,045	764,000	802,000	760,000	-0.52%	824,000	841,000
22 Movable property and associated costs	11,509	25,000	32,000	20,000	-20.00%	25,000	26,000
23 Current administrative expenditure	34,465	46,000	50,000	38,000	-17.39%	51,000	53,000
24 Postage / Telecommunications	89,322	126,000	132,000	108,000	-14.29%	123,000	126,000
25 Meeting expenses	9,343	11,000	11,000	10,000	-9.09%	11,000	12,000
26 Running costs in connection with operational activities	-	-	-	-		-	-
27 Information and publishing	-	-	-	-		-	-
28 Studies	24,795	20,000	20,000	20,000	0.00%	16,000	17,000
<b>Title 3</b>						<b>87%</b>	<b>102%</b>
<b>Operational expenditure</b>	<b>7,641,347</b>	<b>7,499,000</b>	<b>7,411,000</b>	<b>7,134,000</b>	<b>-4.87%</b>	<b>5,727,000</b>	<b>5,842,000</b>
32 Freedoms	2,166,272	1,607,000	410,000	410,000	-74.49%	817,000	834,000
33 Equality	1,632,366	2,880,000	1,770,000	1,700,000	-40.97%	1,245,000	1,270,000
36 Justice	1,919,631	277,000	2,762,000	2,600,000	838.63%	475,000	483,000
37 Horizontal Operational Activities	1,605,243	2,080,000	1,995,000	1,950,000	-6.25%	2,840,000	2,897,000
38 Bodies of the agency and consultation mechanisms	317,836	500,000	390,000	390,000	-22.00%	350,000	357,000
39 Reserve for Title 3	-	155,000	84,000	84,000	-45.81%	-	-
<b>Title 4</b>							
<b>Other Operational expenditure</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
40 Cooperation Agreements	-	-	-	-	-	-	-

<sup>2</sup> Including possible repayment of interest; detailed information as regards building policy provided in Table in Annex III.

<b>TOTAL EXPENDITURE</b>	<b>21,603,000</b>	<b>22,852,250</b>	<b>23,944,000</b>	<b>22,350,000</b>	<b>-2.20%</b>	<b>22,263,000</b>	<b>22,708,000</b>
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**Table 2 – Revenue**

Revenues	2017	2018
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	<b>22,567,000</b>	22,180,000
<b>Other revenue</b>	285,250	170,000
<b>Total revenues</b>	<b>22,852,250</b>	<b>22,350,000</b>

**Table 3 – Budget outturn and cancellation of appropriations**

REVENUES	2016	2017	2018		VAR 2018 / 2017	Envisaged 2019	Envisaged 2020
	Executed Budget	Revenues estimated by the agency	As requested by the agency	Budget Forecast			
1. REVENUE FROM FEES AND CHARGES	-	-	-	-		-	-
2. EU CONTRIBUTION	21,359,000	22,567,000	23,774,000	22,180,000	-1,71%	22,088,000	22,530,000
of which Administrative (Title 1 and Title 2)	13,717,653	15,353,250	16,416,000	15,216,000	-0,89%	16,407,000	16,734,000
of which Operational (Title 3)	7,641,347	7,213,750	7,358,000	7,134,000	-3,46%	5,681,000	5,796,000
of which assigned revenues deriving from previous years' surpluses	156,000	104,000	201,117	202,738	94,94%	-	-
3. THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)	-	41,250	170,000	170,000	312,12%	175,000	178,000
of which EFTA	-	-	-	-		-	-
of which Candidate Countries	-	41,250	170,000	170,000	312,12%	175,000	178,000

4. OTHER CONTRIBUTIONS	244,000	244,000	-	-		-	-
of which delegation agreement, ad hoc grants	-	-	-	-		-	-
5. ADMINISTRATIVE OPERATIONS	-	-	-	-		-	-
6. REVENUES FROM SERVICES RENDERED AGAINST PAYMENT	-	-	-	-		-	-
7. CORRECTION OF BUDGETARY IMBALANCES	-	-	-	-		-	-
<b>TOTAL REVENUES</b>	<b>21,603,000</b>	<b>22,852,250</b>	<b>23,944,000</b>	<b>22,350,000</b>	<b>-2,20%</b>	<b>22,263,000</b>	<b>22,708,000</b>

	➤ * 2014	➤ * 2015	➤ * 2016
➤ <b>Budget outturn</b>			
➤ Revenue actually received (+)	21,483,149	21,609,340	21,603,837
➤ Payments made (-)	-15,008,498	-15,483,290	-15,881,760
➤ Carry-over of appropriations (-)	-6,764,405	-6,401,560	-5,965,240
➤ Cancellation of appropriations carried over (+)	147,430	104,366	201,117
➤ Adjustment for carryover of assigned revenue appropriations from previous year (+)	299,902	279,077	244,000
➤ Exchange rate differences (+/-)	-632	-3,689	783
➤ Adjustment for negative balance from previous year (-)			
➤ <b>Total</b>	<b>156,946</b>	<b>104,245</b>	<b>202,737</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 31.12.2015	Authorised under EU budget 2016 <sup>3</sup>	Actually filled as of 31.12.2016	Authorised under EU budget for year 2017	Filled as of 31.12.2017	Draft budget for year 2018 <sup>4</sup>	Envisaged in 2019	Envisaged in 2020
Officials	AD	-	-	-	-	-	-	-	-
	AST	-	-	-	-	-	-	-	-
	AST/SC	-	-	-	-	-	-	-	-
TA	AD	44	48	45	46	46	47	48	48
	AST	27	26	25	26	24	25	25	25
	AST/SC	-	-	-	-	-	-	-	-
<b>Total<sup>5</sup></b>		<b>71</b>	<b>74</b>	<b>70</b>	<b>72</b>	<b>70</b>	<b>72</b>	<b>73</b>	<b>73</b>
<b>Contract agents (CA)</b>									
CAG FIV		10	22	13	26	14	20	22	22
CAG F III		14	9	12	9	11	10	11	11
CAG F II		5	2	5	2	5	2	2	2
CAG FI		-	-	-	-	-	-	-	-
<b>Total CA<sup>6</sup></b>		<b>29</b>	<b>33</b>	<b>30</b>	<b>37</b>	<b>30</b>	<b>32</b>	<b>35</b>	<b>35</b>
SNE <sup>7</sup>		8	9	5	10	8	10 <sup>8</sup>	10 <sup>9</sup>	10 <sup>10</sup>
<i>Structural service providers<sup>11</sup></i>		-	-	-	-	-	-	-	-
<b>TOTAL</b>		<b>108</b>	<b>116</b>	<b>105</b>	<b>119</b>	<b>108</b>	<b>114</b>	<b>118</b>	<b>118</b>
<i>External staff <sup>12</sup> for occasional replacement<sup>13</sup></i>		1	-	1	-	-	3	3	3

<sup>3</sup> As authorised for temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).

<sup>4</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.

<sup>5</sup> Headcounts

<sup>6</sup> Headcounts

<sup>7</sup> Headcounts

<sup>8</sup> Includes 1 SNE on no-cost

<sup>9</sup> Includes 1 SNE on no-cost

<sup>10</sup> Includes 1 SNE on no-cost

<sup>11</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.

<sup>12</sup> FTE

<sup>13</sup> For instance replacement due to maternity leave or long sick leave.

Table 2 – Multi-annual staff policy plan year 2018-2020

Category and grade	Establishment plan in EU Budget 2016		Filled as of 31/12/2016		Modifications in year 2016 in application of flexibility rule		Establishment plan in voted EU Budget 2017		Modifications in 2017 in application of flexibility rule		Establishment plan in Draft EU Budget 2018		Establishment plan 2019 <sup>14</sup>		Establishment plan 2020	
	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	-	-	-	-	-	8	-	-	-	6	-	7	-	7
AD 11	-	-	-	5	-	-	-	-	-	-	-	-	-	5	-	5
AD 10	-	14	-	2	-	-	-	12	-	-	-	12	-	9	-	9
AD 9	-	11	-	7	-	-	-	11	-	-	-	12	-	12	-	12
AD 8	-	1	-	8	-	-	-	1	-	-	-	4	-	8	-	8
AD 7	-	5	-	15	-	-	-	7	-	-	-	6	-	2	-	2
AD 6	-	3	-	6	-	-	-	3	-	-	-	3	-	1	-	1
AD 5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AD</b>	-	<b>48</b>	-	<b>45</b>	-	-	-	<b>46</b>	-	-	-	<b>47</b>	-	<b>48</b>	-	<b>48</b>
AST 11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST 10	-	1	-	-	-	-	-	1	-	-	-	1	-	2	-	2
AST 9	-	3	-	-	-	-	-	3	-	-	-	4	-	3	-	3
AST 8	-	3	-	3	-	-	-	3	-	-	-	3	-	5	-	5
AST 7	-	6	-	3	-	-	-	6	-	-	-	6	-	7	-	7
AST 6	-	12	-	3	-	-	-	12	-	-	-	10	-	7	-	7
AST 5	-	-	-	7	-	-	-	-	-	-	-	-	-	1	-	1
AST 4	-	1	-	8	-	-	-	1	-	-	-	1	-	-	-	-
AST 3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
AST 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AST 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total AST</b>	-	<b>26</b>	-	<b>25</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>74</b>	-	<b>70</b>	-	-	-	<b>72</b>	-	-	-	<b>72</b>	-	<b>73</b>	-	<b>73</b>

<sup>14</sup> The Agency is proposing the revision of the grades of its posts in 2018 in order to ensure equal opportunities for career progression

## A. New tasks and growth of existing tasks

The amount of additional tasks assigned to FRA has grown significantly since mid-2015, when the European Union was confronted with an increased arrival of refugees and migrants on the one hand, and with new internal security challenges on the other hand. FRA has already maximised the use of its resources to execute the many new tasks with which it has been entrusted and fully complied with its obligations under the Inter-institutional agreement of 2 December 2013 concerning the 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.

The cuts combined with steeply increasing demand for FRA’s assistance significantly impairs its ability to continue addressing at short notice the growing number of requests from its stakeholders. The following areas are particularly affected by the additional tasks FRA has been entrusted with and a highly increased workload:

### **Migration**

The agency is heavily involved in the areas of migration, integration and refugee protection – the level of requests for the agency’s support and expertise from Member States and EU institutions has increased steeply, which creates a significant additional workload in the agency.

Requests addressed to the agency include legal opinions on pending EU legislation and policy files (e.g. proposed Regulation on safe country of origin, the proposals to amend the Dublin Regulation, the proposals to amend Eurodac and on the fundamental rights challenges in hotspots), support when developing the impact assessment of future legislative proposals (e.g. on changes to the Schengen Information System or the review of the EU acquis to combat migrant smuggling), the implementation of EU strategies and action plans (anti-trafficking strategy, EU action plan against migrant smuggling, EU action plan on returns), the mainstreaming of fundamental rights in the Schengen evaluation system, and support on the ground to address fundamental rights challenges in the ‘hotspots’.

Most notably, in 2016, the agency has seen a 600 per cent increase in official requests by EU institutions for legal opinions to be drafted by the agency concerning key files in the field of asylum, migration and border control – such as ECRIS in relation to Third Country Nationals; the proposed Regulation on safe countries of origin lists, the Dublin recast; and Eurodac.

Since April 2016, the agency employed staff on extended missions to Greece looking, especially, at child protection issues, identification of vulnerable people, and respect of procedural safeguards in asylum, detention, and return proceedings. The success of the agency’s input has led to increased demands for its presence in Greece – with the agency having recently signed a ‘Memorandum of Understanding’ with the Greek authorities envisaging a number of activities for 2017 and beyond. Thus, it is necessary to reinforce the agency’s operational support by expanding the pool of its in-house experts, notably to provide on-the-spot deployment capabilities.

### **Inclusion and non-discrimination**

The agency is requested by EU institutions to provide a fundamental rights-based analysis of key developments in regard to the integration of migrants and refugees and key challenges especially in regard to racism and hate crime. This includes reports, guidance papers on asylum, input on the integration of third country nationals, and their descendants, in core areas of social life, such as employment, education and societal participation, measures to tackle racist discrimination and crime, in particular in respect of the rights of children. In addition, the agency has increased the scope of its work on racism in terms of data collection and by coordinating a subgroup of the Commission’s High Level Group on combating racism, xenophobia and other forms of intolerance, tasked with improving recording and collecting data on hate crime.

Furthermore, the area of hate crime is high on the political agenda of EU institutions and it can be expected that the agency will be asked in the future to be more active in this field. Already, the agency contributes by developing targeted analysis based on statistical data from its surveys, and by facilitating a dedicated Sub-group of Member States, part of the Commission’s High Level Group on combating racism, xenophobia and other forms of intolerance. This work is expected to grow in importance, as member States improve their capacity to record and collect data on hate crime.

In parallel, the area of migrant integration is becoming of critical importance as recent refugees and migrants participate more actively in education and the labour market in many Member States. The agency is currently conducting further research on the experiences of recently arrived migrants and refugees, and further demand for data and analysis from EU institutions is expected to rise in the coming years, also linked to non-discrimination aspects of the implementation of the European Pillar of Social Rights.

### **Security and Data Protection**

In the coming period the agency will need to enhance its capacity in fields related to information society, privacy and data protection with respect to new areas of increased focus – namely, ‘big data’ and data interoperability. The agency’s work as part of the High Level Group on information systems and interoperability, and its increased work with agencies such as eu-LISA, indicates that projects will need to engage directly with ‘big data’ and data interoperability if the agency is to effectively address migration, asylum and security as they relate to new developments in data collection and exchange – for example with respect to VIS, SIS, and ETIAS.

In addition, given that work related to the fields of security and migration is expected to remain of high importance to the Commission, other EU Institutions, and Member States in the coming months and years – which is underlined by the appointment of a Commissioner for the Security Union – requests for the agency to provide inputs in these areas have grown; including direct requests from the Parliament and the Commission for expertise – in fields ranging from encryption through to counter terrorism. The presence of the agency as a member of the High Level Expert Group on information systems and interoperability, together with EDPS, as well as the High Level Group on combating racism, xenophobia and other forms of intolerance, together with the Council of Europe and OSCE/ODIHR, is a clear indicator that the agency is increasingly playing an important role. To this end, the agency is able to provide a complementary role to other actors such as EDPS, as the agency can refer to a broad range of fundamental rights considerations, alongside privacy and data protection, which fall within its mandate – such as equality and non-discrimination, the rights of the child, and access to justice.

### **High research demand**

The success of the agency's data analysis and large-scale quantitative surveys has resulted in requests to undertake enhanced data collection and to repeat surveys – as this typically provides unique data in key fundamental rights areas that is otherwise not covered at the Member State and EU level. For example – the agency’s monthly reporting on the asylum crisis and the EU-MIDIS survey on ethnic minorities and immigrants. To this end, in 2016 the Commission requested the agency to repeat the survey on Jewish people’s experiences of anti-Semitism, the LGBT survey and the Roma survey, while at the same time conducting the agency’s first survey on the general population’s experiences of and opinions on fundamental rights (on top of the EU-MIDIS survey and monthly migration reports). As a result, and as a first in the agency’s history to date, FRA is currently managing five surveys at the same time – which is unprecedented. In order to effectively develop and manage these surveys and other areas of data collection and analysis – which the agency engages in at all levels, from design through to data analysis – the agency requires additional staff. This is essential if the agency’s data collection and surveys is to be produced in a timely manner and according to high quality standards, so that the results can be used by the Commission, EP and Council in key policy areas such as asylum and integration.

