

SINGLE PROGRAMMING DOCUMENT

2024 - 2026

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FOREWORD

This overview of forthcoming work of the European Union Agency for Fundamental Rights (FRA) comes at a time when the very notion of fundamental rights is being directly challenged. The Russian invasion of Ukraine highlights how easily fundamental rights can be swept aside, and how quickly vulnerability can follow. Beyond the intolerable practices resulting from this invasion, we are witnessing other important phenomena, that, together, suggest we live in a moment of existential significance for the wellbeing and sustainability of our societies.

The ever-expanding and visible dangers of climate change, the largest displacement of persons since World War II combined with looming economic recession and rising inflation, reverberations of conflicts outside Europe being felt inside the EU - these crises have impacted us all, but it is the most vulnerable in our societies that continue to feel the repeated and compounded effects.

FRA collects unique empirical evidence that is not otherwise gathered at Member State and EU level, and that in turn allows for the identification of areas of rights violations, vulnerabilities, and unmet need. In 2024, the Agency will collect data and analyse findings from its joint survey with EIGE on violence against women, as well as looking at incidents of violence and related human rights abuses experienced by women who have fled Ukraine to the EU. Yet another project will explore violence perpetrated against people with disabilities in institutions. We will publish results from our third LGBTI survey, disaggregate data from our survey on immigrants and their descendants and finalise results from our third antisemitism survey. We will launch the next round of our Roma survey.

Some of FRA's projects in 2024, particularly in respect of AI, digitalisation and due diligence illustrate the Agency's adaptability and willingness to tackle new and emerging issues. We will continue to provide expertise and technical assistance to EU institutions, Member States, and other partners, such as national human rights institutions, equality bodies and international organisations.

The Agency will seek innovative and engaging ways of communicating and promoting fundamental rights obligations, including through sharing of good practices, e-learning toolkits, social media campaigns, our '10 keys to effectively communicating rights', and high-level events with senior officials at EU and national level, and civil society.

The question of engaging the multiple challenges outlined above, while preventing the side-lining of human rights, is one that is preoccupying us all, from leaders to policy-makers to young people striving to make a difference. We look forward to discussing this question, and many others, at the 2024 Fundamental Rights Forum, set to take place on 11-12 March 2024, in Vienna.

Whatever our response, it must be a product of cooperation between partners, a reinvigoration of the belief in the efficacy of human rights, and a commitment to the rights-holder they exist to serve.

FRA will continue to play our part, by identifying human rights breaches, providing evidence-based expertise, and raising awareness of the obligations of the European Union and its Member States. We will continue to act as a champion of the non-negotiable nature of human rights.

Michael O'Flaherty

Director

GENERAL CONTEXT

The year 2024 will mark the beginning of a new legislature (2024–2029), when a new European Parliament will be elected and a new European Commission will be sworn in. Preparations for the strategic agenda and political priorities of the EU institutions in that legislature will have started in earnest in 2023. These preparations will undoubtedly have been conditioned by the fallout of a number of crises that had and will continue to have a profound impact on fundamental rights, and on the activities of the Agency. These crises include, but are not limited to, the long-term societal impact of the Covid-19 pandemic, Russia's war of aggression against Ukraine, increasing poverty caused by spiralling energy costs and high inflation, and the climate emergency. Whereas these crises will and do affect the population of the EU as a whole, people in situations of vulnerability are likely to feel their impact the most. In 2024, the Agency will therefore be called upon to deliver robust, reliable and timely evidence, expertise and assistance to the EU and its Member States in a turbulent social, economic and political environment.

The outbreak of the Covid-19 pandemic in 2020 profoundly affected the EU and its Member States, with much attention since put on a fair and inclusive recovery by the EU and its Member States. In 2022, the Russian invasion of Ukraine resulted in millions of people being displaced externally and seeking protection in the European Union. It also contributed to rising inflation including steep increases in energy prices which seriously impact on a range of fundamental social and economic rights of many people in the EU. The Russian aggression against Ukraine also gave a new impetus to EU enlargement, with Moldova and Ukraine becoming candidates for accession to the EU, and the European Council calling for the acceleration of the accession process for candidate countries from the Western Balkans. Respect for the rule of law and fundamental rights are important areas of reform in the accession process.

The Agency's Single Programming Document 2024–2026 responds to changes in the policy environment while remaining firmly rooted in the priorities of the EU institutions and in areas of the Agency's comparative advantage. The Agency's current human and financial resources enable it to engage on the following priorities of the European Commission for the period 2019–2024, which build on the EU Strategic Agenda for 2019–2024 agreed by the European Council:

- A Europe fit for the digital age, in particular as regards embedding fundamental rights in the digital transformation;
- A climate-neutral, green, fair and social Europe; increasing the EU's resilience against both natural and man-made disasters;
- An economy that works for people, in particular as regards the continued recovery from the COVID-19 pandemic, the challenges presented by rising inflation and energy prices and the implementation of the European Pillar of Social Rights Action Plan;
- Promoting our European way of life, in particular as regards the Migration and Asylum Package and the Security Union, including in light of the impact of the Russian invasion of Ukraine as regards the temporary protection provided to millions in the EU;
- A new push for European democracy, in particular as regards building a Union of equality and questions pertaining to promoting democracy, the rule of law and respect for fundamental rights.

The Single Programming Document 2024-2026 includes activities which the Agency conducts to meet requests for data and evidence from EU institutions, and in response to technical assistance and capacity building needs in EU Member States.

The Agency's large-scale quantitative surveys provide unique data on key fundamental rights issues that is otherwise not collected at the Member State and EU level, and which directly address key elements of the EU institution's priorities, which has resulted in requests from the European Commission for the Agency to undertake enhanced data collection and to repeat surveys at short intervals.

In 2023, the Agency published results from its survey on immigrants and their descendants, and in 2024 it will publish results from its third survey on antisemitism. In 2024, FRA will analyse data and jointly publish selected findings from its joint survey with EIGE on violence against women. In parallel in 2024, the Agency will undertake analysis of survey research it conducted in three Member States on violence and related human rights abuses against women who have fled the Russian invasion of Ukraine who are now resident in the EU. 2024 also sees FRA analysing data from the Agency's third LGBTI survey. FRA's survey research provides empirical and typically unique evidence to support EU institutions and Member States, with respect to key policy processes and accompanying action plans – covering policy priorities relating to equality, social rights, hate crime, antisemitism, victims' rights, and violence against women, to name only some examples.

The Agency will continue its focus on fundamental rights in the digital age, ensuring that rights apply online as they do offline. In 2024, the Agency will follow-up on its research findings on online content moderation, with a focus on online hate speech, which enabled the Agency to further deepen its evidence base and expertise in this area, and supported the European institutions' work in areas related to the Digital Services Act. 2024 also sees the Agency engaging further in research on artificial intelligence (AI). FRA will research the use of remote biometric identifiers in the field of law enforcement, which will explore uses of AI that can be considered as high risk with respect to fundamental rights. FRA will also carry out research on the assessment of high-risk AI with a view to informing policy implementation on AI. FRA will publish its results on data protection authorities' experiences with

implementing the GDPR. In 2024, FRA will also undertake research on the fundamental rights implications of the digitalisation of justice, and will further disseminate its existing research findings on procedural rights, cross-border judicial cooperation in criminal matters and victims' rights, to support the ongoing legislative and policy process in the EU in this area.

The Agency remains involved in fundamental rights issues of border management, migration, integration and refugee protection. FRA will continue to react quickly to effectively address fundamental rights challenges in this area, as the level of requests for the Agency's support and expertise from Member States, EU institutions and agencies has increased steeply in this area – as reflected in EU law, MoUs and working arrangements with FRA. More broadly, the Agency will also support a fundamental rights-compliant implementation of the Pact on Migration and Asylum. Moreover, the Agency participates in the Commission's Migration Preparedness and Crisis Blueprint meetings, where key actors, including Member States and relevant EU agencies, exchange information on a weekly basis to ensure situational awareness and better preparedness, as well as effective governance and timely response.

FRA is also expected to provide opinions on fundamental rights issues when Member States implement EU legislation, provide advice to the European Commission when developing impact assessments or future legislative proposals, support the implementation of EU strategies and action plans, and assist to address fundamental rights challenges on the ground. Cooperation with JHA agencies such as Frontex, EUAA and eu-LISA is well-established. The broadened mandates of JHA agencies - including new fundamental rights responsibilities - has and will continue to result in requests to FRA to strengthen their capacities in the area of fundamental rights. For example, FRA's membership in the fundamental rights guidance boards for VIS (Visa Information System) and ETIAS (European Travel Information and Authorisation System) will deepen relations with eu-LISA and Frontex, and FRA's input to the EU Innovation Hub for Internal Security, hosted at Europol, will increase over the coming period. In turn, FRA will also develop relations with the European Labour Authority (ELA), with respect to synergies on labour exploitation, and – throughout 2024 – will continue to work closely with EIGE with respect to a joint publication and related activities stemming from the agencies' survey on violence against women.

In parallel to its data collection, the Agency provides expertise and technical assistance to EU Member States, for example in the framework of the European Union High Level Group on combating hate speech and hate crime, as well as in the framework of the High Level Group on Non-Discrimination, Equality and Diversity, and the High Level Group on Access to Data for Law Enforcement Purposes.

The Agency will continue to support the European Commission and Member States in fulfilling and reporting on the 2020 EU Roma Strategic Framework for Equality, Inclusion and Participation and the related Council Recommendation. In 2020, the Roma Working Party developed a portfolio of indicators linked to Roma equality and inclusion objectives. FRA's statistical data collected through large-scale surveys on Roma across several Member States are used by the Commission and the Council when formulating Country Specific Recommendations in the context of the European Semester. In parallel, the Agency will further develop its work which started in 2023 on fundamental social and economic rights aspects of social protection in light of the recent inflationary pressures, particularly on lower income groups and especially as regards rising energy costs in housing and transport. It will also deliver on its statutory tasks as a member of the EU monitoring framework for the Convention on the Rights of Persons with Disabilities, which was the first international human rights instrument acceded to by the EU itself. Relating to EU accession to international human rights treaties, in 2024 FRA will continue its research and consultation exercise into legal, policy and operational implications of the expected EU accession to the European Convention on Human Rights and Fundamental Freedoms, for FRA's work, which began in 2023.

To support the EU strategic priority to build a climate-neutral, green, fair and social Europe, the Agency will pursue its ongoing work on environmental protection, supporting rights-compliant environmental and climate policies, including policies on the green transition. The principle of policy coherence will guide FRA's work in this area to support policies that take account of both environmental and climate commitments and fundamental rights obligations at the European and international levels.

In the area of business and human rights, and corporate due diligence, the Agency will expand its work to respond to EU institutions' requests for support and input, and to remain agile in reacting to legal and policy developments relating to company law. Legislative measures of particular note include the Sustainable Finance Disclosure Regulation, the Non-Financial Reporting Directive, Corporate Sustainability Reporting Directive and proposed Corporate Sustainability Due Diligence Directive, several of which make provision for a role for FRA.

At the end of 2020, the European Commission adopted a new strategy on the effective application of the EU Charter of Fundamental Rights. The reinforced Strategy boosted attention to fundamental rights as a horizontal obligation for the Union and Member States and put focus on the actors who have a key role in applying the Charter at the national level. The Agency will continue to contribute to the various strands put forward in the Strategy, in particular by working with national stakeholders and legal practitioners to enhance the use of the Charter, proactively disseminating its tools and training materials, and by supporting capacity-building related to the Charter.

FRA will continue providing expertise to the development or updates of online courses by the Human Rights Education for Legal Professionals (HELP) Programme of the Council of Europe. Since 2015, HELP courses cover the Council of Europe and the EU legislation including the EU Charter on Fundamental Rights and case law. Jointly produced handbooks by the FRA, the European Court of Human Rights and relevant Council of Europe entities continue to be used as key references for related HELP courses. In

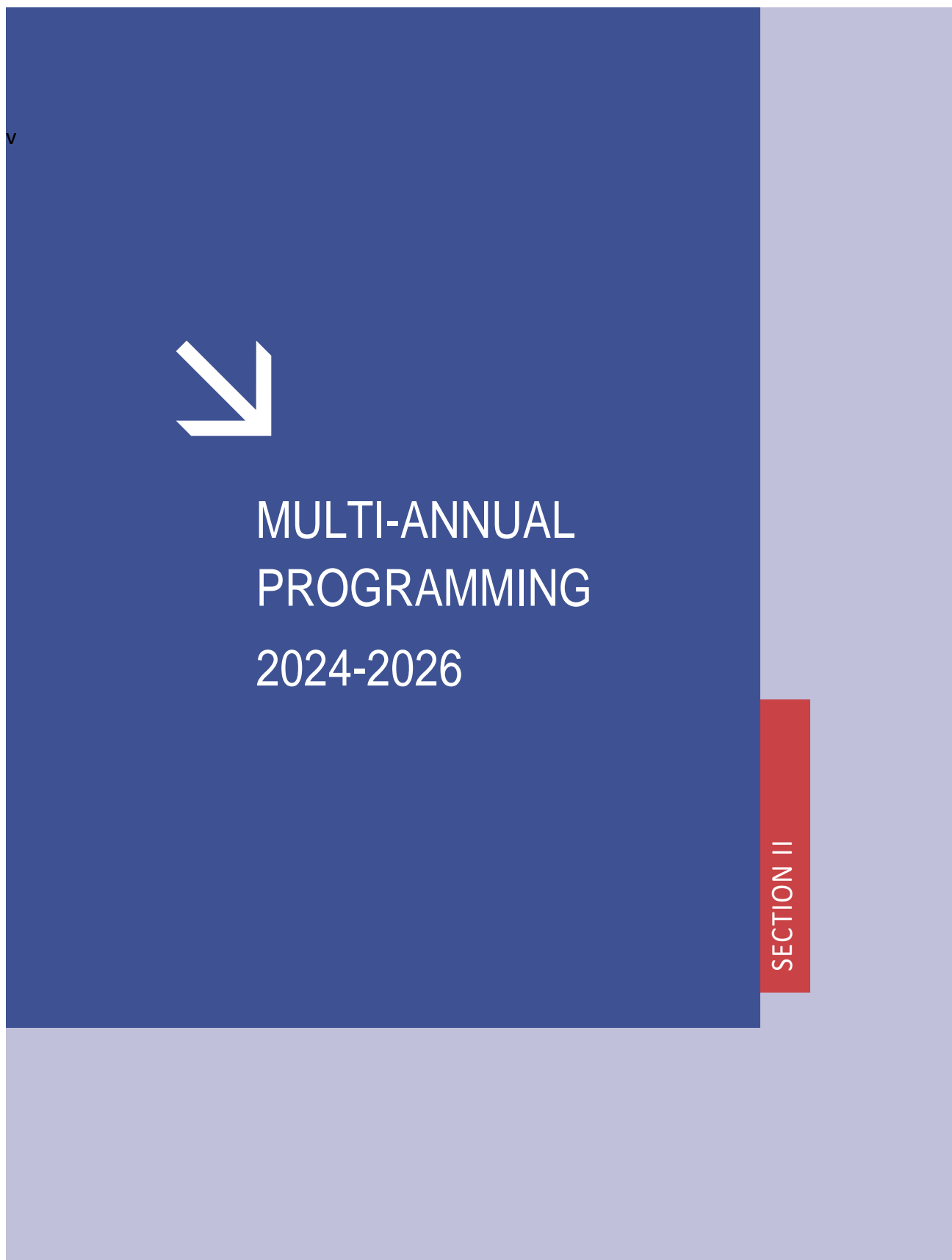
2024, the Agency continues working on a new legal Handbook, together with the Council of Europe, on Cybercrime, which is aimed at lawyers and judges - for publication in 2025, and will work on updating its legal Handbook on Access to Justice.

Since 2020, the European Commission has published an annual rule of law report, while other EU institutions continue to give focussed attention to rule of law issues. The Agency is referred to by EU policy and law makers as an important source of information on fundamental rights aspects of the rule of law and will continue to provide a submission to the Commission's rule of law report drawing on the European Union Fundamental Rights Information System (EFRIS) and data in its own area of competence. The Agency will continue to support fostering a rule of law culture at national level by cooperating with the Commission, civil society and national authorities in organising rule of law dialogues in Member States, on the basis of the Commission's annual rule of law report. It will also continue its support to protecting the civic space in the EU including by drawing attention to issues of freedom of association, assembly and expression in a focus chapter of its 2024 Fundamental Rights Report.

In 2021, the EU strengthened the fundamental rights accountability of its funding instruments by introducing new horizontal 'enabling conditions' for eight major EU funds. These 'enabling conditions' include the "effective application and implementation of the Charter of Fundamental Rights" and the "implementation and application of the United Nations Convention on the Rights of Persons with Disabilities" and must be fulfilled throughout the preparation, implementation, monitoring, reporting and evaluation of EU funded programmes. In 2022, the Agency carried out research on this new conditionality and in 2023 it published a report on the role of independent fundamental rights bodies (such as NHRIs, Equality Bodies, Ombudsperson etc.) and of civil society organisations specialized on fundamental rights in the application of the new fundamental rights conditionality. In 2024, the Agency will, based on the findings of its evidence and its report, provide assistance to national bodies with a fundamental rights remit in monitoring the fulfilment of the enabling conditions. This work is closely coordinated with the European Commission, as well as with the European networks of NHRIs and Equality Bodies ENNHRI and Equinet.