In addition, the agency is proposing the revision of the grades of certain posts in 2018 in order to ensure equal opportunities for career progression within the statutory limitations.

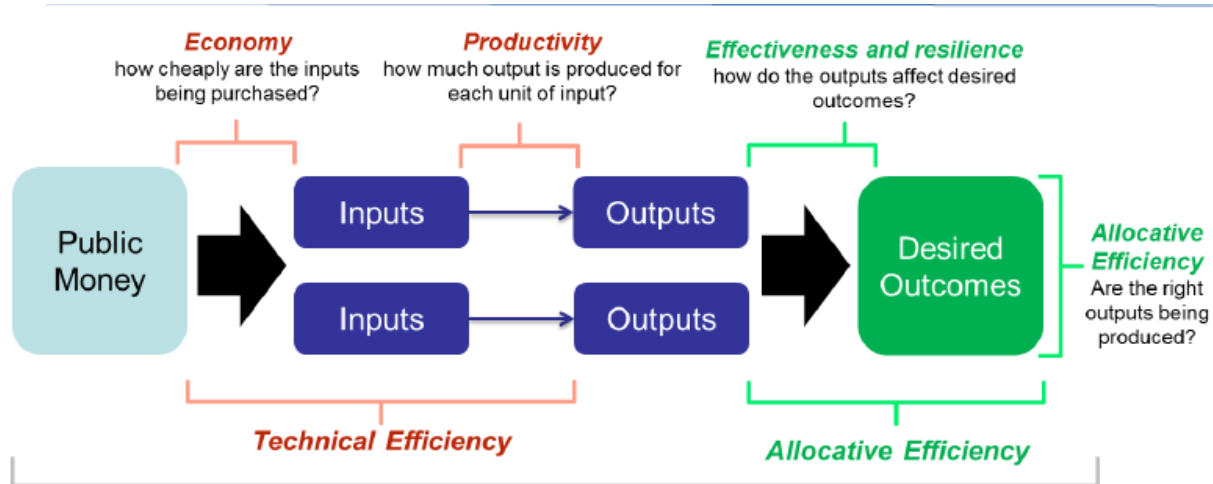
## **B. Efficiency gains**

The argument for efficiency gains in the public sector at a time of spending reductions and increased pressure on the Agencies is obvious but the importance of efficiency goes beyond saving money or leading to the requested global result in terms of staff reduction.

While productivity in the public sector refers to how much output is produced for each unit of input the efficiency is relevant to the entire process of turning public money into inputs, outputs and finally desired outcomes. It is therefore



crucial to have a conceptual understanding and a simplified model of this process is proposed below as this provides a framework for understanding the different types of efficiency and their role in the process :



In particular the above model shows the following type of efficiency:

1. Technical efficiency ('doing things right'): doing more for the same or less cost/resources;
2. Allocative efficiency ('doing the right things'): finding new ways to deliver desired outcomes at the same or less cost/resources.

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

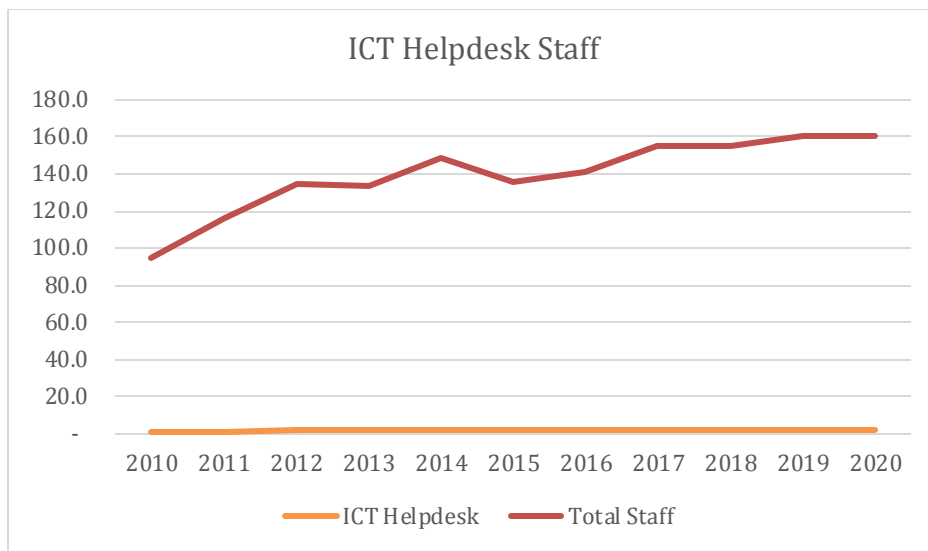
- introduce changes to current business processes through mapping and re-engineering of processes;
- introduce changes to systems – efficiencies through automation of repetitive tasks;
- introduce changes to the organisational set-up leading to a potentially better use of existing capacity;
- introduce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

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

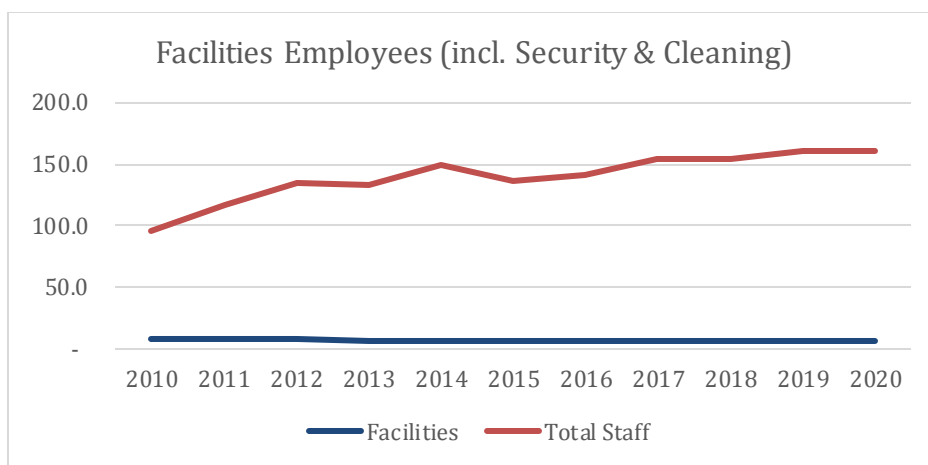
To this end, the agency has implemented a number of actions that resulted in an increase of productivity and achievement of efficiency gains. With a view of reaching further efficiencies, the agency is currently undertaking the following initiatives in the four efficiency clusters:

#### Cluster I: ICT and Facilities

Over the past years the agency has rapidly modernised its Information and Communication Technologies by introducing state-of-the-art tools, common business architecture and latest IT solutions allowing for creation of full mobile workstations that enable a more collaborative digital workplace. Due to the synergies and efficiency gained, it remained possible for a small IT helpdesk to provide best service to ever growing staff. Similarly, the agency was able to retain a relatively low number of facilities staff.



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



*The staff evolution within the domain facilities vis-à-vis an increase of the general users number.*

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

1. Digitalisation of internal workflows: an electronic workflow application is in progress to be operationalised to replace the paper based financial workflows (commitments and payments) (Q4 2017 – Q1 2018). Once this is achieved the view to digitalise other existing paper based workflows (2018).
2. The externalisation of the agency's extranet sites to the Commission's Drupal infrastructure by Q3 2017, resulting in gains from hosting costs and maintaining such an application.
3. Mission requests are better reviewed with the view to assess whether they can be achieved using video conference technologies already in use within the agency. An indicator is the increased number of video and web conferencing requests over the last two years.
4. Over the last years, the agency took measures to reduce its facilities related costs by optimising internal facilities management, changed its electricity provider, and enhanced its data centre cooling system. These changes reduced facilities management costs by an overall 10% and maintained this reduced consumption throughout the last 2 years (2015-2016).
5. Use of interinstitutional framework contracts, e.g., ICT, Facilities and other administrative services.

**Cluster II: Quality Management System**

1. The financial circuits for Title I have been simplified with a reduction in the chain of control as well some control functions have been merged FVA/AO. This has increased the level of efficiency while maintaining the necessary level of compliance as proofed by the positive results of the external audits (COA, IAS).
2. In the process for research project implementation, the planning phase has been simplified with a new integrated approach which resulted in the reduction of some planning meetings (e.g. FRAPPE) which were bringing difficulties in the respect of the timeline. This will allow a standardised implementation of the projects and an increase of productivity via the reduction of coordination meetings replaced with the use of existing IT tool (e.g. Matrix).
3. A process for ex post controls has been designed following a risk based model with the introduction of quality techniques using a robust analysis of statistical data retrieved during the budget execution. This will allow the execution of controls on a sample of targeted transactions combining different dimensions of risk. A significant increase of productivity is expected by reduction of the working hours for controls otherwise performed on samples of all the budget lines.
4. Since 2016 a process for execution of compliance checks has been launched to integrate in selected areas the work of external auditing bodies. The process analyses the correct execution of the workflows while assessing the achievement of the objectives in relation to the use of existing resources. During the first check on the process of “editing and production” areas of improvement in terms of efficiency (reduction of stocking costs) and productivity (reduced number of proof-readings based on statistical analysis of editing results) were identified. Other checks recently finalised on the process of “request of opinions by the institutions” are highlighting opportunities for improvement in the reduction of working time in the quality control chain.
5. A proposal has been made to initiate the rationalisation of internal meetings recovering the unproductivity of routine meetings with alternative info sharing via emails and intranet. This can be measured by analysing from the ABB reports the time spent in meetings by each of the staff members.
6. A proposal has been made for initiating the rationalisation of missions (justification, duration, frequency, added value, number of persons participating to the same mission, capacity of teleconference). It is expected to reduce significantly the costs generated by missions and the loss of productivity hours caused by transfers, travel and other down time

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

1. Following implementation of the Roadmap against the objectives of the Common Approach in order to enhance efficiency gains, a new integrated planning approach has been introduced in 2017 to address more efficiently the Single Programming Document requirements as well as to optimise the project management and streamline the planning, monitoring, reporting and evaluation processes and tools.  
In particular, while being a solution for addressing identified problems, the new approach creates synergies and coherence during all the stages of programming, project management, evaluation and reporting under the definition of a single cycle encompassing the whole planning processes and tools. Such cycle covers the drafting of the newly introduced programming documents, the definition of new projects, the harmonization of the several internal and external stakeholder consultations, as well as the steps to implement all FRA projects and the preparation of simplified monitoring reports and their subsequent evaluation.  
As a result, this approach significantly simplifies the previous number of existing processes and tools (for example replacing the several FRAPPE meetings thanks to a more efficient use of the MATRIX tool) through the optimisation of resources, potential workload decreases and increase of productivity.
2. FRA monitors the impact of the agency though the use of Key Performance Indicators introduced via a Performance Measurement Framework introduced in 2011. The use of KPIs enables the management of FRA to assess the performance of the agency in order to ensure fulfilment of the multi-annual objectives and the required qualitative and quantitative targets. The KPIs have been streamlined in 2013 and their use improved

the quality, timeliness, accuracy and the closing of the reporting cycle needed to prove both efficiency and effectiveness of FRA work. For example, Annual Activity Report, Stock take reports and other performance related reports are now prepared in a centralised and optimised manner. In this regard, FRA is going to further enhance its structure of strategic objectives and key performance indicators in relation to the programming period 2018-2022.

3. FRA has implemented evaluations of projects and cross-cutting activities since 2011. While carrying out evaluations has proven to be a very important tool to efficiently assess the actual performance of FRA interventions compared to initial expectations and to take a critical look at whether the agency's activities are fit for purpose to deliver the desired changes, the setting up, management and implementation of both ex-ante and ex-post evaluations has required significant efforts from the technical and administrative perspective. In both cases, they have been implemented internally or the work has been outsourced to contractors.

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

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

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

1. The optimisation of the agency's organisational structure. In the light of the staff reduction, it was necessary to reinforce the agency's impact and overall organisational effectiveness by introducing synergies that optimised the use of FRA's resources while sustaining its operational capabilities. To achieve this, the agency changed its organisational structure in 2016 by joining two support departments under one entity "Corporate Services".
2. The use of interinstitutional framework contracts in the areas of Learning and Development, and other administrative services for instance insurances for staff and externals within the agency's premises.
3. The agency introduced modern IT tools to allow direct access to and full automation of key HR processes for instance for the management of leave, part-time and parental leave requests, staff performance and appraisal, learning and development. Currently, the agency is in the process of joining the tools under a single portal, encompassing services offered by PMO, JSIS, DG HR and DIGIT.
4. The preparatory work for the implementation of SYSPER in order to streamline and automate certain human resources management processes.
5. The enhanced PMO service level agreement to gain efficient use of the existing capacity.

It should be emphasised that the HR services provided by the HR Sector at the agency differ from the services provided by the DG HR at the Commission. In particular, the payroll management, the rights and obligations, the education services and the recruitments are dealt within the agency's HR sector whereas at the Commission these services are mainly performed by the PMO, EPSO or the European School of Administration. The limited capacity of resources of the HR Sector provides not only all top-class HR services but also deliver functional reporting to the auditing entities (CoA, IAS), stakeholders and external ad-hoc requestors.

Modernisation of HR tools and optimisation of its processes enabled the agency to decrease the staff working within the HR domain and re-deployed 3 persons to operational departments. As it is evident from the Table below, although the number of the service receivers at FRA steeply increased, the agency managed not only to retain the number of the HR staff but even decreased it bring the overall ratio to the level 1:39. By comparison, the European Commission's

the estimated target for efficiencies and synergies gains in the whole HR community is to reach a HR ratio of 1:40<sup>15</sup>, by 2019.