In a time when information moves around digitally at an unprecedented speed, the Agency will continue to develop effective, agile and appropriate communication activities to demonstrate 'why' fundamental and human rights are universal and required. It will seek to further modernise its communications to ensure that FRA's findings and data reach relevant target audiences as well as the broader public. The overall goal is to communicate timely and effectively FRA's findings and analysis to enable the Agency's stakeholders to develop and implement policies, strategies and action plans to protect and fulfil fundamental rights in the EU. With the rise of disinformation and corresponding decline in civic engagement, the Agency will also seek to develop narratives on the enduring importance of human rights, emphasising their relevance in contemporary EU and global contexts. Ultimately, the legitimacy of fundamental rights depends on public consent and support.

Finally, the Agency takes an active part in the Justice and Home Affairs (JHA) Agencies network. The JHA agencies' joint response to addressing the implications for the EU of the Russian invasion of Ukraine in 2022 illustrated the agencies' close cooperation to support Member States in critical times. In this network, FRA supports an annual exchange on the implementation of the Charter of Fundamental Rights by the various JHA agencies. FRA will in 2024 prepare for its chairing of the network in 2025 together with the current trio chairmanship of CEPOL, EUAA and eu-LISA (which runs from 2022-2024)



MULTI-ANNUAL PROGRAMMING 2024-2026

FRA's multi-annual programming is based on the Strategic plan for 2023-2028, which was adopted by the Agency's Management Board in May 2023.

FRA's vision, strategic priorities and objectives are based on its role and mission as defined in its amended founding regulation. Building on the approach adopted for the previous programming period and past achievements, they ensure continuity while taking into account future fundamental rights challenges facing Europe, the agency's mandate, operational context, and available resources. This approach will maximize the coherence, synergies, efficiency, and effectiveness of the Agency's delivery mechanisms, ensuring that FRA can provide a strategic and operational response to future challenges.

Extensive consultations were conducted in order to gather input on FRA's priorities for 2023-2028 and prepare the strategy. The consultations encompassed online surveys, focus groups, and interviews, and approximately 350 individuals from various organizations contributed their input. These organizations included the European institutions, other EU agencies, international organizations, national authorities, fundamental rights bodies, civil society organizations, FRA staff, and others.

VISION

FRA envisions a future in which everyone in the EU is treated with dignity and is able to fully enjoy their fundamental rights and freedoms.

FRA will continue to fulfil its role as the EU's independent centre of excellence for fundamental rights, providing support to the EU institutions and Member States in developing and implementing legislation and policies in accordance with the Charter of Fundamental Rights of the European Union

FRA's strategy for 2023–2028 consists of **three** strategic priorities supported by **ten** strategic objectives.

STRATEGIC PRIORITIES



- 1. Support the upholding of fundamental rights standards in the development of new EU laws and policies**
- 2. Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies**
- 3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision**

STRATEGIC PRIORITY**1. Support the upholding of fundamental rights standards in the development of new EU laws and policies****STRATEGIC OBJECTIVE****1.1 Produce information on fundamental rights issues and trends by collecting and analysing robust, reliable and comparable data and evidence on the state of the respect, protection and fulfilment of fundamental rights across the Union**

In 2023–2028, among other core functions, FRA will continue to research fundamental rights in the EU. More precisely, it will continue to collect and analyse objective, reliable and comparable information and data on the situation with regard to respect, protection and fulfilment of fundamental rights across the Union and emerging trends. Among other things, this will involve populating fundamental rights indicators with relevant data. Particular emphasis will be put on fieldwork research through large-scale quantitative surveys and qualitative research, especially in areas where there is limited comparable research. The research will be mainly sociolegal, encompassing legal analysis, use of secondary source material and empirical data collection. This makes it possible to analyse fundamental rights issues and trends over time and inform policymakers. FRA will adopt an intersectional approach to the research in priority thematic areas and improve the efficiency of the research processes. The agency could also seek to lower the minimum age for people to take part in its surveys (while respecting all principles of child protection), and to communicate these findings among young people.

FRA will explore – including in cooperation with other EU agencies and key partners – new areas where it is necessary to collect data about fundamental rights across EU Member States, to inform policymaking. A number of new developments and challenges were identified, including pressures on democratic principles, climate change, and challenges to fundamental rights in the economic and societal spheres, especially to the rights of people in vulnerable situations. Since emerging risks and issues are more complex, there is much to be done to develop the capacity internally and jointly with other EU agencies and partners to collect and analyse comparable data and evidence from across the EU Member States. Linked to this, there is a need for improved disaggregated data, for example by age groups and specific vulnerabilities. FRA will explore potential synergies with other EU agencies and partners to collect robust and reliable evidence. Work also needs to still be undertaken to explore the use of big data for the identification of trends. FRA has recently begun to address this.

STRATEGIC OBJECTIVE**1.2 Produce information on fundamental rights issues and trends by collecting and analysing robust, reliable and comparable data and evidence on the state of the respect, protection and fulfilment of fundamental rights across the Union**

FRA's analysis of data and evidence will also continue to support the European Commission's regular reporting to the European Parliament and the Council of the European Union on the development of EU law and policy. The data and evidence that FRA gathers could be used to support ex post and ex ante (or 'upstream') assessments of how certain courses of action will potentially affect the upholding of fundamental rights standards. Likewise, there is a role for the agency to play in providing technical assistance and capacity building as well as in advising on the application of the fundamental rights conditionality when disbursing EU funds.

FRA will enhance its capacity to respond to requests from EU institutions for independent and evidence-based expertise and opinions on fundamental rights aspects of new EU legislative proposals. This would support the upholding of high fundamental rights standards in EU policies and legal acts. The Agency has over time consolidated its role as independent actor in informing EU law, drawing on the evidence gathered through its research work and expertise. Looking ahead, FRA will issue opinions and conclusions in line with its competences as laid down in Article 3 of its founding regulation.

FRA must also be able to react to short-term developments and crises, and provide advice, information and opinions on a short-term ad hoc basis. FRA already has considerable experience conducting fieldwork research and providing evidence-based advice in crisis situations. Recent examples, include FRA's work in highlighting the fundamental rights aspects of the COVID-19 pandemic and the consequences of the Russian war of aggression against Ukraine. This crisis response mode has become more and more important and is likely to remain so in the future.

STRATEGIC OBJECTIVE

1.3 Carry out research and foresight studies on fundamental rights issues and future challenges to help EU institutions and Member States anticipate threats to the enjoyment of fundamental rights and help them to promote fundamental rights resilience.

In 2023–2028, FRA will further develop its strategic foresight capacity in selected areas where it is undertaking research and data collection, to support policymakers' efforts to better anticipate future developments rather than simply reacting to them. By doing so, it will help EU institutions and Member States anticipate threats to (and identify opportunities for) the enjoyment of fundamental rights and help them to promote fundamental rights resilience.

In addition to large-scale surveys, FRA has an impressive track record of qualitative research on a wide range of topical fundamental rights issues, leading to over 30 publications in 2022 alone. The outputs range from a report on the fundamental rights implications of the Russian war of aggression against Ukraine to a guide to preventing unlawful profiling. This research output provides important information to EU and national policymakers, and others working in the fundamental rights field, and is a key function that will be continued in the future.

FRA is part of existing foresight structures within the EU and has contributed to the strategic foresight processes of the European Commission in 2023. However, there is a need to develop this capacity further in the coming years. If possible, that should involve other EU agencies and partners, particularly in relation to the new challenges that are apparent in the fundamental rights field. FRA can embed elements of foresight into selected areas of its work – encompassing the seven megatrends referred to in this document - where it has developed, and is developing, a body of knowledge and expertise through its research.

STRATEGIC PRIORITY

→ 2. Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies

STRATEGIC OBJECTIVE

2.1 Support the implementation of EU laws and policies with advice, opinions, research and real-time assistance to EU institutions, Member States and other stakeholders

FRA will continue to offer assistance and expertise on fundamental rights issues to EU institutions and Member States acting in fields covered by EU law. Providing independent, targeted options and assistance on fundamental rights – at the request of EU institutions or Member States – and analysing the practical implementation of laws in Member States are increasingly important tasks for FRA. By pursuing this action, it will help EU institutions and Member States ensure full compliance with fundamental rights, in line with Article 2 TEU.

FRA already has considerable experience in conducting fieldwork research and providing legal analyses of fundamental rights. It will also continue to map comprehensively the practical implementation of EU law and provide legal analyses of key fundamental rights areas of competence, and on other issues at the request of EU institutions. The agency's sociolegal approach, assessing the implementation of law from the perspective of the experiences of rights holders and duty bearers, has proved instrumental in identifying key fundamental rights concerns. In 2023–2028, FRA will continue to systematically promote this approach in its work for EU institutions.

Providing targeted fundamental rights expertise to EU Member States is likely to become a more regular feature of FRA's work. This could range from direct assistance to Member States through to advisory support on fundamental rights issues in the context of sharing experience across the EU, alongside targeted support related to capacity building on monitoring and evaluation practices, and the development of practical tools. Given the agency's financial and human resources, this engagement will need to be carefully targeted to those areas where FRA's input can have most impact

STRATEGIC OBJECTIVE

2.2 Support the integration of the fundamental rights perspective in the application of relevant laws and policies at the EU and national levels

FRA will make renewed efforts to help Member States to integrate the fundamental rights perspective in national measures in the fields covered by EU laws and policies. The need to mainstream fundamental rights principles is nowhere more apparent than in relation to some of the new challenges, such as climate change, digital transformation and the use of new technologies, as well as in socioeconomic affairs. In these areas, where deemed relevant, a priority for FRA will be to contribute to ensuring that measures taken to address new challenges include appropriate fundamental rights standards and considerations. It will also continue to support the implementation of fundamental rights requirements by providing timely and accurate information on the enjoyment of fundamental rights and the impacts of EU law and policies on fundamental rights.

In this connection it should be noted that FRA has been tasked in recent years with additional responsibilities under specific EU instruments, which sets out a duty for the Agency to provide input. FRA obviously welcomes this development, which enhances its potential to fulfil its mission. At the same time, it must be observed that the growing responsibilities have not been matched with an increase in the agency's resources. As long as this is the case, FRA faces an even greater need to set priorities. It must also ensure that it retains enough flexibility to prevent a situation in which it is unable to respond to any new task.

STRATEGIC OBJECTIVE

2.3 Assist the EU Institutions and Member States with the implementation of practical measures to address fundamental right risks and challenges that may arise in fields covered by EU laws and policies and to support rights-based approaches in EU Law and policy

FRA's presence on the ground, including field missions to Member States, facilitates the provision of real-time advice to EU and national stakeholders concerning fundamental rights challenges. Providing regular and timely information that the agency collects can directly and immediately affect the promotion and protection of fundamental rights on the ground.

FRA will promote awareness of and access to available resources (such as studies, handbooks and training materials, several of which are available in a number of EU languages) and develop new tools and training material to assist EU institutions and Member States find practical solutions to challenges.

The agency will also enhance its strategic work with civil society organisations, including through the Fundamental Rights Platform, to discuss and help address the civic space challenges on the ground.

STRATEGIC PRIORITY

3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision

STRATEGIC OBJECTIVE

3.1 Promote fundamental rights at the EU and Member State levels of fundamental rights by raising awareness amongst rights holders and duty bearers

Fundamental rights are basic rights and freedoms that belong to everyone in the EU. FRA will work alongside EU institutions and Member States in promoting this message. A key focus in the next programming period will be on young people, in addition to people in vulnerable situations, Roma, minorities and other target groups of right holders already mentioned. FRA's communication strategy will be key to this action. It will further tailor its communication strategy to target audiences and raise awareness of fundamental rights

issues among its stakeholders. These include policymakers, those responsible for implementing fundamental rights (national and local authorities, agencies, law enforcement organisations, etc.), multipliers (such as journalists, educators, businesspeople, and figures in sports and entertainment) and civil society. The agency will continue to plan awareness-raising and communication activities and initiatives, in close cooperation with other fundamental rights players where applicable, to improve support and understanding of fundamental rights among its stakeholders, especially young people.

STRATEGIC OBJECTIVE

3.2 Develop research methods and tools on fundamental rights, including benchmarking, assessment, due diligence tools and human rights indicators

FRA will utilise state-of-the-art robust research methods and tools to advance research on fundamental rights issues.

FRA has done much pioneering work in research methodologies and the analysis of fundamental rights data. FRA'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)).

In 2023–2028, the agency will also further develop its work on developing and applying fundamental rights benchmarks and indicators, which are useful tools for identifying operational priorities and assessing performance. Furthermore, a key consideration during 2023–2028 will be to link FRA's work on indicators to those used in the context of EU processes – such as the Europe 2020 strategy – and the Sustainable Development Goals.

STRATEGIC OBJECTIVE

3.3 Collaborate with partners, fundamental rights actors and multipliers in strengthening regional, national and local fundamental rights protection systems

In 2023–2028, FRA will step up collaboration and joint working with its EU and other partners, as this is the key to efficient and effective implementation of its strategy. It will continue to enhance its agility, flexibility and creativity in its communications and partnership working.

FRA will intensify its programmes of cooperation with other actors that play a critical role in promoting and protecting human and fundamental rights. The cooperation will leverage different actors' comparative advantages and reflect their distinct and complementary roles. At the international level this includes partnerships with various offices, funds and programmes of the United Nations system. At the regional level, cooperation with the CoE remains imperative, as is reflected in the founding regulation and shaped in the agreement between the European Community and the CoE on cooperation between FRA and the CoE (15.7.2008/L186/7). FRA will also continue to work closely with the Organization for Security and Co-operation in Europe (OSCE).

The relatively recent and very productive cooperation between FRA and the EEA and Norway Grants is greatly valued and will be further developed. FRA cooperates closely with the EEA and Norway Grants, which under their current financial mechanism have financed cooperation activities in a number of EU Member States that are grants' beneficiaries. Together with the CoE and the Organisation for Economic Co-operation and Development, FRA acts as an international partner of the grants, having supported the work of EU Member States' administrations and institutions, human rights institutions, equality bodies, etc.

No less important are the agency's relationships with national human rights institutions, equality bodies, ombudsperson and other human rights actors. Civil society, especially as represented by organisations participating in the Fundamental Rights Platform, is an essential partner of FRA. Furthermore, FRA will continue to extend its cooperation with other bodies that play important roles in society, including faith communities, cultural practitioners, sports bodies and business organisations.

The consultations for this strategy underlined the growing importance of also supporting the efforts of Member States to promote fundamental rights. FRA works closely with national liaison officers appointed by each Member State as FRA's contact points. The agency will strengthen the collaboration with national liaison officers and encourage them to actively communicate relevant fundamental rights evidence to the relevant national ministries, departments and government bodies. In addition, it could explore further cooperation with national parliaments.

Another of FRA's priorities in 2023–2028 will be to identify and make better use of multipliers to disseminate the results of its projects and research on fundamental rights, developments and risks. Through this priority, the agency will strive to make the evidence it produces available and accessible to all interested parties and the public platform, to discuss and help address the civic space challenges on the ground

STRATEGIC OBJECTIVE

3.4 Collaborate Promote dialogue with and among key actors to respond to fundamental rights challenges and to shape agendas with a view to enhancing collaboration and building a common vision for the future.

It is clearly important that FRA's work and that of its partners be underpinned by a shared vision of fundamental rights, the priorities in this regard and the actions required to achieve key objectives.

In 2023–2028, and linked to Objective 3.2, FRA will continue to convene partners and other actors working on fundamental rights to discuss pressing fundamental rights issues, and actions to address common challenges. The agency has demonstrated its strong convening power in recent years, especially through the Fundamental Rights Forum, conferences of senior experts and other activities. The 2021 edition of the forum attracted more than 2 000 participants from all over the world.

FRA will also maintain and further develop its dialogues with young people. Meanwhile, it will help national actors convene regular dialogues on the topic of the rule of law. That will follow up the pilot dialogues it is currently undertaking at the request of the European Commission.



ANNUAL WORK
PROGRAMME
2024

SECTION III

1.1. EXECUTIVE SUMMARY

In 2024 the work of the Agency will continue under the following areas of activity:

A. EQUALITY, ROMA and SOCIAL RIGHTS

B. JUSTICE, DIGITAL and MIGRATION

C. INSTITUTIONAL COOPERATION and NETWORKS

D. COMMUNICATION and EVENTS

EQUALITY, ROMA and SOCIAL RIGHTS

FRA's large-scale survey data collection forms a central pillar of the Agency's work – both with respect to new survey research and the roll-out and analysis of findings from previous FRA surveys. Survey data continues to be collected by FRA in the absence of EU-wide and Member State data collection on specific groups in society and their experiences of fundamental rights in practice.

In 2024, the Agency will continue delivering reports based on its Survey on Immigrants and Descendants of Immigrants of 2022. Data collection from the survey, as for other FRA surveys, will allow for the disaggregation of results by gender and age, and by disability – where sufficient numbers of respondents self-identify as having a disability.

FRA will also publish in early 2024 the results of its third LGBTI survey and disseminate the results widely.

In 2024, the Agency will launch the next round of its survey on Roma. Moreover, the Agency will continue supporting the monitoring of the EU Roma strategic framework and the implementation of national Roma strategies in close cooperation with the European Commission and will provide, upon request, technical expertise to Member States embarking on their own collection of data on the situation of their Roma populations.