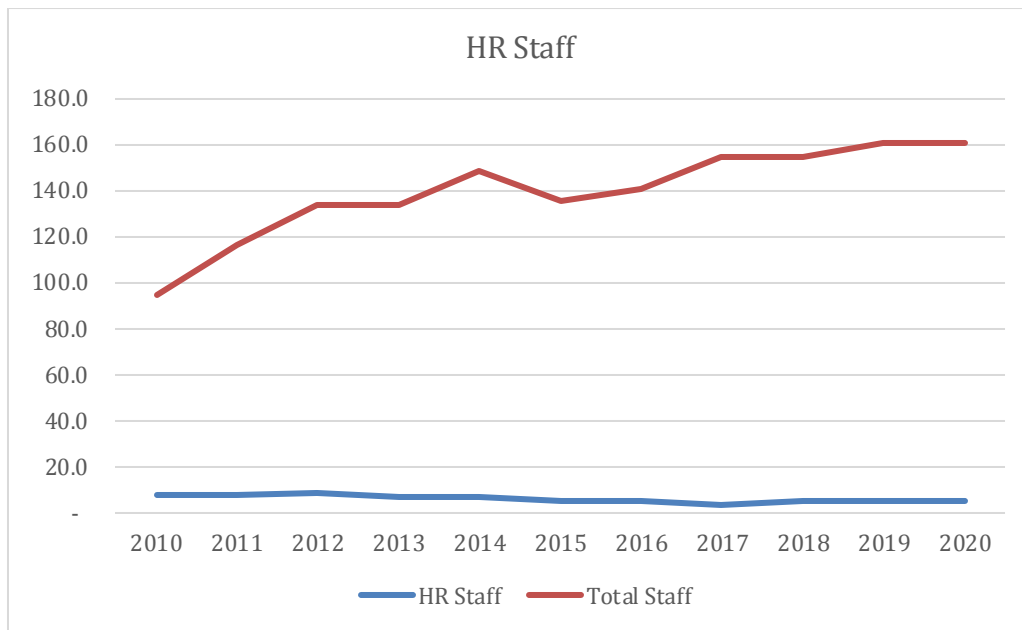
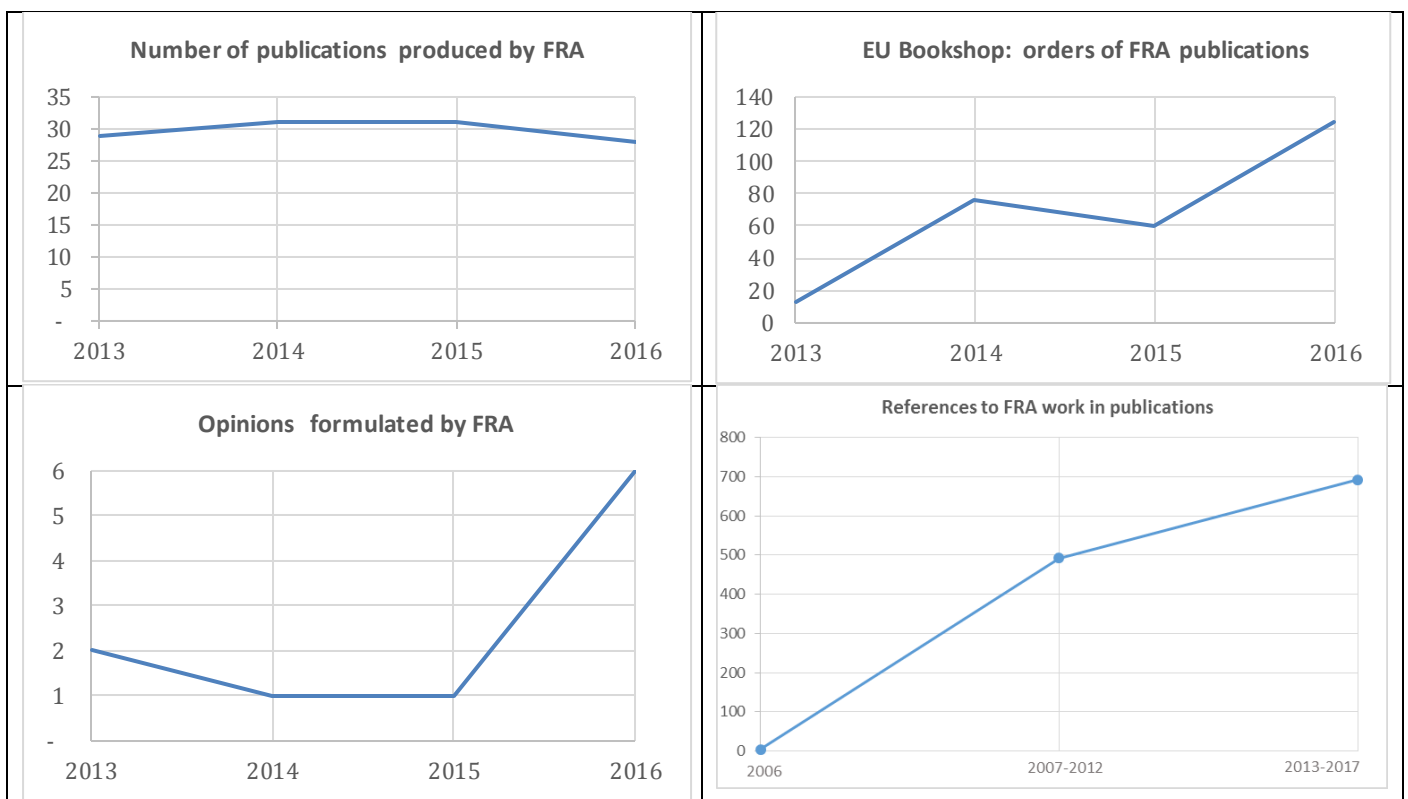


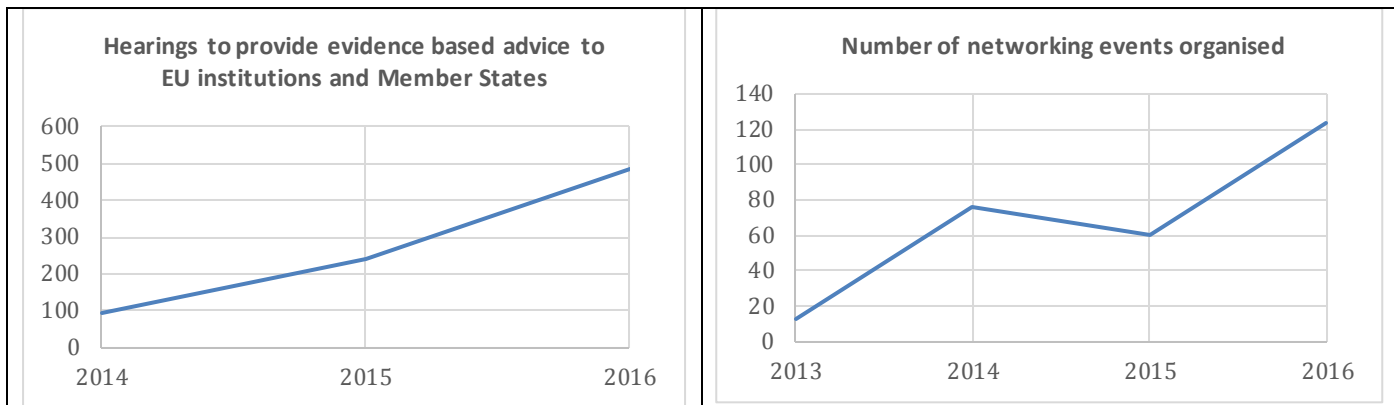
Table XY: The staff evolution within the domain human resources vis-à-vis an increase of the general staffing number.

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

In this regard examples of evidence are included in the next page to emphasise that the right combination of outputs are in place to achieve the desired outcomes and that FRA remains very relevant to its stakeholders.



<sup>15</sup> Communication to the Commission: Synergies and Efficiencies in the Commission - New Ways of Working; SEC(2016) 170 final. 4.4.2016.



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

Although FRA will continue its efforts towards further efficiency gains, we expect that in 2018-2020 the needs for human resources and the expected capacity increases will not be balanced and FRA will have to request additional workforce from the budgetary authorities or apply negative priorities (see next paragraph).

### C. Negative priorities

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

<p><b>1) Comparative data collection and analysis/surveys</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>Building on the success of its survey research to date – in areas that are not typically covered by Member States’ data collection, including FRA’s anti-Semitism survey, its survey on LGBT populations, and its survey on ethnic minority, in particular Roma, and immigrant groups (as examples) – the agency has been tasked with regularly repeating these surveys. However, given the lack of data analysts in the agency to be able to undertake this work at regular intervals, the agency may be forced to stop a number of the surveys in the coming period, and would also have to reassess its capacity to regularly report on the impact of the asylum crisis with respect to data analysis. This would impact particularly on the agency’s data collection with respect to ethnic minorities, immigrants and new arrivals to the EU as a result of the asylum crisis—which would result in the absence of comprehensive data collection and analysis on key policy areas that relate to issues such as integration, which are not covered through data collection by other organisations, including Eurostat</p>	<p><b>2 AD6-8 data analysts</b> (working on racism/antisemitism related data collection and analysis);</p> <p><b>3 AD data analysts and 3 CA FG IV data analysts</b> (to work on the repetition of established FRA surveys such as the anti-Semitism survey; EU-MIDIS survey; LGBT survey), and on the collection of new data and the analysis of existing sources in relation to new arrivals to the EU as a result of the asylum crisis.</p>
<p><b>2) The new MAF extends the grounds of discrimination the agency is expected to cover to the ground of ‘nationality’</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>This entails examining aspects of the implementation of the free movement directive for which no data are available, such as discrimination in employment or</p>	<p><b>2 AD7-9 legal experts</b> (one working on freedom of</p>

<p>in access to services for EU citizens residing in another Member State. These issues are of particular importance for EU initiatives to refit or propose legislation under the European Social Rights Pillar.</p>	<p>movement issues and one on social inclusion/labour issues)</p>
<p><b>3) FRA's ad hoc presence in the Greek hotspots</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>FRA currently provides targeted fundamental rights input and support on the ground in Greece to the Commission and other EU Agencies - namely Frontex and EASO - as well as the Greek authorities, and is in the process of developing practical guidance and initiating training for key actors to ensure fundamental rights compliance. FRA staff who are deployed on mission to Greece currently provide expert advice with respect to: child protection (focusing on unaccompanied minors); identification of vulnerable people; and respect of procedural safeguards in asylum, detention, and return proceedings. A similar deployment should be introduced in the Italian hotspots. However, it is currently not possible for the agency to provide input on the ground in Italy due to limited human resources at the agency's disposal.</p>	<p><b>3 CA FG IV legal/social experts</b> – to be deployed in the hotspots (Greece and Italy).</p>
<p><b>4) Supporting the EC with fundamental rights expertise in the planning and implementation of Schengen evaluations</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>The European Commission has regularly requested FRA to submit an annual risk assessment pursuant to Article 8 of Regulation (EU) No.1053/2013 and to participate as an observer to all on-site missions evaluating the EU return acquis. FRA has undertaken this task with regard to 10 EU Member States to date. FRA also supports Frontex and CEPOL during the training of evaluators (six training events in 2015 and 2016). Staff cuts would substantially undermine the work done so far to mainstream fundamental rights in Schengen evaluations.</p>	<p><b>1 AD legal expert</b> (to support the work of the Commission and other Agencies with respect to Schengen evaluations and related activities with respect to FRA project work; for example – on detention)</p>
<p><b>5) Training for monitoring of forced returns</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>FRA has been tasked with developing guidance and tools as well as delivering training for a pool of forced return monitors to support Frontex in ensuring the participation of well-trained monitors in Frontex joint forced return operations, as required by Article 8.6 of the Return Directive (2008/115/EC). The absence of this activity would result in a pool of monitors who would be ill equipped to carry out their functions, which would be detrimental to both returnees as well as escort police.</p>	<p>//</p>
<p><b>6) Providing indicators and benchmarks, as well as awareness raising, within the CRPD Monitoring Framework (Article 33.2, UN Convention on the Rights of Persons with Disabilities)</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>Reduction of staff may jeopardise this task affecting the ability of the Union to effectively monitor implementation of the first and only UN Convention it has acceded to, which consequently bears a reputational risk for the EU as a whole.</p>	<p><b>1 AD6-7 legal / social / policy experts</b> (working on UN CRPD issues related to our function in the EU Monitoring Framework)</p>

<p><b>7) Assisting Member States (MS) in developing core indicators and data collection methods to enable efficient reporting on the situation of Roma in the EU (Council Recommendation of 9-10/12/2013 on effective Roma integration measures)</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>FRA has developed important work in this area, including indicators and a reporting tool based on which 22 Member States reported in 2016 to the Commission on the progress made. In addition, FRA has supported individual Member States in developing more effective monitoring and evaluation processes in regard to Roma integration. Any reduction in the current human resources would jeopardise the work undertaken by FRA as per the Council Recommendation.</p>	<p><b>1 AD6 social/policy experts</b> (working on the development of indicators and support for monitoring &amp; evaluation activities, including training in respect to ESIF);</p> <p><b>1 AD6-8 data analyst</b> (working on Roma/equality data collection and analysis).</p>
<p><b>8) Research in the fields of information society, privacy and data protection</b></p>	<p><i>Human resources needs from 2018</i></p>
<p>FRA is increasingly asked to undertake research in the fields of information society, privacy and data protection by different institutions at EU level. In addition, FRA has undertaken a joint research initiative with eu-LISA in the field of biometrics, which has served to support eu-LISA's work, and is being requested to collaborate further with this agency and other actors working in this area, including ENISA. However, the FRA's capacity to continue to work on information society, privacy and data protection – linked to the EU's Digital Agenda – is severely limited due to very limited staff resources.</p>	<p><b>1 AD legal expert; 1 CA FG IV computer scientist/engineer</b> (to be able to address the emerging fundamental rights challenges in this field. NOTE: While this field is one of the agency's nine MAF areas, there are currently only 2 staff members allocated full time to this area (1 AD and 1 AST).</p>

## D. Redeployment

Over the past five years, four staff members were reassigned from administrative support functions to strengthen the operational capacity of the agency. Given the size of the agency, there is a limited scope for further re-deployment. However, the agency will continue to seek efficiency gains by inter alia conducting the skills audit, revising its Competency Framework and further simplifying procedures where possible.



## Annex 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. The selection procedures of Temporary Agents under article 2a of the Conditions of Employment of Other Servants follow the Executive Board Decision 2009/3. Both Decisions were adopted following the procedure under Article 110 of the Staff Regulations.

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 AD 5 and Contract Agents at function group IV under direct supervision will contribute to the completion of the above-mentioned tasks and may play a supporting and active role in the development of overall tasks and work.
- 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.

#### 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/SC1 to AST/SC2 for the secretaries and clerks function group (AST/SC)

- AST 1 to AST 4 for the assistants function group (AST)
- AD 5 to AD 8 for the administrators function group (AD).

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.

#### **b. 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.

#### **c. 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 total period of 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.

#### **d. Seconded national experts**

Eight National Experts were seconded to FRA on 30 September 2015 within the FRA's aim to develop active networking and strengthen co-operation with Member States.