In 2024 FRA will deepen its engagement in the areas of corporate social responsibility and due diligence. A dedicated workstream will explore the legal and regulatory implications of existing legislation in this area through a fundamental rights lens, and support EU institutions and Member States in the rights-compliant implementation of the EU Taxonomy Regulation, the NFRD, the CSRD and the proposed CSDDD. More generally, FRA will continue its work on fundamental rights and environmental protection, including policies aimed at green transition, driven by the goal of policy coherence between climate and environmental commitments and human rights obligations.

In 2024, FRA will continue its close engagement with the EU High Level group on Non-discrimination, Equality and Diversity, supporting the work of its subgroup on Equality Data and its subgroup on LGBTIQ Equality. It will also continue to closely engage with the EU High Level Group on combating hate speech and hate crime in the context of fighting hate crime and through its subgroup on implementation of the EU anti-racism action plan and the working group on reporting and recording of hate crime. The Agency will continue its targeted national level activities to support Member States in the development of policy recommendations to fight hate crime, and also support the Equality Bodies in this context.

The Agency will build on the preliminary and scoping work conducted in 2023 on social rights with a particular focus on environmental protection and continue to support the Commission and the Member States in their efforts to implement the EU Strategy on the Rights of the Child, the Child Guarantee, the Recommendation on Integrated Child Protection Systems and other relevant legal and policy instruments. FRA will continue providing input on child-rights specific findings, opinions and capacity-building materials.

JUSTICE, DIGITAL and MIGRATION

With respect to the area 'Just, Digital and Migration', the Agency's data continues to fill a 'knowledge gap' that serves to inform the European Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders. For example, the Agency will continue its work on updating and extending the EU-specific database on detention conditions, with new data available in 2024, and will disseminate its research findings on the application of the European Arrest Warrant in practice. FRA will publish a report in 2024 that addresses racism in policing, which includes practices on promoting anti-racism in policing; the results of which will be communicated at different fora – reflecting FRA's expanded mandate covering police and judicial cooperation in criminal matters. From the perspective of access to justice more broadly, FRA will also undertake research into the potential applications of digitalisation in the justice field with respect to its fundamental rights impact,

looking at the opportunities and limitations as well as minimum safeguards required, and during the year will also update its Handbook on access to justice, which is undertaken together with the Council of Europe.

With respect to its long-standing work on victims of crime, in 2024 the Agency will continue to disseminate results from its extensive research on provision in practice for different groups of crime victims in the EU – in view of obligations under the Victims' Rights Directive – which will be supported by evidence on specific groups' experiences of crime victimisation, and reporting to the police and other services, from FRA's survey research. FRA's research findings and expertise will continue to inform the Commission's work in this area, including in the context of the Victims' Rights Platform (depending on the duration of its mandate), as established under the EU Victims' Rights Strategy.

In 2024, the Agency will finalise and produce results from its third survey on antisemitism, which will build on FRA's previous surveys to provide data on trends over time with respect to the manifestation of antisemitism. As in previous years, the Agency will publish its annual data update on reporting on antisemitism, based on administrative and related sources at Member State level, which serves to complement FRA's survey data collection on antisemitism. FRA data and findings in this area will feed into the Commission's comprehensive implementation report, planned for 2024, which will review progress in implementation of the EU Strategy on combating antisemitism and fostering Jewish life (2021 – 2030).

Following on from FRA's first survey on Violence against Women, in 2024 FRA will continue its joint project with EIGE to fill the data gap in Eurostat's data collection on violence against women, which is not covering all Member States. The joint FRA-EIGE project aims to ensure that data on violence against women is available for all EU Member States, which – in turn – should allow for a comparison of trends between the first round of FRA's published data in 2014 and the current round in 2024. In parallel – the Agency is conducting survey data collection in three Member States on violence and related human rights violations experienced by women fleeing the Russian aggression in Ukraine who are now resident in the EU.

2024 is an important year with respect to adoption of the AI Act and is reflected in FRA's work in this area on remote biometric identification for law enforcement purposes, alongside a new project on selected high-risk AI use cases in relation to fundamental rights assessments. In 2024, FRA will disseminate findings from its 2023 report on online content moderation and will also launch its report on Data Protection Authorities' experiences with the GDPR. Work on the Agency's handbook on cybercrime, together with the CoE, will continue in 2024. Based on FRA's experiences with data collection from online platforms, FRA will look at the feasibility of undertaking data collection from these platforms to complement its survey data collection with data collected via social media.

FRA's work in the area of migration and asylum will support a fundamental rights compliant implementation of the Pact on Migration and Asylum. Measures at borders to increase efficiency, particularly in the processing of asylum claims and returns, raise significant fundamental rights risks. FRA will continue to stay responsive to fundamental rights challenges, such as the ones at the external borders of the EU. FRA will provide fundamental rights expertise to EU institutions and agencies as well as EU Member States. This will cover key upstream activities in Brussels and agencies' headquarters, as well as expert advice provided at EU Member State level, including through temporary field deployments – where necessary. FRA's targeted fundamental rights assistance and expertise will pay particular attention to border management, access to asylum, the use of large-scale IT systems, exploitation of irregular migrants, as well as to children in migration (for example, on guardianship and on children displaced from Ukraine). Under the terms of the new Schengen Regulation there are enhanced obligations on FRA as of 2024 to provide its expert input. In parallel, the Agency will need to deploy increased resources to accommodate requests concerning data input to and attendance at the Commission's weekly Blueprint meetings concerning migration preparedness and crisis management. The Agency will follow-up on the results of the project on the fundamental rights situation of long-term residents in the EU, alongside the results of its survey of displaced persons fleeing the Russian invasion of Ukraine, which – in turn – will be complemented by FRA's survey work on violence and related human rights violations experienced by women fleeing the Russian aggression in Ukraine who are now resident in the EU.

INSTITUTIONAL COOPERATION and NETWORKS

The Agency maintains a close cooperation with a wide range of stakeholder at the international, EU, national and local levels. It informs the work of policy and law makers within the EU institutions and coordinates networks, such as the Fundamental Rights Platform of civil society organisations and the network of National Liaison Officers appointed by Member States as the Agency's contact points at the governmental level. It also works closely with public bodies with a human rights and/or equality remit at national level to support national human rights structures and mechanisms. Finally, it coordinates its work closely with international organisations, in particular the Council of Europe, the United Nations and the OSCE, to ensure complementarity, synergy and coherence with the international human rights system.

In 2024, the Agency will conduct strategic foresight in the area of fundamental rights in the context of the preparations for the 2024-2029 EU legislature. Furthermore, the Agency will reinforce its work on candidate countries participating in its work as observers, including through dedicated data collection on selected fundamental rights issues in these countries. In doing so, the Agency will step up its work pertaining to enlargement, following an annual request from the European Commission's Directorate-

General for Neighbourhood and Enlargement Negotiations (DG NEAR) concerning the Enlargement Package.

Projects in this activity area also support the application of the EU Charter of Fundamental Rights, strengthen national human rights structures, help protect civic space, and facilitate interaction with the international human rights framework.

The Agency will update and further expand its Charter training material and Charterpedia tool. It will continue targeted capacity-building on the Charter and provide expertise on the Charter to multipliers of legal professional training, including the European Judicial Training Network, the Council of Bars and Law Societies of Europe, the Academy of European Law (ERA), the European Law Students' Association (ELSA) and the Council of Europe's Human Rights Education for Legal Professionals (HELP) Programme. In doing so, FRA will work together with the European Commission and with the national Charter focal points designated by the Member States.

FRA will continue to deliver on its tasks as member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities (CRPD). The Agency will publish an update of its 2019 paper on political participation of people with disabilities ahead of the 2024 European Parliament elections. FRA will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency's work and by promoting the rights of persons with disabilities through its awareness-raising activities.

Following the publication of research findings in 2023, the Agency will, in 2024, provide assistance to national fundamental rights bodies involved in monitoring the fundamental rights related conditions for the implementation of EU funds, as foreseen by EU law.

FRA will continue supporting civil society work to protect and promote fundamental rights, through capacity-building and awareness-raising, maintaining dialogue through the Fundamental Rights Platform, and by devoting one of the focus chapters of the Fundamental Rights Report 2024 to the issue of civic space. It will also continue its close cooperation with National Human Rights Institutions and Equality Bodies, and their European networks, and undertake a mapping of national structures relevant for protecting and promoting of fundamental rights in EU Member States (and countries participating as observers with FRA) within an EU law context.

The European Union Fundamental Rights Information System (EFRIS), a searchable interface on international human rights monitoring data, will be maintained and further improved while expanding the circle of users. As in previous years, the Agency will provide a submission to the European Commission's annual rule of law report drawing on EFRIS and data in its own area of competence, in particular as regards civic space. To explore the link between rule of law and people's fundamental rights, the Agency will collect analyse national fundamental rights case law that dealt with rule of law issues (since the entry into force of the Charter in 2009).

COMMUNICATION and EVENTS

In this activity area, the Agency will promote the values and freedoms of today's societies in the European Union. It will further establish its smart way of communicating to maximise the effect of its findings, including its recommendations. The overall goal of FRA's communications is to broaden the constituency for fundamental and human rights, and to raise awareness of the benefits of human rights to people's lives. To do so, it will draw on key FRA deliverables, as well as its vast body of evidence, which report on the fundamental rights challenges and achievements in the EU and its Member States. This includes in particular its annual Fundamental Rights Report.

Effectively communicating the fundamental rights dimensions of specific issues will remain at the core of the Agency's work through 2024 and beyond. In implementing its communication activities, FRA will follow the guiding principles of the '[10 keys to effectively communicating human rights](#)'.

FRA will also continue to intensify its convening power to create a safe and inclusive space for dialogue on pressing human rights issues. It will continue to bring together key human rights actors and a truly diverse range of voices from across politics, civil society, businesses, trade unions, faith communities, and the arts and sports. In doing so, FRA will support fostering promising, rights-based communication practices among human rights actors and media across the EU. In 2024, the Agency will implement its fourth Fundamental Rights Forum which will take place in the Vienna City Hall, Austria.

Areas of Activity

The Annual Work Programme 2024 is structured according to the following areas of activity:



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 implemented only if funds become available in the course of the financial year.

A.

EQUALITY, ROMA AND SOCIAL RIGHTS

A.1 Anti-racism and non-discrimination

Overview of the activity

The legal basis of FRA's work in this area of work includes the EU's Racial Equality Directive 2000/43/EC and the Employment Equality Directive 2000/78/EC. The work is further guided by the EU Anti-racism Action Plan 2020-2025, the EU Action Plan on integration and inclusion 2021-2027 and the LGBTIQ Equality Strategy 2020-2025. FRA assists the European Commission in the development and implementation of its strategies and action plans on equality. The framework decision on racism and xenophobia (Council Framework Decision 2008/913/JHA) and the victims' rights directive complement the work in this area, specifically in relation to crimes committed with a bias or discriminatory motive and ensuring the fair and non-discriminatory treatment of victims of crime committed with a bias or discriminatory motive.

In 2024, FRA will continue its cooperation with the EU High Level Group on Non-discrimination, Equality and Diversity and by assisting the work of the Subgroup on equality data and observing the work of the Subgroup on LGBTIQ+ Equality. Work in the area of anti-racism encompasses activities related to the EU Anti-racism Action Plan 2020-2025 - such as supporting the work of the Subgroup on the implementation of the national action plans against racism (NAPAR). The Agency will continue to support the EU working group on hate crime reporting, recording and data collection.

In the absence of EU-wide and Member State data collection on specific groups in society and their experiences of fundamental rights in practice FRA's large-scale survey data collection will continue to form a central pillar of the Agency's work in 2024 – both with respect to new survey research and analysis of findings from existing FRA surveys.

FRA will publish the main results from the 2022 EU Survey on immigrants and descendants of immigrants in the third quarter. The results will feed into the Commission's and Member States' assessment of the impact of EU and national anti-discrimination, integration and equality legislation and policies on the ground.

The Agency will continue to populate fundamental rights indicators based on its primary data alongside other data sources. A key consideration during 2024 is linking FRA's work in this regard to the indicators used in the context of EU strategies – such as the LGBTIQ Equality Strategy, the EU anti-racism action plan, the Action Plan on Integration and inclusion, the Gender Equality Strategy, and the UN Sustainable Development Goals. In addition, the Agency will undertake preparatory work on monitoring indicators in anticipation of the adoption of the Directives on Standards for Equality Bodies. In 2024, the Agency will publish the results of its third survey on LGBTIQ people, which builds on FRA's previous surveys to identify trends over time.

Based on findings from its surveys and other research, FRA will continue to provide upon request technical assistance to EU institutions and Member States in the areas of equality and non-discrimination and combating racism and bias-motivated crime.

FRA will continue to consider, where relevant, the long-term implications of the COVID-19 pandemic and of the war in Ukraine on the fundamental rights and the well-being of persons in vulnerable situations, including children.

Expected result

The Agency's fundamental rights expertise and long experience in this area will support the EU and its Member States in applying existing fundamental rights standards in the area of racism and non-discrimination, and respond to emerging challenges in a fundamental right's compliant manner.

A.1.1 EU Survey on immigrants and descendants of immigrants

Area of activity: *Equality, Roma and Social Rights* Sector: *Anti-racism and non-discrimination* Status: *on-going*

Policy relevance

In its EU Action Plan on Integration and Inclusion 2021-2027, the European Commission points out that integration and inclusion are key for people coming to Europe, for local communities, and for the long-term well-being of our societies and the stability of our economies. According to the Action Plan, the challenge of integration and inclusion is particularly relevant for immigrants, not only newcomers or recent immigrants, such as Syrians, but also for third-country nationals who might have naturalised and are EU citizens. Under the 2020 Action Plan, FRA is given a key role in monitoring the effectiveness of policies in the long-term, accurate and comparable data on the scale and nature of discrimination suffered by immigrants and descendants of immigrants. Key to this is the need to monitor the situation on the ground and measure the impact of integration policies in the EU and at national level through the EU survey on immigrants and their descendants (2022). The survey results will provide timely and relevant EU-wide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on integration and social inclusion such as the Commission’s Action Plan on integration from 2020 and its EU anti-racism action plan 2020-2025). The findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities.

This survey provides data on the scale and nature of discrimination experiences of immigrants and descendants of immigrants in selected EU Member States which can be used to assess the impact of EU and national integration policies. The survey was conducted in 2022 covering those immigrant populations most at risk of discrimination and criminal victimisation across the EU. In 2024, the Agency will continue to inform the relevant policies at the EU and Member States level through publication of results in different formats and dissemination of findings in different fora.

Objectives

- To assess overall progress over time by providing large-scale survey - data on discrimination experiences, hate motivated harassment and violence, and rights awareness relevant for regular progress assessment and reporting on the implementation of EU policies and laws in the area of equality and non-discrimination, integration and inclusion and in combating racism and hate crime.
- To implement an intersectional approach through disaggregation of data by relevant socio-economic characteristics and systematic analysis of multiple and intersecting grounds of discrimination protected in EU law.
- To provide data on discrimination experiences, hate-motivated harassment and violence, and rights awareness relevant for selected SDG indicators.
- To deliver project outputs of use to key stakeholders in different formats

Activities

- Analysis of 2022 survey data; drafting and publication of reports
- Dissemination of 2022 survey results in different fora at EU and national level
- Preparation of country fiches for publication; preparation for data visualisation and archiving

Outputs

- Main results report
- 2nd report 'Muslims-Selected findings
- Input of selected survey data to the Agency’s online data explorer

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 58,000 | - | 30,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 58,000 | - | 30,000 |

A.1.2 – EU LGBTI Survey III

Area of activity: *Equality, Roma and Social Rights* Sector: *Anti-racism and non-discrimination* Status: *on-going*

Policy relevance

In 2012, the Agency conducted the first ever EU-wide LGBT survey. This survey was repeated in 2019, and expanded to intersex persons, providing useful data on trends. In 2023, FRA will launch the third wave of this survey to assess progress over time.

The surveys data serve to underpin efforts to ensure the protection and enjoyment of LGBTI persons’ fundamental rights in the EU, as reflected in law and policy. Recognising intersectionality, which impacts variously on people’s enjoyment of rights in practice, the specific experiences of different age groups, gender categories and people with disabilities will also be analysed with respect to the survey’s results.

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

The survey was conducted in 2023 in order to deliver selected key results with key crosstabulations to the European Commission by the end of that year. In 2024, the results will be analysed in order to develop and publish a comparative report.

Objectives

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

Activities

- Data analysis
- Cooperation with key stakeholders to communicate the results

Outputs

- Results report
- Survey data explorer

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 30,000 | - | 12,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 42,000 | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 72,000 | - | 12,000 |

A.1.3 Fundamental rights protection of persons with disabilities living in institutions

Area of activity: *Equality, Roma and Social Rights* Sector: *Anti-racism and non-discrimination* Status: *on-going*

Policy relevance

Persons with disabilities are at higher risk of suffering violence and abuse in their home environment and in institutions, in particular women, older persons and children with disabilities. The UN Convention on the Rights of Persons with Disabilities (CRPD), to which the EU and its Member States are parties, requires State Parties to take legislative, administrative, judicial, or other measures to effectively prevent persons with disabilities from being subjected to torture, violence and abuse; to monitor facilities by independent authorities; and to ensure effective access to justice for victims. Relevant EU legal provisions include the Victims' Rights Directive and the EU Strategy on Victims' Rights which requires all relevant actions to be in line with the CRPD. People in institutional settings, in particular children, are particularly vulnerable to violence in light of the inherent characteristics of these settings, such as social isolation, power asymmetries, depersonalisation and lack of ability to seek outside help. They face considerable barriers when they try to report violations of their rights and access justice. In the EU, despite significant efforts, ten years after the CRPD entered into force, institutional care continues to persist for people with disabilities, including children and older people. At the same time, there is still a lack of sufficient research evidence on the experiences of persons with disabilities in institutions across the EU and as a result, fundamental rights issues affecting those living in institutions remain largely undocumented.