## B. Appraisal of performance and reclassification

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

At the time of writing, the 2017 reclassification exercise is ongoing. The reclassification exercise 2016 was finalised in 2017 as per the table below:

Category and grade	Staff in activity at 1.01.2015		How many staff members were promoted / reclassified in 2016		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16	-	-	-		
AD 15	-	-	-		
AD 14	-	1	-	1	4 years 6 months
AD 13	-	1	-		
AD 12	-	3		1	3 years 6 months
AD 11	-	4	-		
AD 10	-	4	-	1	3 years 6 months
AD 9	-	4		1	2 years 6 months
AD 8	-	9		6	4 years 7 months 5 days
AD 7	-	17		1	5 years 3 months
AD 6	-	3	-		
AD 5	-	-	-		
<b>Total AD</b>	-	<b>46</b>	-		
AST 11	-	-	-		
AST 10	-	-	-		
AST 9	-	1	-		
AST 8	-	2	-		
AST 7	-	3	-		
AST 6	-	5		2	8 years 10 months
AST 5	-	8		3	4 years 1 month 20 days
AST 4	-	8	-		
AST 3	-	-	-		
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>74</b>	-		

Table 2 - Reclassification of contract staff

Function Group	Grade	Staff in activity at 1.01.2015	How many staff members were reclassified in 2016	Average number of years in grade of reclassified staff members
CA IV	18	-	-	
	17	-	-	
	16	-	-	
	15	-	-	
	14	4	1	4 years, 3 months
	13	3	-	
CA III	12	-	-	
	11	1	1	3 years, 6 months
	10	1	2	5 years, 3,5 months
	9	8	1	3 years, 9 months and 16 days
	8	5	-	
CA II	7	-	-	
	6	1	1	5 years, 5 months and 16 days
	5	1	1	3 years, 5 months
	4	3	-	
CA I	3	-	-	
	2	-	-	
	1	-	-	
<b>Total</b>		<b>27</b>		

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

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

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

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

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

The outcome of the appraisal exercise also leads to the learning and development plan based on the identified needs in order to cater for career development. A learning and development plan is designed every year based on these specific needs and in line with FRA's strategic priorities and its learning and development policy. The latter integrates the policy on the financial support scheme of studies for its staff members. It is FRA's policy that all staff is given equal access to appropriate training according to the needs and budget availability. In-house, local and external training courses take place as well as e-learning. In 2015 the average number of training days per staff was 5, including language training.

## C. Mobility policy

### Internal mobility

Following the adoption in September 2015 of the new policy on the engagement and use of temporary agents 2(f), each time the agency decides to fill in a vacant post TA 2f, the post may be filled by internal mobility, by mobility between Union Agencies or by external selection procedure. Internal mobility includes internal publication or transfer in the interest of the service. In 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 2016, FRA published two posts through the inter-agency job market.

### Mobility between the agencies and the institutions

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

In 2016, 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.

### Traineeship

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

In 2017 the FRA offered traineeships to 37 trainees.

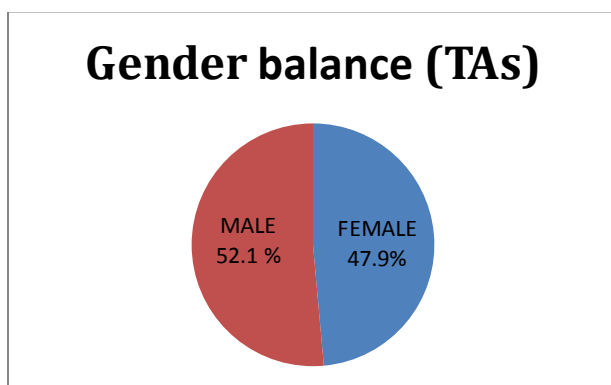
The selection procedure is open and transparent through the publication of a call for applications on the FRA's website. The detailed rules governing the internship programme at FRA may be consulted under the following link: [www.fra.europa.eu/en/about-fra/recruitment/traineeship](http://www.fra.europa.eu/en/about-fra/recruitment/traineeship).

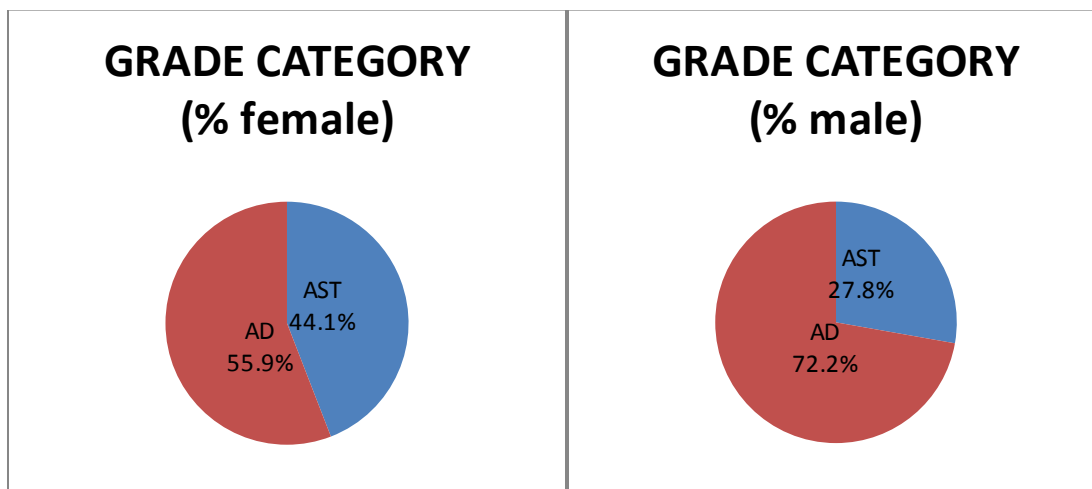
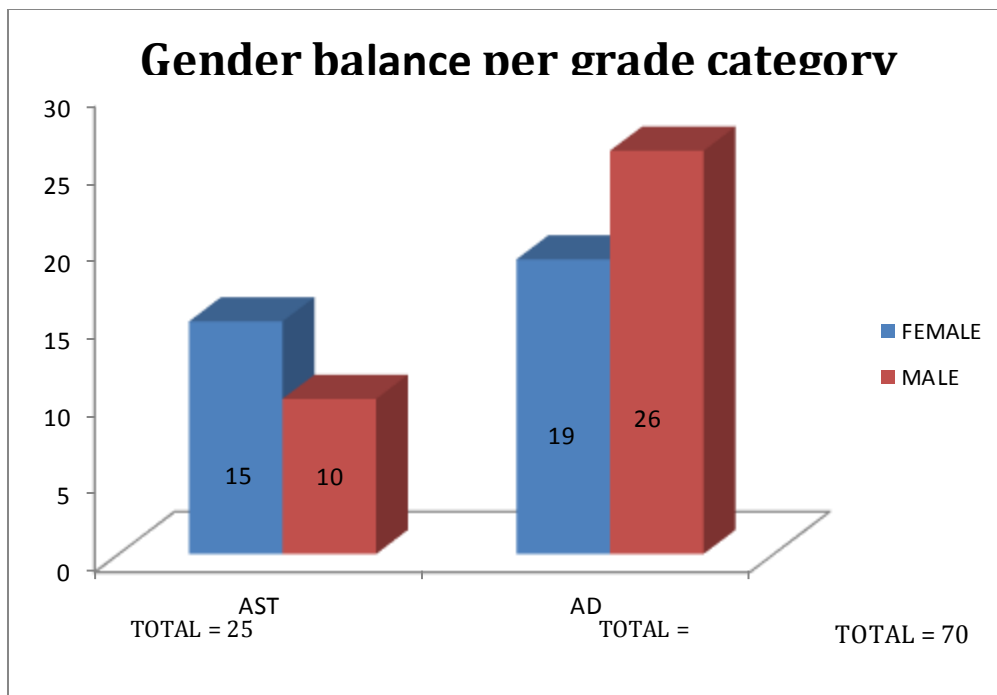
## D. Gender and geographical balance

### Gender balance

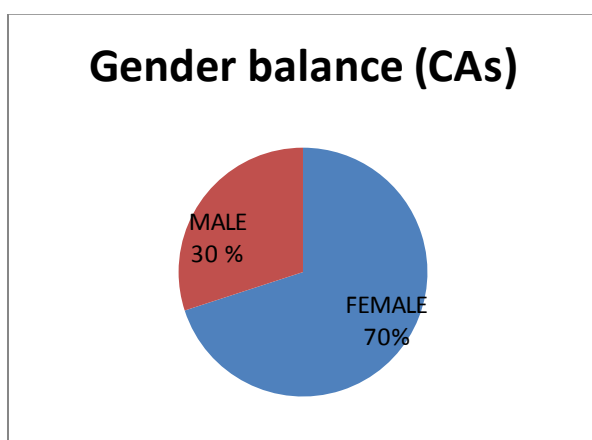
The charts below illustrate the staff breakdown by contract type and function group and the gender balance as of 31 December 2016:

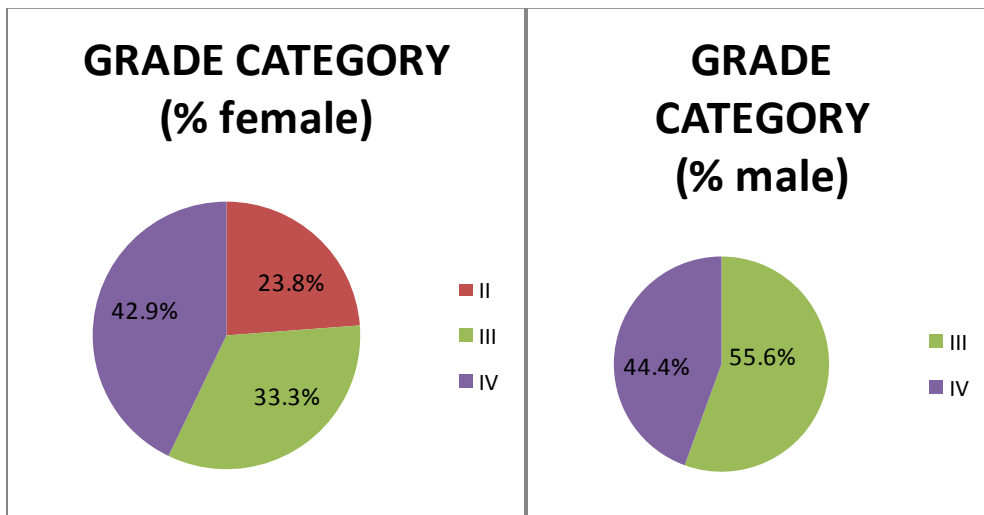
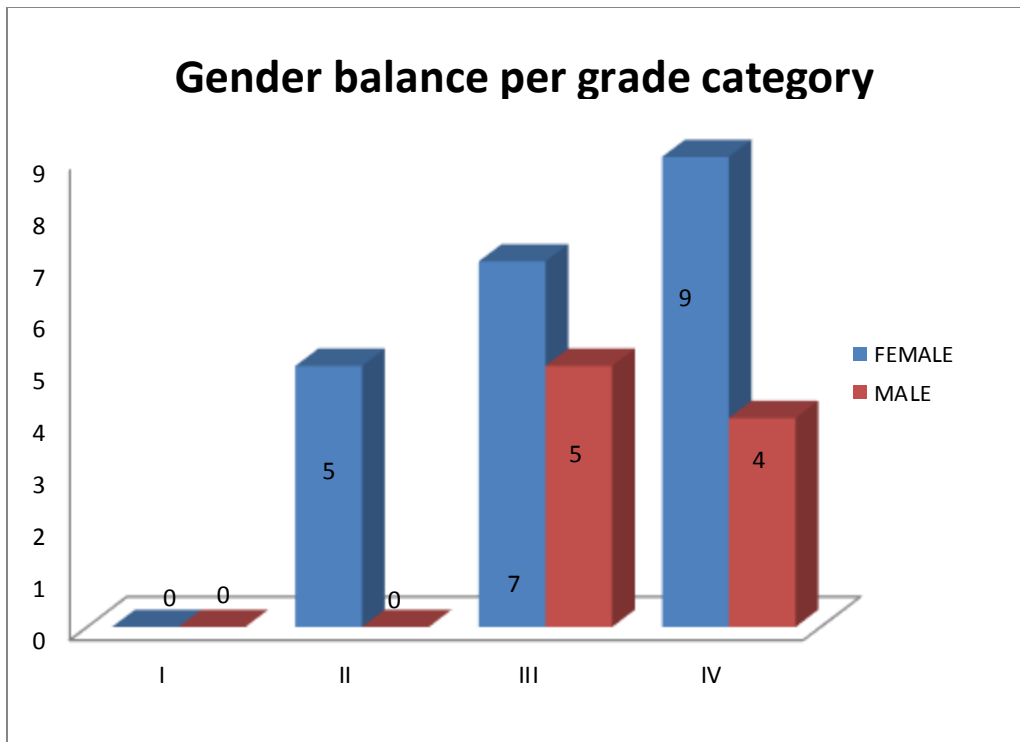
#### i) Temporary Agents:



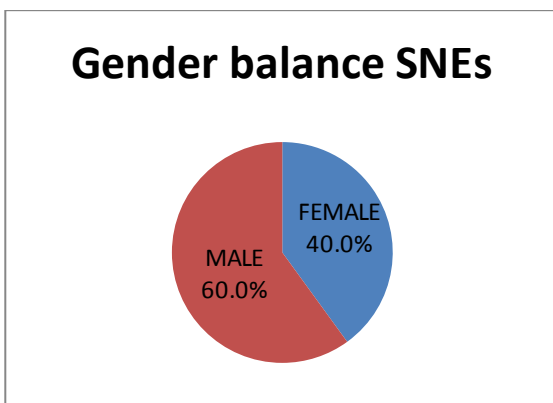


i) Contract Agents:



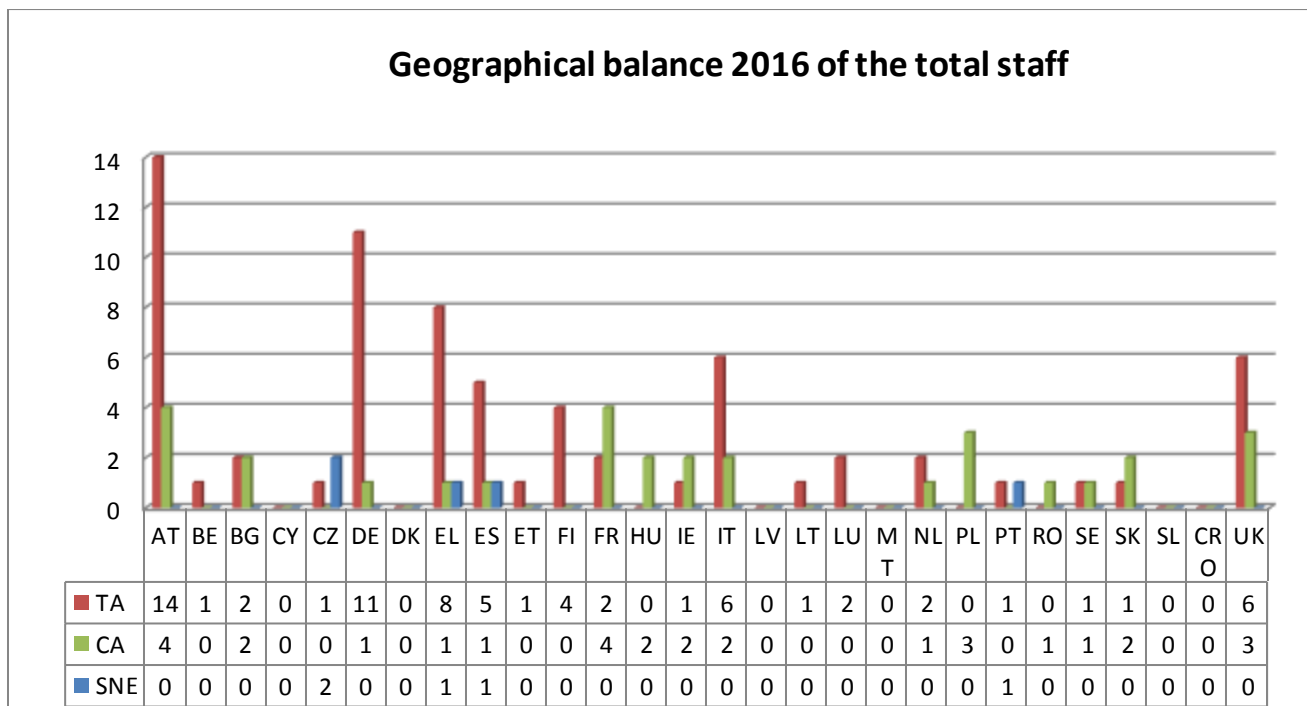


ii) Seconded National Experts (SNEs):