In March 2021, the Commission published the new and strengthened Strategy for the Rights of Persons with Disabilities 2021-2030, which addresses the heightened risk to human rights violations in institutions, highlighting the need for improving access to justice and protection, including by "monitoring of institutions and investigation in case violence, crimes or abuse occurs". The Strategy calls on FRA to examine the situation of persons with disabilities living in institutions in regard to violence, abuse and torture. This project responds to this request contributing to the Agency's activities as member of the EU's Monitoring Framework of CRPD Art. 33 (2). It will build on previous FRA work on victims' rights and on persons with disabilities collecting information on safeguards for fundamental rights protection and accountability standards regulating the provision of institutional care. Differences in standards for regulation and accreditation for publicly and privately managed institutions reflecting the increasing privatisation of care in the EU will also be explored. The project will examine the availability and function of formal complaints procedures, as well as possibilities for persons with disabilities, in particular children, to access informal complaints systems (such as anonymous suggestion boxes or residents' councils, etc.) and external (third-party) complaints services. In addition, the project will examine additional measures, such as proactive monitoring of closed institutions, such as unannounced visits by independent authorities, which are indispensable for enabling persons with disabilities to safely report any victimisation. The project will map the scope and nature of monitoring carried out by both health and social care services regulators and independent monitoring by national human rights bodies, such as NHRIs, Art. 33 (2) CRPD frameworks and Ombuds institutions as well as Equality Bodies. The project will collect and analyse in selected Member States evidence from monitoring visits, complaints and research on prevalence and type of abuse in institutional.

Objectives

- Identify fundamental rights aspects in legal provisions regulating institutional settings for persons with disability.
- Provide evidence of barriers to accessing complaint procedures and justice faced by persons with disabilities in institutions.
- Map existing complaints mechanisms and the mandate and scope of regulatory and independent monitoring mechanisms.
- Contribute to the proper implementation of specific aspects of the EU Victims' Rights Directive.

Activities

- Expert consultation, project design and planning
- Cooperation with NHRBs monitoring closed settings
- Data collection – desk research through FRANET
- Analysis and drafting of comparative report

Outputs

- Comparative report
- 30 country reports

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 10,000 | - | 110,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 10,000 | - | 110,000 |

A.1.4 Additional activities in the area of ‘Anti-racism and non-discrimination’

Area of activity: *Equality, Roma and Social Rights* Sector: *Anti-racism and non-discrimination* Status: *on-going*

Policy relevance

This project fiche concerns requests for additional activities related to data collection, analysis and provision of expertise which are not covered by other projects in the area of anti-racism and non-discrimination and bias-motivated hate crime. In 2024, FRA will continue its cooperation with the EU High Level Group on Non-discrimination, Equality and Diversity, in particular by assisting the work of its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality. In February 2023, the European Statistical System Committee acknowledged the increasing relevance of equality statistics and expressed support for further work as outlined by Eurostat including the creation of a task force. FRA will cooperate with Eurostat around improving equality statistics in the EU in the framework of the envisaged task force and the EU Subgroup on equality data. As a member of the EU Subgroup on Equality data, FRA will cooperate with the UN Praia Group Task Team on Non-Discrimination & Equality on a Guide on the Use of Admin Data for Statistics on Non-Discrimination and Equality. In addition, FRA will continue participating in the activities of the European Network of Equality Bodies (Equinet) working group on research and data collection, and provide, upon request, its expertise. In 2024, the Agency will undertake preparatory work on monitoring indicators in anticipation of the adoption of the Directive on Equality Bodies. The Agency will continue to support the work of the Subgroup on the implementation of the national action plans against racism (NAPAR), in particular work started in the Subgroup with the monitoring checklist and reporting tool and development of human rights-based indicators to support the assessment, analysis and monitoring of National action plans against racism). The Agency will continue to support the EU working group on hate crime reporting, recording and data collection to deliver on the activities set out in its terms of reference for the period 2022-2024. Work undertaken in relation to the above can encompass analysis with respect to gender, age and disability – depending on the nature of any potential specific requests for input. Particularly, upon request, FRA will continue to provide expertise to European Institutions, in particular the European Commission related to the development and roll-out of different strategies and action plans, and – where relevant - can contribute to capacity building activities at the level of the EU and selected Member States.

Objectives

- To conduct additional data collection and analysis activities, as required by developments in 2024;
- To provide opinions and evidence based advice;
- To provide stakeholders with expertise upon request;
- To update past research work or publications upon request;
- To communicate FRA's work to stakeholders;

Activities

- To provide evidence-based advice and develop opinions (upon request)
- Undertake additional analysis based on existing data/material and update selected publications, as required by developments during 2024
- Communicate outcomes of FRA's work to stakeholders
- Assist the EU High Level Group on Non-discrimination, Equality and Diversity, in particular its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality.
- Assist the EU High Level Group on combating hate speech and hate crime, in particular its Subgroup on NAPAR
- Support the Working Group on hate crime reporting, recording and data collection (until end of current WG term in 2024)
- Cooperate with Eurostat and Member States around improving equality statistics in the EU in the framework of the envisaged task force and in the EU Subgroup on equality data

Outputs

- Expert advice to stakeholders – drawing on FRA's empirical evidence and research expertise; namely, the work of various Commission Sub-Groups in the fields covered under the fiche.
- Written input to institutional stakeholders upon request
- Participation in EU level meetings and events, as well as events organised by the Council of Europe including by the Parliamentary Assembly
- Exceptionally participation in international events
- Translation and reprinting of selected FRA publications, as required.
- Two diagnostic workshops carried out in Member States (with other actors), depending on Member State demand.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 27,000 | - | 25,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 27,000 | - | 25,000 |

A.

EQUALITY, ROMA AND SOCIAL RIGHTS

A.2 Social Rights

Overview of the activity

FRA's work on social rights is mainly framed under the Charter and the European Pillar of Social Rights proclaimed in 2017. It sets out 20 key principles guiding EU action towards a strong social Europe that is fair, inclusive and full of opportunity. In 2021, the Commission published an Action Plan with a number of EU actions putting forward three EU-level targets to be achieved by 2030. The Agency remains committed to the targets of the UN's 2030 Agenda for Sustainable Development. It will continue to support the Commission with its research in the implementation of the policy initiatives of the European Green Deal and the 2030 Agenda's principle of 'leaving-no-one-behind'. Key elements of the legal basis in this area include EU Taxonomy Regulation, the Corporate Sustainability Reporting Directive and the proposed Corporate Sustainability Due Diligence Directive. In its work on social rights the Agency places a particular focus on those in a vulnerable situation which includes many older people, one parent families, children and youth, persons with a migrant or ethnic minority background, LGBTIQ+ persons, persons with disabilities etc. Moreover, the work of the Agency on social rights encompasses efforts to collect evidence, as relevant, on long-term implications of the COVID-19 pandemic. In addition, FRA examines the impact of the war in Ukraine on social rights and a specific focus on the protection of children based on data and information collected through its relevant projects. The European Care Strategy, implementing the EU's Pillar of Social Rights focuses explicitly on children. This reflects relevant provisions of the Convention on the Rights of the Child, ratified by all EU Member States. The EU established the European Child Guarantee, adopted by Council in June 2021, aiming to prevent and combat social exclusion by guaranteeing the access of children in need to a set of key services: early childhood education and care; education (including school-based activities); healthcare; nutrition; and housing. FRA will provide expertise to the Commission and Member States, upon request, to assist them in their efforts to monitor the preparation and implementation of its Rights of the Child policies and legislation.

The rights of the child will, as usual, be mainstreamed across several areas of FRA work contributing to the implementation, as well as the EU Strategy to fight child sexual abuse 2020-2025. Several of the principles of the European Pillar of Social Rights, proclaimed in 2017, are directly linked to fundamental rights in old age, including the Charter protected rights to social assistance and social security, access to essential services such as health and social services, transport, financial services and digital communication. In 2021, the Commission Action Plan for the implementation of the Social Rights Pillar identified among its priorities the well-being of older persons. FRA completed in 2023 a project on the fundamental rights implications of growing older in the digital age, focusing on access to specific online and offline services through the lens of social rights. In 2024, the Agency will disseminate its findings, explore further research areas and engage with key stakeholders to promote a human rights-based approach to improving access to essential digital services for older persons.