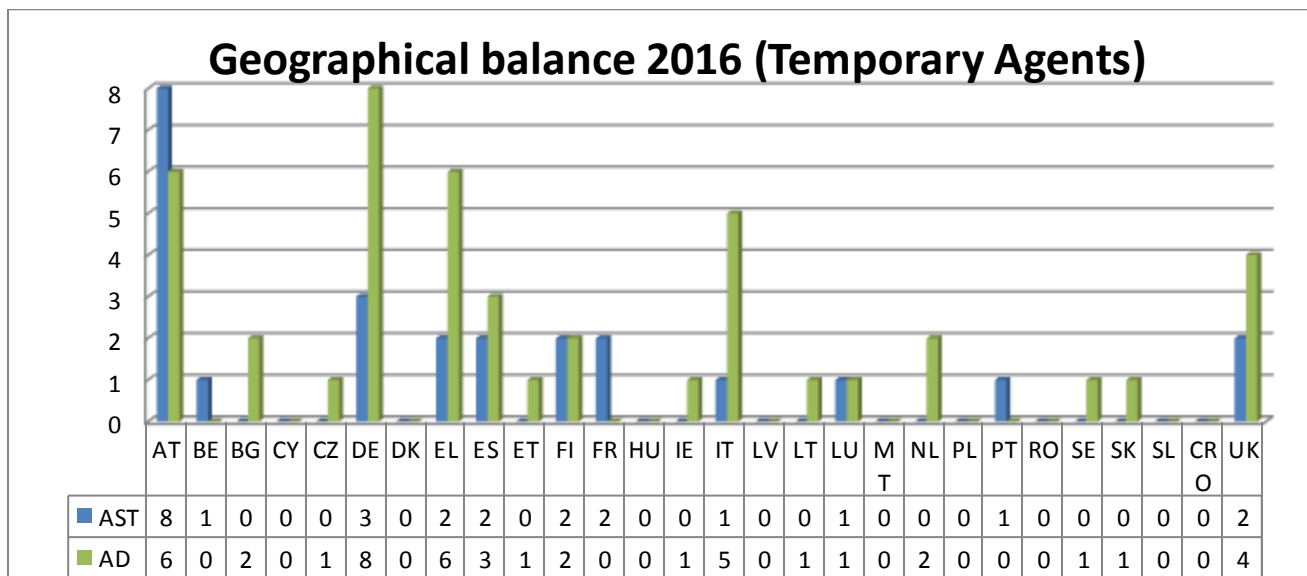
**Geographical balance**

On 31 December 2016, 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.



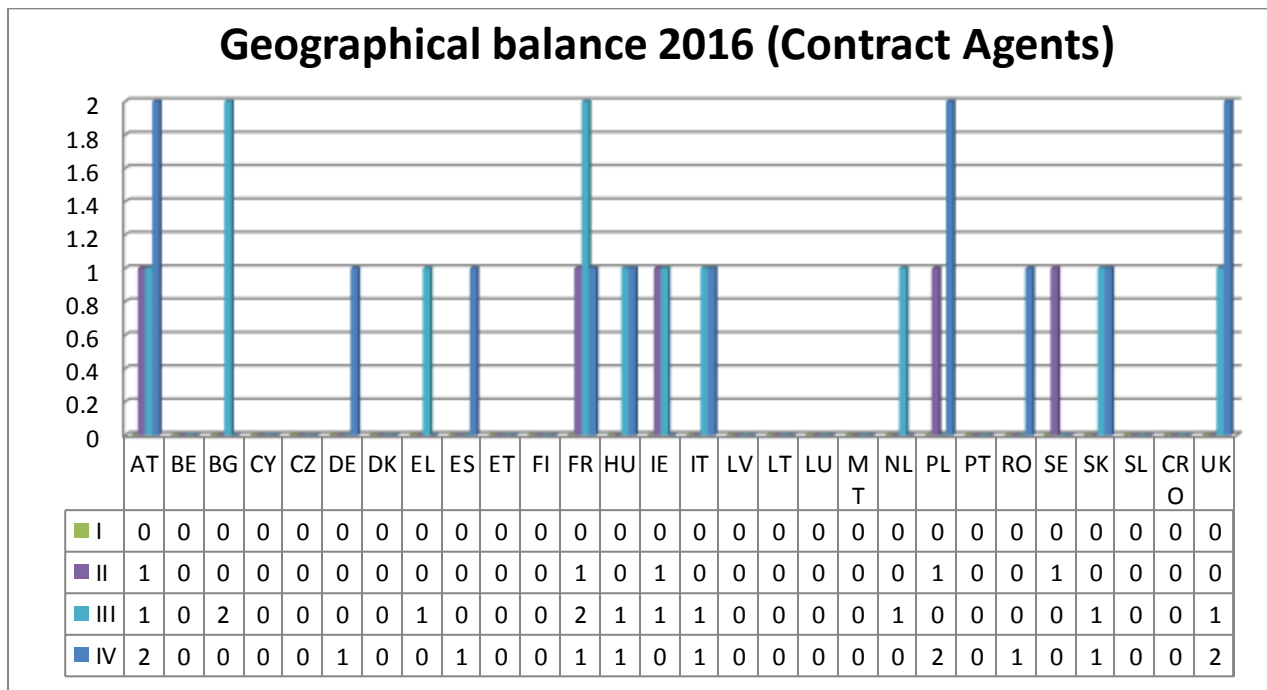
A detailed breakdown per contract type (i.e. temporary agents, contract agents and seconded national experts) and function group is presented below.

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

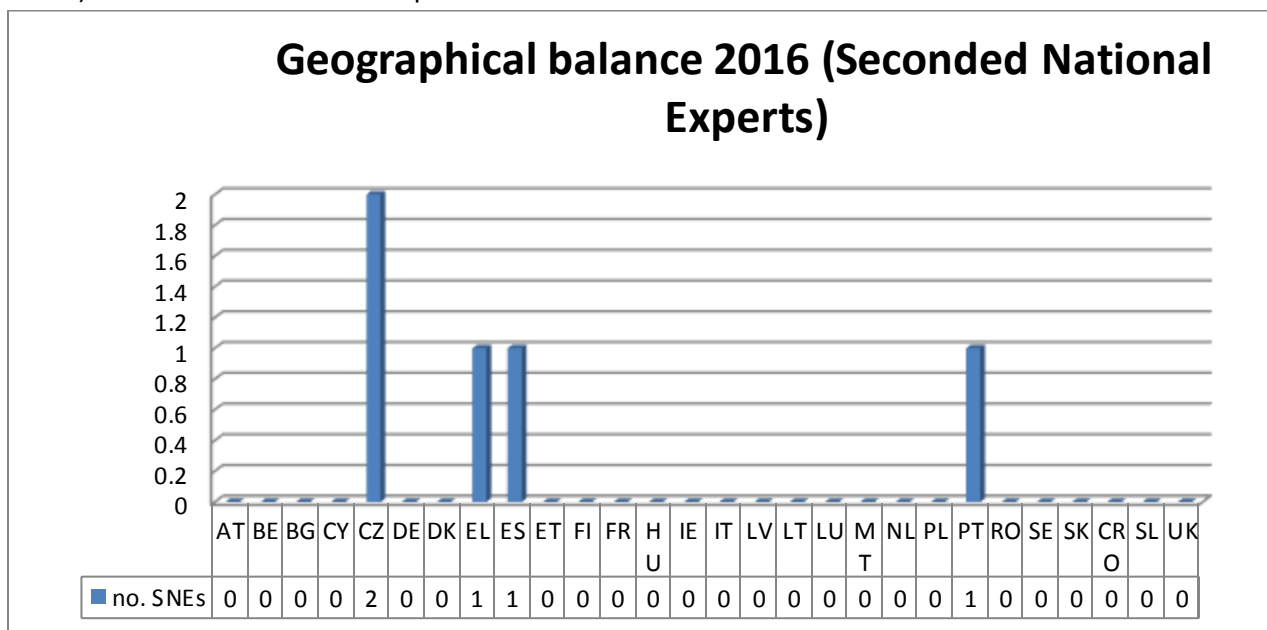




ii) Contract Agents: a total of 15 nationalities as shown below



iii) Seconded national experts: a total of 4 nationalities as shown below



## E. Schooling

Schooling is a key factor in enabling FRA to attract and to retain qualified staff members. In the absence of a European School and a European Section in Austria, the Management Board of the FRA in 2013 revised the two decisions, one regarding childcare facilities costs for pre-school children of FRA staff (MB decision 2013/06) and another one on education costs for children of FRA staff in Vienna or at no greater distance therefrom as is compatible with the proper performance of the staff member’s duties (MB Decision 2013/07). According to these decisions the agency has signed several service level agreements.

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

## Annex V: Building policy

	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 lower end of the average prices in central Vienna areas.
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

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 of the FRA

Evaluation activities aim at assessing the performance and achievements of the programmes, projects, activities or organisation on the basis of a set criteria and indicators, in view of establishing findings and conclusions as well as recommendations for future programming or improvements to the current projects. 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. 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). 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;

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”.

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>16</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>17</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.

<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. 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>17</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.

## A. Ex-ante evaluations

Project title	EU LGBTI Survey 2
Type	Project
Strategic area of operation	Equality
Project description	<p>Improvements in legal and policy frameworks at EU and national level to protect the rights of lesbian, gay, bisexual, trans and intersex (LGBTI) persons are encouraging. The agency will conduct in 2018-19 the second wave of its EU-LGBTI survey, expanding it to cover also intersex persons, in order to collect evidence of how these improvements are experienced by rights holders on the ground. Other EU level statistical data based on surveys on relevant issues disaggregated by sexual orientation or gender identity are not available. The first wave of this survey was carried out by the agency in response to a request of the European Commission in 2012. Some 93,000 LGBT respondents participated, thereby making it the largest survey of its kind. The European Commission, in its List of Actions of December 2015 to Advance Equality for LGBTI people, called on the agency to repeat the survey in 2019. Several EU Member States, convened in the LGBTI governmental focal point network, as well as NGOs representing LGBTI persons have also proposed for FRA to carry out a new survey. In parallel, FRA's EU-LGBT Survey has inspired other national institutions – such as the French national Institute for Demographic Studies (INED) – to design and conduct similar national surveys on LGBT persons, and international organisations such as the World Bank have set out to collect survey data outside the EU. These efforts have not, however, produced data that would allow comparisons between EU Member States as well as forming an overview of the situation at the EU level, in a way which FRA's EU-LGBT survey was able to do.</p> <p>Repeating the survey and extending its scope to collect data also on the experiences and opinions of intersex persons will assist the European Union and its Member States in further strengthening the fundamental rights legal frameworks protecting LGBTI persons as well as developing policies addressing challenges to fundamental rights faced by LGBTI people. Relevant EU legislation and policy areas include the EU directives on employment equality, the Victims' Rights Directive, the Qualification Directive, the Free Movement Directive and the Family Reunification Directive. Furthermore, the survey can identify gaps in safeguarding other fundamental rights of particular relevance to LGBTI people.</p>
Year of origination	2018
Total estimated budget	Budget per year 2018 - € 300,000 - 2019 - €400,000

Project title	Effectively promoting rights, values and freedoms
Type	Project
Strategic area of operation	Commitment
Project description	<p>The agency will organise in 2018 for the second time its Fundamental Rights Forum - a 3-day event bringing together around 400 participants from grass root practitioners to leading European policy makers, civil society, NHRIs, Ombudsmen, Equality bodies, academia, the corporate sector, the arts and FRA bodies. Under the overarching theme of 'belonging' participants will discuss and find innovative 'good practices' to address pressing human rights issues in the European Union including in the context of Europe's '2020 Strategy' and the EU Social Pillar. The Forum aims to inspire a strong human rights compliant EU legislature and bring sustainable fresh thinking to complex problems. Discussions at the Forum will be forward looking, keeping in mind the 2019 elections for a new European Parliament. The Forum will create opportunities to enhance partnerships between rights holders, their communities and institutions, who rarely engage with each other. The perspective of the Forum will also aim at looking at the Union's contribution to UN 2030 Agenda, through which 193 countries, including all EU Member States, have signed up to the UN Sustainable Development Goals (SDGs), The Forum will also be the venue for further follow up of FRA's work in the areas of enabling space for civil society, the arts and human rights, human rights cities, business and human rights and religion and human rights. The outputs of the Forum will be communicated and delivered in effective messages throughout the Forum using modern communication tools delivered together with partners and also using FRA's existing communication channels as well as by strategic (media) partnerships.</p>
Year of origination	2018
Total estimated budget	Budget per year 2018 - €175,000 - 2019 - €250,000

## B. Ex-post evaluations

Project title	Fundamental Rights Forum
Type	Project
Strategic area of operation	Commitment
Project description	<p>The agency will organise in 2018 for the second time its Fundamental Rights Forum - a 3-day event bringing together around 400 participants from grass root practitioners to leading European policy makers, civil society, NHRIs, Ombudsmen, Equality bodies, academia, the corporate sector, the arts and FRA bodies. Under the overarching theme of 'belonging' participants will discuss and find innovative 'good practices' to address pressing human rights issues in the European Union including in the context of Europe's '2020 Strategy' and the EU Social Pillar. The Forum aims to inspire a strong human rights compliant EU legislature and bring sustainable fresh thinking to complex problems. Discussions at the Forum will be forward looking, keeping in mind the 2019 elections for a new European Parliament. The Forum will create opportunities to enhance partnerships between rights holders, their communities and institutions, who rarely engage with each other. The perspective of the Forum will also aim at looking at the Union's contribution to UN 2030 Agenda, through which 193 countries, including all EU Member States, have signed up to the <u>UN Sustainable Development Goals (SDGs)</u>. The Forum will also be the venue for further follow up of FRA's work in the areas of enabling space for civil society, the arts and human rights, human rights cities, business and human rights and religion and human rights. The outputs of the Forum will be communicated and delivered in effective messages throughout the Forum using modern communication tools delivered together with partners and also using FRA's existing communication channels as well as by strategic (media) partnerships.</p>
End year	2018
Total budget	€ 450,000

Project title	Biometric data in large IT borders, immigration and asylum databases				
Type	Project				
Strategic area of operation	Migration				
Project description	<p>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.</p> <p>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.</p> <p>Key stakeholders: EU Member States, EU Institutions and bodies, such as eu-LISA, EASO 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.</p>				
End year	2017				
Total budget	€ 1,101,997				
(budget per year)	<table border="1"> <tr> <td>2017 - €60,000</td> <td>2016 - 20,000</td> <td>2015 - 600,000 €</td> <td>2014 – 421,997</td> </tr> </table>	2017 - €60,000	2016 - 20,000	2015 - 600,000 €	2014 – 421,997
2017 - €60,000	2016 - 20,000	2015 - 600,000 €	2014 – 421,997		

## 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.

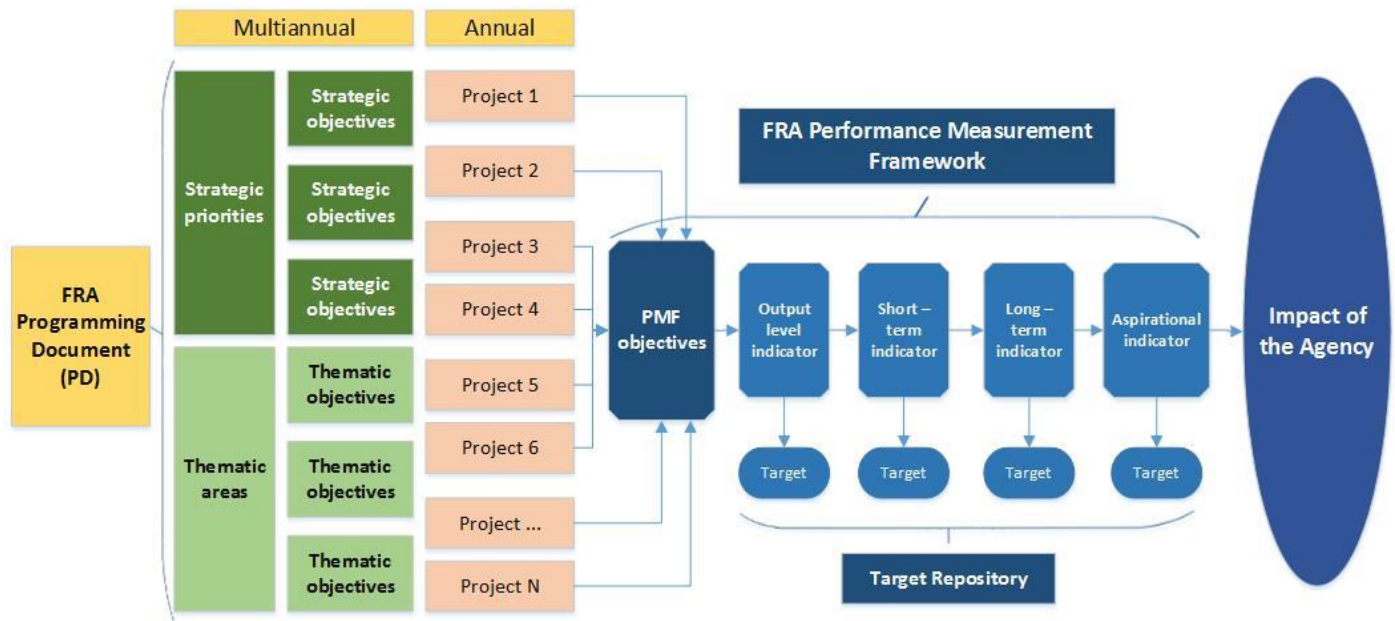


Figure 1: Overview of the link among the Programming Document, Performance Measurement Framework and Target Repository

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 objectives of FRA.

## A. FRA's key performance indicators

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

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



## B. Multi-Annual programming 2018-2020: indicators and targets per objective

The table below contains the relevant indicators and targets identified for each strategic objective illustrated in Section 2 “Multi-Annual Programming 2018-2020”. The indicators are recalled by a code, as explained in the table above.

<b>Priority 1: Identifying trends: collecting and analysing comparable data and evidence</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
1.1) Generating comparable, robust and reliable data and evidence to identify trends in the fulfilment of fundamental rights	I3	I12	I22	I26
	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target:70%	Average target: 50%
1.2) Developing and using fundamental rights indicators to benchmark gaps and achievements	I8	I12		
	Assessed separately for every individual project; 100%	Minimum target:70%		
1.3) Using analysis of data and evidence collected to generate fundamental rights assessments on the implications of mainstreamed policies and interventions at EU and national level	I8	I12	I22	I26
	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target:70%	Average target: 50%
<b>Priority 2: Contributing to better law making and implementation: providing independent advice</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
2.1) Strengthening FRA's role as an independent core actor in informing EU law and policymaking	I1	I12	I21, I22	I26
	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target: 50% (EU level) and Average target: 30% (MS level) Minimum target:70%	Average target: 50%
2.2) Providing, upon request by EU institutions, opinions on the compatibility of legislative proposals with fundamental rights	I2	I12	I21	I26
	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
2.3) Providing fundamental rights advice to EU Member States when they are implementing EU law drawing on FRA expertise and evidence	I1	I12	I24	I27
	Assessed separately for every individual project; 100%	Minimum target:70%	Average target: 30%	Average target: 50%
<b>Priority 3: Supporting rights-compliant policy responses: providing real-time assistance and expertise</b>				
Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
3.1) Strengthening the delivery of real-time advice, assistance and expertise to EU institutions and Member States	I1, I3	I12	I21	I26
	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%

3.2) Informing EU and national authorities on fundamental rights risks in priority areas	I1, I3	I12, I13	I22	I26
	Assessed separately for every individual project; 100%	Minimum target:70% Average target: 75%	Minimum target:70%	Average target: 50%
3.3) Supporting on the ground responses to fundamental rights challenges		I12, I14	I24	I27
		Minimum target:70% Average target: 50%	Average target: 30%	Average target: 50%

**Priority no. 4: Effectively promoting rights, values and freedoms**

Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
4.1) Raising systematically awareness of the need to respect, protect, promote and fulfil fundamental rights in the EU	I11	I16, I20	I21	I31
	Average number: 2	Average target: 50%; Minimum target of media references (agency level): 4	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
4.2) Creating a safe and inclusive space for dialogue with key and new actors to respond pressing human rights challenges and shape critical agendas	I9, I10	I15, I17	I21	I30
	1 at EU level 1 at MS level; Assessed separately for every individual project	Average target: 50% Average number: 2	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
4.3) Ensuring smart communications to maximise the effect of FRA outputs	I6	I17, I18	I21	I30
	Assessed separately for every individual project	Average number: 2 Average target: 50%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%

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

Strategic objectives	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
5.1) Enhancing relevance and impact of FRA evidence and advice on fundamental rights at national and local level	I9	I13	I21	I26
	1 at EU level 1 at MS level;	Average target: 75%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
5.2) Supporting further the strengthening of the capacity of national and local human rights actors	I9, I10	I14	I21	I30
	1 at EU level 1 at MS level; Assessed separately for every individual project	Average target: 50%	Minimum target: 50% (EU level) and Average target: 30% (MS level)	Average target: 50%
5.3) Assisting national authorities in developing data collection to create evidence-based approaches to rights protection and promotion across EU Member States	I3	I12	I22	I29
	Assessed separately for every individual project; 100%	Minimum target:70%	Minimum target:70%	

### C. Annual programming 2018: Indicators and targets per project

The table below contains the list of the multi-annual and new projects described in Section 3 “Work Programme 2018”. For each project, several indicators and the relevant have been identified, in order to assess their achievements and impact.

<b>Area of Activity: Victims of crime and access to justice</b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
A 1.1 Rights of crime victims to have access to justice – a comparative analysis	I1, I3	I12, I13		
	Minimum 5 Desk research and comparative field research	Minimum target: 70% Average target 75%		
A 1.2 Business and human rights: access to remedy improvements	I3, I7	I12, I27		
	1 100	70% 70%		
A 1.3 Responses to ad-hoc requests and fundamental rights emergencies in the area “Victims of crime and access to justice”	I1, I2, I5	I12, I13, I18		
<b>Area of Activity: Judicial cooperation, except in criminal matters</b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
A 2.1 Criminal detention in the EU – conditions and monitoring	I1, I4, I8	I12, I17		
	Minimum: 5 Minimum: 1 per thematic area 2 tools produced	Minimum target: 70% 75%		
A 2.2 Access to a Lawyer and the European Arrest Warrant: application in practice with regard to fundamental rights	I3, I8	I13, I17		
A 2.3 Responses to ad-hoc requests and fundamental rights emergencies in the area of “Judicial cooperation, except in criminal matters”	I1, I2	I12, I13		
	Minimum 5 100% (for opinions requested by Council, EC and EP)	Minimum target: 70% Average target: 75%		
<b>Area of Activity: Information society and, in particular, respect for private life and protection of personal data</b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
A 3.1 Update of the Guide on Preventing Discriminatory Profiling	I1, I5, I9	I12, I15, I17		
	1 at EU level 1 publication	Minimum target: 70% Minimum target 70%		
	1 peer review meeting with experts	Minimum target 70%		
A 3.2 Update of the Handbook on European data protection law	I1, I5	I12, I17, I18		
	Minimum: 3 1 publication	Minimum target: 70% Minimum target: 70%		
		100%		
	I1, I2, I8	I12, I13, I25		

<p>A 3.3 Responses to ad-hoc requests and fundamental rights emergencies in the area of “Information society and, in particular, respect for private life and protection of personal data”</p>	<p>Minimum: 3 100% (for opinions requested by Council, EC and EP) Desk research including sampling strategies, framework and plan</p>	<p>Minimum target: 70% Minimum target: 70% Average target: 7</p>		
<p><b>Area of Activity: Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality</b></p>				
Projects	PMF Indicators’ path and assigned targets			
	Output	Short-term	Long-term	Aspirational
<p>A 4.1 The right to independent living of persons with disabilities</p>	<p>I1, I4, I5, I8, I9, I10 Minimum: 5 Minimum: 3 6 reports: 1 comparative data analysis (including technical report), 4 national case studies (one for each country/research locality) Minimum:2 1 at EU level 5 at MS level Minimum 200 participants</p>	<p>I13, I16 Average target: 70% Average target: 40%</p>	<p>I21 Minimum target: 50%</p>	
<p>A 4.2 Update of the Handbook of European non-discrimination law</p>	<p>I1, I5 Minimum: 5 Minimum: 1</p>	<p>I12, I13 Minimum target: 70% Average target: 75%</p>		
<p>A 4.3 Living in another Member State: non-discrimination and citizenship of the Union</p>	<p>I1, I5 Minimum: 5 1</p>		<p>I21 Average target: 40%</p>	
<p>A 4.4 Participation in the EU Framework to promote, protect and monitor the CRPD</p>	<p>I1, I9 Minimum: 1 Minimum: 2</p>	<p>I12 Minimum target: 70%</p>		
<p>A 4.5 Barriers preventing older people from living independently in the community</p>	<p>I3, I9, I10 Secondary research (desk research) – 28 MSs Primary research (fieldwork) in selected number of EUMSs (min. 8) 1 15</p>	<p>I12 Average: 50%</p>		
<p>A 4.6 EU-MIDIS II</p>	<p>I1, I3, I7, I9, I10 10 2-3 thematic reports produced including data analysis, description and interpretation of results Minimum number of downloads per publication: 500 Average number of downloads for publication: 1000 2 50-100</p>	<p>I13, I15 50% 60%</p>	<p>I25 10</p>	
<p>A 4.7 Measuring the extent of discrimination in the EU through</p>	<p>I1, I8 1</p>			

situation testing	1			
A 4.8 EU LGBTI Survey 2				
A 4.9 Responses to ad-hoc requests and fundamental rights emergencies in the area of "Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality"	I1, I2  Minimum: 5  80%	I13  60%		
<b>Area of Activity: <i>Rights of the child</i></b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
A 5.1 Child well-being and poverty	I3, I6, I8  Desk research analysis of methodologies  Average: 500  1 report	I13, I15  Average target: 75%  Average target: 50% Minimum target: 25%		
	I1, I3, I4, I5, I8, I9, I10  Minimum: 5  Average: 5  Minimum: 1  Minimum: 1  Average: 5  1 at EU level 1 at MS level  Average 20 participants	I13, I15  Average target: 70%  Average target: 50% Minimum target: 25%	I21, I24, I25  Minimum target 50%  Average target: 30%  Average target: 7	
<b>Area of Activity: <i>Integration and social inclusion of Roma</i></b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
A 6.1 Data collection on Roma integration	I1, I3, I5, I7, I8, I10  Minimum: 5  3  2 Focus papers  500  1  100	I12, I13  75%  90%		
	I1, I4, I5, I7, I8  2  15  2 (1 summary report + 1 technical report)  200	I12, I13, I16  75%  90%  100%		

	1 technical report			
	I1, I2, I8, I9, I10		I23, I24, I25	
A 6.3 Responses to ad-hoc requests and fundamental rights emergencies in the area of "Integration and social inclusion of Roma"	10 100% (for opinion requested by Council, EC, EP) 5 1 at EU level 1 at MS level 80 participants		Average target: 30% Average target: 30% Average target: 7	
<b>Area of Activity: Migration, borders, asylum and integration of refugees and migrants</b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
	I1, I2, I5, I7	I12, I13	I23, I25	
A 7.1 Providing fundamental rights expertise in the area of home affairs	Average 5 100% (For opinions by Council, EC, EP) Minimum target: 2 Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000			
	I1, I5	I12	I12	
A 7.2 Severe labour exploitation – workers' perspectives (SELEX II)	Minimum 5 3 (analytical report focus paper and factsheet)	Minimum target: 70%	Average target: 70%	
	I1, I3, I6			
A 7.3 Responding to a fundamental rights emergency – the long-term impact of responses to the 2015 asylum/migration crisis	1 6 EU MS 15 geographical areas 50			
	I1, I6			
A 7.4 Providing fundamental rights expertise to address operational challenges	20 visits to hotspots 5			
<b>Area of Activity: Racism, xenophobia and related intolerance</b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
	I1, I3	I12, I13, I16		
A 8.1 Second FRA survey on discrimination and hate crime against Jews	Minimum: 5 2 reports produced including data analysis, description and interpretation of results (technical report, results report)	60% 50% 50%		
	I1, I5	I12, I13		
A 8.2 Antisemitism: Data collection and analysis	1 1	Minimum target: 70% Average target: 75%		
	I1, I8, I9	I12		

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	2 1 1	60%		
A 8.4 Racism and ethnic discrimination: data collection and analysis	I3, I5 1 1 online database	I12, I13 60% 60%		
A 8.5 Online database on anti-Muslim and anti-migrant hatred	I3, I11 1 online database 2 Secondary research (desk research reports) - 28 EUMSs Online database with unique pool of data available to stakeholders	I13 60%		
A 8.6 Responses to ad-hoc requests and fundamental rights emergencies in the area of "Racism, xenophobia and related intolerance"	I1, I2 5 80%	I13 60%		
<b>Area of Activity: Cross-cutting projects and activities</b>				
Projects	PMF Indicators' path and assigned targets			
	Output	Short-term	Long-term	Aspirational
A 9.1 Annual Reports	I1, I4, I5, I7 Minimum: 5 Minimum: 1 Minimum target: 25 publications 1 Fundamental Rights Report 24 Opinions Fundamental Rights Report in national languages Minimum number of downloads per publication of the national opinions of the Fundamental Rights Report: 50 Average number of downloads: 3000	I12, I13	I25 Average target: 7	
A 9.2 Fundamental rights survey - establishing a EU-wide survey on trends in fundamental rights	I3, I8 Main stage survey data collection initiated in EU-28. Contextual data collected through focus group discussions in seven EU Member States. Summary of pilot results	I13, I15 Minimum: 50% Average target: 50% Minimum target: 25%	I24 Minimum 50%	
A 9.3 EU Fundamental Rights Information System - EFRIS	I9 2 (one expert and one networking meeting)	I12, I13 70% 70%		
A 9.4 Fundamental Rights Forum	I1, I9, I10 2 600 (Forum)	I15, I16, I20 75%	I25	I27
A 9.5 Effectively promoting rights, values and freedoms	I6, I10, I11 250-350 Several 100 Approx. 5	I14, I16 90% 80%		
A 9.5.1 Arts & Human Rights	I9, I10 Approx. 10 Several 100	I15, I16 75% 80%		
A 9.5.2 Media & Human Rights	I6 250-350	I16 80%		

A 9.5.3 Communicating Rights	I1, I4, I9	I16, I17		I26
	5	85%		80%
	10	80%		
A 9.6 Strengthening cooperation with national and local fundamental rights actors: working with communities of support"	I3, I6, I9	I14, I15, I16		
	5	70%		
	600	75%		
A 9.6.1 Promotion of the EU Charter of Fundamental Rights	I3, I10	I15, I18		
	5	75%		
	80	75%		
A 9.6.2 Consultation and cooperation mechanism – National Liaison Officers	I9, I10	I15	I23	
	At least 1 NLOs meeting 23 out of 28 NLOs	70%	Average target: 70%	
A 9.6.3 Consultation and cooperation mechanism – Fundamental Rights Platform	I6, I9, I10	I14, I15, I30		
	400	75%		
	4	75%		
A 9.6.4 Safe and enabling space for civil society promoting fundamental rights	I3, I10	I14, I16		
	2	75%		
	100	75%		
A 9.7 Fundamental Rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions	I5, I6, I7, I10, I11	I14, I15, I16, I20		I30, I31
	Minimum: 1 Average target: 2000	Average target: 50% Min target: 40%		Average target: 50%
	Minimum number of downloads per publication Minimum number of downloads per publication: 500 Average number of downloads per publication: 3000	Average target: 50% Minimum target: 25%		
	Average number of downloads: 3000	Average target: 70%		Average target: 10%
	Average participants: 200	Minimum target of media references (agency level): 4		
	Average number: 2			
A 9.8 Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies	I1, I2, I6, I9, I10	I12, I13	I23	
	Minimum: 15 100% (for opinions requested by Council, EC, EP) Average target: 2000	Minimum target: 70%	Average target: 30%	
	1 at EU level 1 at MS level	Average target: 75%		
	Several hundred			
A 9.9 Promoting the impact of FRA output	I6, I11	I17, I18		
	Average target: 2000			
A 9.10 Production and dissemination of communication products	I5, I6, I11			
	Minimum target: 1 Average target: 2000 Average number: 2			
A 9.11 Performance, Monitoring and Evaluation	I8			
	Minimum: 1			
A 9.12 Bodies of the agency	I9, I10			
	Minimum 10 meetings Quorum (2/3 of members of each body)			



## D. Key performance indicators for the Directors

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

OBJECTIVE	KPI	TARGET
<b>Work programme fully implemented throughout the year and such implementation is reflected in the Annual Activity Report for such a year</b>	Timely submission of the draft Programming document to the Management Board and to the European Commission	<i>December N-2</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/Annual activity report and in particular of the (annual) Fundamental Rights Report, in cooperation with the Scientific Committee	80%
<b>Swift, timely and full use of the financial and human resources allocated by the budgetary authorities</b>	Rate (%) of implementation of Commitment Appropriations	> 95%
	Rate (%) of cancellation of Payment Appropriations	< 5%
	Rate (%) of outturn (Total payments in year N and carry-forwards to Year N+1, as a % of the total EU funding and fee income, where applicable, received in Year N)	> 95%
	Rate (%) of payments executed within the legal/contractual deadlines	> 80%
<b>Timely implementation in the adequacy and effectiveness of internal control systems</b>	Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable')	90%
	Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31st December)	< 5% of total posts
	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</b>	Formal presentations to the European Parliament and Council (incl. its preparatory bodies)	> 4

<b>effective cooperation with the agency's external stakeholders</b>	Country visits to present the agency's work	4
	Number of interviews or mentions of FRA Director in different media outlets	<i>12 in a year</i>
	Cooperation meetings with the agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform)	<i>&gt; 200 bilateral meetings                  &gt; 15 stakeholder meetings at FRA                  1 NLO meeting                  1 major event (Fundamental Rights Forum)                  &gt; 6 visits to EU institutions, bodies and agencies</i>

## Annex IX: Risks Year 2018

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, the first half of 2017 the agency will perform its annual risk assessment exercise which will integrate and complement the present information.

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*I	Action owner	Action (yellow field) (Only if the residual risk still needs to be avoided/reduced/transferred after evaluation of existing controls)
					Financial	Reputation			

### Research and analysis

I1	Difficulties in measuring the impact of agency's at all results' levels	Incapability to develop improvement actions. Criticism from MSs.	Medium 2	Significant 2	Limited 1	Significant 2	Medium 4	All	- Ex-ante and ex-post evaluations are ongoing. - Facilitate the carrying out and implementation of the recommendations that might be released as result of the 2nd independent external evaluation.
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### Management and planning

I1	Increasing number of requests of opinions because of the high reliability of FRA expertise and internal elaboration process, but limited resources or flexibility to provide prompt response.	Loss of confidence in the agency. Political pressure.	Medium 2	Significant 2	Limited 1	Significant 2	Medium 4	All	- Consolidate existing process and introduce timely assessment of resources and flexibility in reallocation of resources.
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## Annex X: Procurement plan Year 2018 (financing decisions)

### Activity 1: Victims of crime and access to justice

#### A 1.1 – Rights of crime victims to have access to justice – a comparative analysis

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 72,000 (1<sup>st</sup> priority)

Budget line: B03610 - Victims of crime and access to justice

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

#### A 1.2 Business and Human Rights

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 250,000 (3<sup>rd</sup> priority)

Budget line: B03610 - Victims of crime and access to justice

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### A 1.3 – Responses to ad-hoc requests and fundamental rights emergencies in the area “Victims of crime and access to justice”

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 15,000 (1<sup>st</sup> priority)

Budget line B03610 - Victims of crime and access to justice

Subject matter of the contracts envisaged: research/promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 28

Indicative timeframe for launching the procurement procedure: throughout the year, as needed

### Activity 2: Judicial cooperation, except in criminal matters

#### A 2.1 – Criminal detention in the EU – conditions and monitoring

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 75,000 (1<sup>st</sup> priority)

Budget line: B03640 - Judicial cooperation, except in criminal matters

Subject matter of the contracts envisaged: research

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

Type of procurement: Service

Indicative number of contracts envisaged: 28

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

#### A 2.2 Access to a Lawyer and the European Arrest Warrant: application in practice with regard to fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 10,000 (3<sup>rd</sup> priority)

Budget line: B03640 - Judicial cooperation, except in criminal matters

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### A 2.3 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Judicial cooperation, except in criminal matters”

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 35,000 (1<sup>st</sup> priority)

Budget line: B03640 - Judicial cooperation, except in criminal matters

Subject matter of the contracts envisaged: research/promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 28-3

Indicative timeframe for launching the procurement procedure: throughout the year, as needed

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

#### A 3.1 – Update of the Guide on Preventing Discriminatory Profiling

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 50,000 (1<sup>st</sup> priority)

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

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### A 3.2 – Update of the Handbook on European data protection law

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 50,000 (1<sup>st</sup> Priority)

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

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

#### A 3.3 – Responses to ad-hoc requests and fundamental rights emergencies 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 2018 amounts to EUR 11,000 (1<sup>st</sup> priority)

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

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

### Activity 4: Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality

#### A 4.1 – The right to independent living of persons with disabilities

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 60,000 (1st priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### A 4.2 – Update of the handbook of European non-discrimination law

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 20,000 (1st priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### A 4.3 – Living in another Member State: Non-discrimination and citizenship of the Union

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 20,000 (1st priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

**A 4.4 – Participation in the EU Framework to promote, protect and monitor the CRPD**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 25,000 (1st priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 3

Indicative timeframe for launching the procurement procedure: throughout the year

**A 4.5 – Barriers preventing older people from living independently in the community**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 550,000 (3rd priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 28 (FRANET contracts in all EUMSs)

Indicative timeframe for launching the procurement procedure: N/A

**A 4.6 – EU-MIDIS II**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 120,000 (1<sup>st</sup> priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: promotion and communication activities, research

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

Type of procurement: service

Indicative number of contracts envisaged: 2 (research) + 3-4 (editing and production)

Indicative timeframe for launching the procurement procedure: 1st-2nd quarter (research); 2nd – 3rd quarter of the year (communication)

**A 4.7 – Measuring the extent of discrimination in the EU through situation testing**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 65,000 (3<sup>rd</sup> priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

**A 4.8 EU LGBTI Survey 2**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 300,000 (1<sup>st</sup> priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: survey

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

**A 4.9 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Equality and discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, or on the grounds of nationality”**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 20,000 (1st priority)

Budget line: B03330 - Equality and discrimination

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

**Activity 5: Rights of the child****A 5.1 – Child well-being and poverty**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 15,000 (1st priority)

Budget line: B03350 - Rights of the child

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

**A 5.2 – Responses to ad-hoc requests and fundamental rights emergencies in the area of "Rights of the Child"**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 25,000 (1<sup>st</sup> priority)

Budget line: B03350 - Rights of the child

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 6

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

**Activity 6: Integration and social inclusion of Roma****A 6.1 – Data collection on Roma integration**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 900,000 (1st priority)

Budget line: B03360 - Integration and social inclusion of Roma

Subject matter of the contracts envisaged: research

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1-3, we will contract either still 2017 or 2018 up to two senior statistical experts for supporting the implementation of the project

Indicative timeframe for launching the procurement procedure: last quarter of 2017

**A 6.2 – Local engagement for Roma inclusion**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 85,000 (1st priority)

Budget line B03360 - Integration and social inclusion of Roma

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

**A 6.3 – Responses to ad-hoc requests and fundamental rights emergencies in the area of "Integration and social inclusion of Roma"**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 10,000 (1st priority)

Budget line: B03360 - Integration and social inclusion of Roma

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

**Activity 7: Migration, borders, asylum and integration of refugees and migrants****A 7.1 Providing fundamental rights expertise in the area of home affairs**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 330,000 (1<sup>st</sup> priority)

Budget line: B03220 - Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 28

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

**A 7.2 Severe labour exploitation – workers' perspectives (SELEX II)**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 30,000 (1<sup>st</sup> priority)

Budget line: B03220 - Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

**A 7.3 - 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 2018 amounts to EUR 50,000 (1<sup>st</sup> priority)

Budget line: B03220 - Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 8

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

**A 7.4 Providing fundamental rights expertise to address operational challenges**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 60,000 (1<sup>st</sup> priority)

Budget line: B03220 - Migration, borders, asylum and integration of refugees and migrants

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

Indicative timeframe for launching the procurement procedure: 1st 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 2018 amounts to EUR 90,000 (1st priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

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

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 5,000 (1st priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

**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 2018 amounts to EUR 20,000 (1st priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 200,000 (3<sup>rd</sup> priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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



Type of procurement: service

Indicative number of contracts envisaged: 29

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

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

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 30,000 (1<sup>st</sup> priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 2

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

#### **A 8.6 – Responses to ad-hoc requests and fundamental rights emergencies in the area of “Racism, xenophobia and related intolerance”**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 20,000 (1<sup>st</sup> priority)

Budget line: B03311 - Racism xenophobia and related intolerance

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

### **Activity 9: Cross-cutting projects and activities**

#### **A 9.1 – Annual Reports**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 430,000 (1<sup>st</sup> priority)

Budget line: B03700 - Annual report

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 28

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

#### **A 9.2 – Fundamental rights survey – establishing a EU-wide survey on trends in fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 1,740,000 (1<sup>st</sup> priority)

Budget line: B03701 - Research and data collection

Subject matter of the contracts envisaged: survey – Fieldwork data collection (EUR 1,730,000)

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Budget line: B03620 - Access to justice

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

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### **A 9.3 – European Fundamental Rights Information System (EFRIS)**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 100,000 (1<sup>st</sup> priority)

Budget line: B03701 - Research and data collection

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: works

Indicative number of contracts envisaged: 1

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

#### **A 9.4 – Fundamental Rights Forum**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 450,000 (1<sup>st</sup> priority)

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 contract  
 Type of procurement: service  
 Indicative number of contracts envisaged: 1  
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year

#### **A 9.5 – Effectively promoting rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 175,000 (1<sup>st</sup> priority).

##### **A 9.5.1 Arts & Human Rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 90,000 (1<sup>st</sup> priority)

Budget line: B03711 - Communication and awareness-raising  
 Subject matter of the contracts envisaged: promotion and communication activities  
 Type of contract: direct contract  
 Type of procurement: service  
 Indicative number of contracts envisaged: 1  
 Indicative timeframe for launching the procurement procedure: 4th quarter of the year

##### **A 9.5.2 Media & Human Rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 40,000 (1<sup>st</sup> priority)

Budget line: B03711 - Communication and awareness-raising  
 Subject matter of the contracts envisaged: promotion and communication activities  
 Type of contract: direct contract  
 Type of procurement: service  
 Indicative number of contracts envisaged: 1  
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year

Budget line: B03711 - Communication and awareness-raising  
 Subject matter of the contracts envisaged: promotion and communication activities  
 Type of contract: direct contract  
 Type of procurement: service  
 Indicative number of contracts envisaged: 1  
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

##### **A 9.5.3 Communicating Rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 45,000 (1<sup>st</sup> priority)

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 contract  
 Type of procurement: service  
 Indicative number of contracts envisaged: 1  
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

#### **A 9.6 Strengthening cooperation with national and local fundamental rights actors: working with communities of support**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 295,000 (1<sup>st</sup> priority)

##### **A 9.6.1 Promotion of the EU Charter of Fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 140,000 (1<sup>st</sup> priority)

Budget line: B03711 - Communication and awareness-raising (EUR 100,000)  
 Budget line: B03701 - Research and data collection (EUR 40,000)  
 Subject matter of the contracts envisaged: promotion and communication activities  
 Type of contract: direct contract  
 Type of procurement: works  
 Indicative number of contracts envisaged: 3  
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

##### **A 9.6.2 Consultation and cooperation mechanism – National Liaison Officers**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 40,000 (1<sup>st</sup> priority)

Budget line: B03802 - Consultation mechanisms  
 Subject matter of the contracts envisaged: promotion and communication activities  
 Type of contract: specific contract based on an existing framework contract  
 Type of procurement: service

Indicative number of contracts envisaged: 1

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

#### **A 9.6.3 – Consultation and cooperation mechanism – Fundamental Rights Platform**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 85,000 (1st priority)

Budget line: B03802 - Consultation mechanisms

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

#### **A 9.6.4 – Safe and enabling space for civil society promoting fundamental rights**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 30,000 (1st priority)

Budget line: B03701 - Research and data collection (EUR 15,000)

Budget line: B03711 - Communication and awareness-raising (EUR 15,000)

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

#### **A 9.7 – Fundamental rights promotion through FRA conferences in cooperation with EU Presidencies and other institutions**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 50,000 (1st priority)

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 contract

Type of procurement: service

Indicative number of contracts envisaged: 3

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

#### **A 9.8 – Providing fundamental rights advice and expertise to EU institutions, agencies and other bodies**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 100,000 (1st priority)

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 contract and Service Level Agreements with EU institutions

Type of procurement: service

Indicative number of contracts envisaged: 28

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

#### **A 9.9 – Promoting the impact of FRA output**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 360,000 (1st priority)

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 contract

Type of procurement: service

Indicative number of contracts envisaged: 5

Indicative timeframe for launching the procurement procedure: Throughout the year

#### **A 9.10 – Production and dissemination of communication products**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 115,000 (1st priority)

Budget line: B03711 - Communication and awareness-raising

Subject matter of the contracts envisaged: research

Type of contract: specific contract based on an existing framework contract, direct contracts

Type of procurement: service

Indicative number of contracts envisaged: 28

Indicative timeframe for launching the procurement procedure: throughout the year

#### **A 9.11 – Performance, Monitoring and Evaluation**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 0

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 9.12 – Bodies of the agency**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 250,000 (1<sup>st</sup> priority)

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: 13

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

#### **A 9.13 Complementary data collection and other activities to support evidence based advice for stakeholders**

The overall budgetary allocation reserved for procurement contracts in 2018 amounts to EUR 00

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 contract

Type of procurement: service

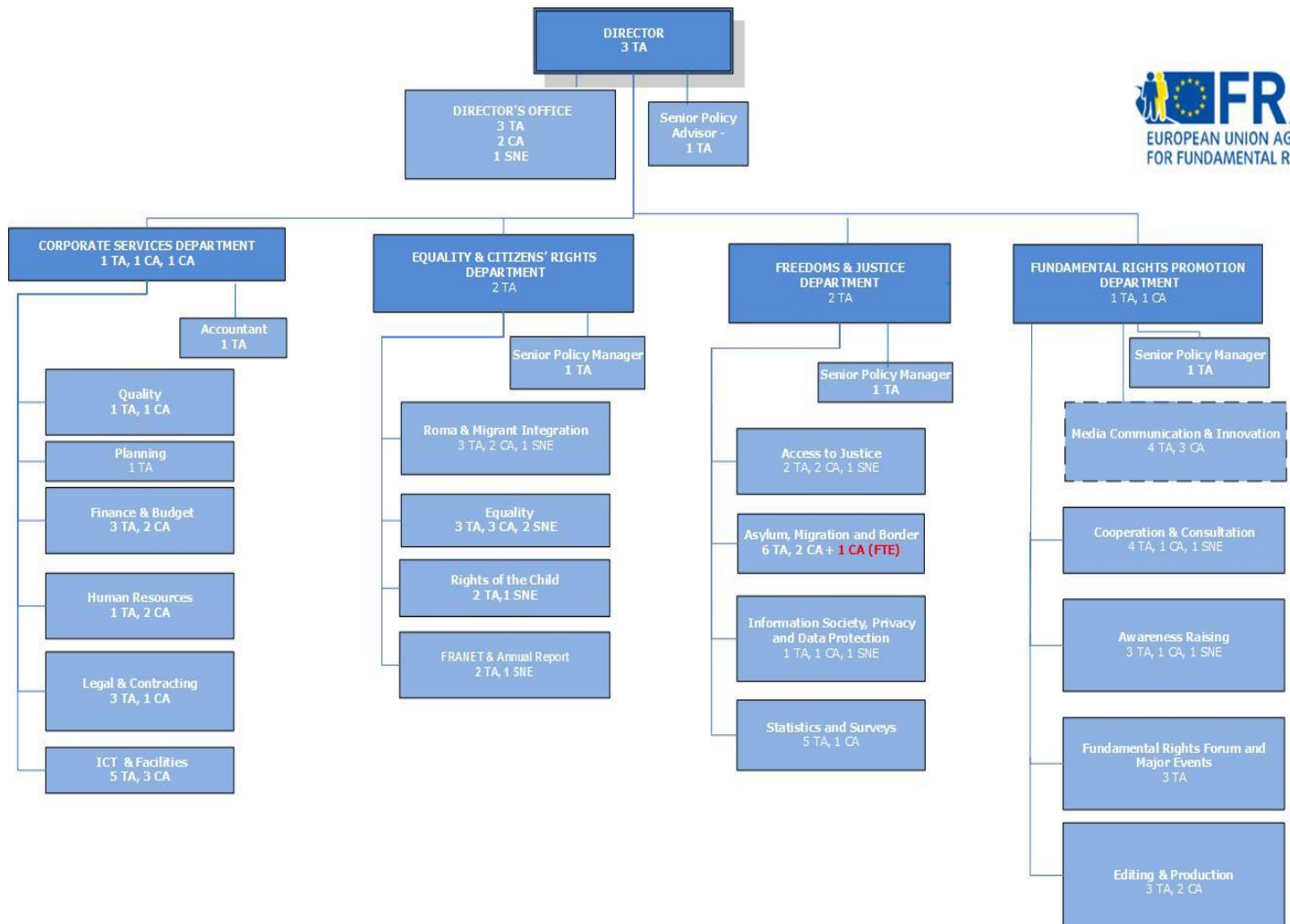
Indicative number of contracts envisaged: 1

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

## Annex XI: Organizational chart

Organisational structure:

The structure of the agency at 31.12.2017 is composed of the Director's office and five departments as shown below:



## Annex XII: Support activities

### Corporate Services

#### Accounting

Description of the activity in 2018				
Objectives	Outputs	Indicators	Targets	Expected results
Prepare and keep the 2018 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 2017 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 2017 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 2017 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.	- All payments executed correctly within 3 working days of being signed by the Authorising Officers.	<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 2018				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	0	0	1
Budget available	€20,000			

#### Information Communication Technology & Facilities

The ICT and Facilities (ICTF) sector is within the Corporate Services department and it provides the underlying ICT & Facilities infrastructure and services to the agency. It is responsible for the provision and management of the ICT infrastructure, datacentre, ICT applications and systems. It also covers facilities services that include building maintenance, security and reception services.

Description of the activity in 2018				
Objectives	Outputs	Indicators	Targets	Expected results
To ensure proper execution of Title II	- Timely execution of Title II commitments (approx. 100 transactions) and payments (approx. 250 transactions)	<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 excluding planned maintenance periods	% of ICT systems uptime	99,99 %	99,99%

To ensure timely responses on ICT & Facilities requests as foreseen in the related procedures	Timely delivery of ICT & Facilities services	% of requests to be delivered in accordance with the foreseen procedures timelines	97%	97%
To ensure all ICT change requests are authorised	- Delivery of ICT change requests	- % of authorised change requests	- 100%	- 100%
To decrease the environmental footprint of the agency	- Reduce energy and heating consumption	% reduction on energy and heating consumption	5% reduction	5% reduction
<b>Resources for the activity in 2018</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	4	5	0	9
<b>Budget available</b>	€2,401,932			

### Finance and Budget & Legal and Contracting

The Finance and Budget and the Legal and Contracting sectors provide service-oriented financial services, ensure 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 sectors produce 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 enter the actual number of hours worked per project. This resource allocation is consistent with the agency's priorities and pre-defined objectives, and ensures a common framework for planning, budgeting, monitoring and reporting.

<b>Description of the activity in 2018</b>				
<b>Objectives</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Targets</b>	<b>Expected results</b>
To maintain high level of financial 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	- monthly execution reports	- Number of days between the end of the month and the publication of the report	- <15	- 7
Increase efficiencies and productivity in the financial circuits	- paperless workflows	- time required for the completion of each financial workflows	- reduced by 10%	- initially reduced by 5%
Increase efficiencies and productivity in the procurement circuit	- enhance of local systems for the management of tenders and contracts	- time required for the completion of each procurement procedure	- reduced by 10%	- reduced by 10%
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	- >80% of the mission claims and invoices from the travel agency are paid within the 30 days deadline.	Missions orders approved on time. 90% of the mission claims and invoices from the travel agency are paid within the 30 days deadline
<b>Resources for the activity in 2018</b>				

Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	5	3	-	8
Budget available	€2,700			

1 Figures are estimated based on previous years

### Quality Management

The Quality Sector coordinates the implementation of the FRA Quality Management System and ensures its continual improvement. In this context the main responsibilities are: Risk management, process design, liaison with the Internal Audit Service, compliance checks and continuous monitoring on the implementation of the internal controls and the necessary corrective and preventive actions.

Description of the activity in 2018				
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%
Adoption and introduction of the new internal control framework, check for compliance. Assessment of full compliance with ISO 9001 Standards.	Gap analysis	Assessment of compliance (% estimate)	90% compliance with the new ICS framework. 90% compliance with ISO.	90% 90%
Annual risk management and effective preventive measures	Annual risk assessment exercise and adoption of the risk register.	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 2018 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 2018				
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 evaluating FRA objectives and activities in accordance with EU standards as well as based on stakeholders' needs - to enhance agency's performance, accountability and learning. 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 – Performance, Monitoring and Evaluation).

Description of the activity in 2018				
Objectives	Outputs	Indicators	Targets	Expected results
To strengthen all Planning processes and integrate tools by timely drafting and delivering the relevant key documents	- Programming documents 2019-2021 - Programmatic note 2020	- Nr. of FRA programming documents submitted to the MB	- PD 2019-2021 is adopted by Dec. 2017 - Programmatic note 2020 is drafted by May 2018	- Programming documents timely are approved by MB and submitted to EC
	- 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 Monitoring & Evaluation 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 2018	- 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 2017
To strengthen the project management of FRA projects and activities	- Intervention logic of FRA projects and activities	- Nr. of logframes elaborated	- All new projects in 2018 are provided with the relevant logframe	- All FRA projects are based on a consolidated logical framework incl. objectives, outputs etc,
To ensure FRA stakeholders 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 2018-2020	- Stakeholder inputs are taken into account during the entire PMER cycle
To enhance the Reporting tools of the agency and ensuring their timely delivery	- Consolidated Annual Activity Report 2017	- Nr. of Consolidated annual activity report	- 1 CAAR	- CAAR is timely prepared and adopted by the MB in May 2018
	- 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 2018				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	1	-	-	-
Budget available	N/A			

Human Resources

The aim is to provide high quality and modern human resources and legal services, and to create and sustain a pleasant and appreciative working environment.

Description of the activity in 2018				
Objectives	Outputs	Indicators	Targets	Expected results

Deliver top class HR services	Fulfilment of the establishment plan and the non-statutory positions	-Average statutory staff occupancy rate -Rate of recruitment procedures launched/successfully completed	- 90%	- >80%
	Implementation of the 2018 L&D plan and yearly evaluation report	- % of completion of the L&D plan - Evaluation results	- >90%	- >80%
	2018 appraisals and 2018 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 litigations	- 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 litigations within the statutory deadlines	Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements	Smooth and timely handling of cases while at the same time in compliance with the regulatory requirements
	Optimisation of HR IT systems	- Optimisation rate	- Smooth running of HR IT systems -Implementation of 2018 SYSPER plan	- Smooth running of HR IT systems -Implementation of 2018 SYSPER plan
	Follow-up of the wellbeing survey 2017	% of implementation of 2018 activities	>90% annual plan implemented	- 80%
Developing and monitoring HR policies including social dialogue	- Number of HR policies developed/revised - Number of meetings ensuring social dialogue	- % of adoption of policies - Average time consumed - 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 2018 budget title I - Drafting 2019 budget title I	- % of budgetary execution - % of completion of draft 2019 budget title I	>95%	- 95%
Implementation of the Equality and Diversity Strategic Action plan 2016-2020	- Prioritisation of 2018 activities	- % of implementation of the annual plan	>90% annual plan implemented	- 80%
Running the internships and study visitors programmes	- Smooth running of programmes in compliance with the regulatory framework	- Average occupancy rate	- 90%	- 90%
<b>Resources for the activity in 2018</b>				
<b>Human resources</b>	Temporary agents	Contract agents	Seconded National Experts	Total
	2	4	1	8
<b>Budget available</b>	N/A			

**Director, Director’s Office and Secretariat for the Bodies of the agency**

Please find the key performance indicators (KPI) and targets for the director in Annex VIII on pages 163 and 164.

The Director’s Office supports the Director in day-to-day administration, in representing the agency externally, and in ensuring that the agency’s overall objective and related tasks, set out in the founding Regulation, are achieved efficiently and effectively and in accordance with the multi-annual strategic priorities defined by the Management Board of the agency.

The Director’s Office also serves as the secretariat for the other Bodies of the agency, i.e. the Management Board (MB), the Executive Board (EB) and the Scientific Committee (SC). This activity concerns the support to the effective functioning of the Bodies, including its working groups, as well as the organisation of the periodic meetings of MB, EB and SC. It includes the translation and interpretation costs associated with the MB and EB.

Description of the activity in 2018				
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	4	Increased awareness of FRA and its findings 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	Effective cooperation with 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 and its findings 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 in Vienna	≥ 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 awareness of FRA and its findings
	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 team meetings	- Number of internal meetings organised - Management Team 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
Support effective functioning of the Management Board	- 2 MB meetings - Decisions of the MB	- Number of MB decisions - Number of participants in each meeting	- 95 % of the decisions adopted - Quorum (2/3 of all members) in order to take MB decisions	- 100 % of the decisions adopted - 95 % of all members
Support effective functioning of the Executive Body	- 4 EB meetings - Decisions of the Executive Board - Proposals submitted to the MB	- Number of EB decisions - Number of proposals accepted by the MB - Number of participants in each meeting	- 95 % of the decisions adopted - 95 % of the proposals accepted - Quorum (3 members) in order to take EB decisions	- 100 % of the decisions adopted - 100 % of the proposals accepted - 95 % of all members
Support effective functioning of the Scientific Committee	- 4 SC meetings - Opinions of the Scientific Committee	- Number of reports reviewed - Number of participants in each meeting	- 95 % of the reports reviewed - Quorum (2/3 of all members) in order to adopt the SC opinions)	- 100 % of the reports reviewed - 95 % of all members
<b>Resources for the activity in 2018</b>				
Human resources	Temporary agents	Contract agents	Seconded National Experts	Total
	7	2	1	9
Budget available	250,000			