The work of the sector includes consumer protection and environmental protection. FRA concluded in 2023 work on the links between consumer protection (Article 38 of the Charter) and the right to environmental protection (Article 37 of the Charter). FRA's work in this area shows the difficulties in effective enforcement of existing consumer protection, regarding greenwashing and green claims. In 2024 FRA will disseminate its findings and engage with key stakeholders to promote a human rights-based approach in the EU's agenda on due diligence and corporate social responsibility and provide advice and support to institutions and Member States in regard to corporate social responsibility as provided for under existing and proposed EU legislation. FRA will continue its project on ensuring environmental protection and implement in depth research in selected Member States on just transition of the green deal. It will explore further how the green transition and climate change potentially impact on social rights and increase vulnerabilities. FRA will continue the dialogue with key stakeholders and experts to create awareness both for fundamental rights and social rights aspects of the twin transition of the EU. Moreover, the FRA will continue its work under the COE-FRA-ENNHRI-EQUINET Collaborative Platform on Social and Economic Rights, which objective is to ensure greater use of the relevant human rights norms such as guaranteed by the EU Fundamental Rights Charter and the European Social Charter and bring out the important role of national human rights institutions and equality bodies in monitoring the respect of states' human rights commitments.

Expected result

The Agency's fundamental rights expertise and long experience in this area will support the EU and its Member States in applying existing fundamental rights standards in the area of racism and non-discrimination and respond to emerging challenges in a fundamental rights compliant manner.

A.2.1 Ensuring the right to environmental protection

Area of activity: *Equality, Roma and Social Rights*

Sector: *Social Rights*

Status: *on-going*

Policy relevance

Article 37 of the EU Charter for Fundamental Rights outlines the principle that a high level of environmental protection and the improvement of the quality of the environment must be integrated into the policies of the Union and ensured in accordance with the principle of sustainable development. In 2022 the UN General Assembly (UNGA) passed a resolution recognizing the human right to a clean, healthy, and sustainable environment. In 2019, the EU proclaimed its new growth strategy, the ‘green deal’, aiming to “transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy.” In its Recommendation (2022)20 on human rights and the protection of the environment, the Council of Europe calls on its 46 Member States to actively consider recognising, at national level, the right to a clean, healthy, and sustainable environment, as a human right. The Commission has emphasised the need for this green transition to be fair and just and set up a new social climate fund to support vulnerable people and mitigate the costs for those most exposed to fossil fuel price increases. This is in line with the UN 2030 Agenda and its Sustainable Development Goals and its principle to ‘leave no one behind’. The Regulation (EU) 2021/1119 of 30 June 2021, the so-called European Climate law establishes the framework for achieving climate neutrality. It stresses the need to consider the social, economic, and environmental impacts. Article 5. 3 requires, Union Institutions and Member States to “focus, in particular, on the most vulnerable and impacted populations and sectors, and identify shortcomings in this regard in consultation with civil society.” This is particularly important since in 2020 about 35 million EU citizens were unable to keep their homes adequately warm and this situation is expected to deteriorate in view of the rising energy prices due to the Russian war of aggression against Ukraine. The impact of events caused by climate change, such as extreme heat, floods, droughts, water scarcity, sea level rise, thawing glaciers, forest fires, windthrows and agricultural losses may be disproportional to those most vulnerable in our societies. Existing inequalities will be exacerbated by environmental risks. FRA’s recent data (2021) show that 23% of Roma in the EU live disproportionately more often in areas facing environmental problems such as pollution, grime, smoke, dust, unpleasant smells, or polluted water compared to the general population (14%). Every fifth Roma (21%) lives in a household without tap water in the dwelling and Roma have on average a 10 years shorter life expectancy than the general population. This project will continue the agency’s work on the human and fundamental rights dimensions of all aspects of the EU’s green transition and relevant implementing legislation the impact of climate change and access to a safe and healthy environment in light of the overarching principle of the United Nations Sustainable Development Agenda to leave no one behind. In 2024 the project will explore in selected Member States the existing data and monitoring systems in national law in the implementation of related EU Directives to identify gaps and challenges in supporting just transition and monitoring social impact. The research will focus on those in precarious living conditions most exposed to negative impacts of environmental changes. In keeping with the principle of international policy coherence, FRA will develop guidance to stakeholders to ensure fundamental rights compliance in the green transition and policies. It will build on the expert and stakeholder consultations in 2023 and draw on FRA’s data on the environment, including energy poverty among Roma and immigrants and their descendants and its research on consumer protection and environment. The project results will also feed into the agency’s strategic foresight project. FRA will continue to cooperate closely with relevant stakeholders, including the European Environment Agency, Eurofound and the relevant Commission Directorates, as well as international organisations., such as Council of Europe, ENNHRI and Equinet to identify synergies and potential cooperation.

Objectives

- Identify fundamental rights aspects in national legal provisions in the implementation of the EU’s green deal and environmental policies.
- Identify data and vulnerable groups with respect to the social impact of the green transition and environmental risks and identify good practice in addressing the related challenges.
- Provide guidance on fundamental and social rights compliance of policies and legal provisions regarding green transition and the impact of climate change and the energy crisis.
- Provide guidance on data collection and monitoring of a socially just green transition.

Activities

- Mapping of existing data on the social impact of environmental policies and legislation and identification of vulnerable groups.
- In-depth research in selected Member States on the implementation of EU legislation regarding the just transition of the Green Deal.
- Exchange with key stakeholders.

Outputs

- One focus paper on fundamental rights and the just transition of the Green Deal.
- Guidance on monitoring fundamental and social rights when implementing the EU Green Deal and environmental policies.
- One research report on the implementation of social and fundamental rights in the EU’s green transition.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 10,000 | - | 110,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 10,000 | - | 110,000 |

A.2.2 – Towards integrated child protections systems

Area of activity: *Equality, Roma and Social Rights*

Sector: *Social Rights*

Status: *on-going*

Policy relevance

The promotion and protection of the rights of the child is one of the objectives of the EU. According to Article 3(3) of the Treaty on European Union the EU is explicitly required to promote the protection of the rights of the child which are furthermore enshrined in Article 24 of the Charter of Fundamental Rights. In addition, all EU Member States have ratified the United Nations Convention on the Rights of the Child (UNCRC).

In March 2021, the Commission adopted the EU Strategy on the rights of the child 2021-2024. One of its key deliverables is to present an initiative aimed at supporting the development and strengthening of integrated child protection systems. This initiative shall encourage all relevant authorities and services to better work together in a system that puts the child at the centre. As evidenced in FRA’s previous work on national child protection systems, the legal basis is still very fragmented to certain areas of law, and cooperation and coordination frameworks between relevant actors are missing. At the 14th European Forum on the rights of the child (27-29 September 2022), the Commission launched a consultation with key stakeholders to define the potential content, scope and format of this initiative and identify where the EU can provide support, both at EU and national level, to tackle existing challenges and gaps in achieving integrated child protection systems.

In 2023, FRA supported the Commission’s efforts in developing this EU-wide initiative on integrated child protection systems by providing a mapping of relevant national legal and policy instruments, including legislation on violence against children (for instance regarding on- and offline physical and sexual violence, governance and inter-agency cooperation, financial and human resources capacities, care, accountability, data collection and monitoring. In addition, the research was expanded to take into account important developments, e.g., in the area of child participation and rights awareness and education on children’s rights.

In 2024, the project’s output will be further analysed and the relevant website will be further developed.

Objectives

- To support the Commission in developing an initiative on integrated child protection systems
- To map legislation, policies and programmes, budgets, and services, etc.on child protections systems in 27 EU Member States
- To identify challenges and gaps which hinder the process towards integrated child protection systems
- To identify promising practices of interagency and multidisciplinary cooperation and coordination which facilitate integrated child protection systems
- To develop and carry out technical assistance activities at EU and national levels upon request
- To communicate the findings and raise awareness on the need for integrated child protection systems in which children are given the chance to participate and express their views in a meaningful way
- To provide evidence-based advice to EU institutions, Agencies and Member States, as well as international organisations

Activities

- Finalising the web publication
- Undertaking an in-depth comparative analysis
- Providing evidence-based advice to EU institutions, agencies and Member States as well as international organisations based on FRA findings

Outputs

- Web-publication of the analysis based on the mapping of national child protection systems
- Comparative report on the integrated child protection systems in the EU

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | 30,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | - | - | 30,000 |

A.2.3 – Youth engagement on fundamental rights in the FRA’s work – FRA’s Youth Advisory Panel

Area of activity: *Equality, Roma and Social Rights*

Sector: *Social Rights*

Status: *on-going*

Policy relevance

The European Union Youth Strategy 2019-2027 recognises the unique role young people have in society and specific challenges they face, such as socioeconomic and democratic exclusion or uncertainties about their future. Confronted with a current climate crisis, emerging technologies, deterioration of democratic standards, etc., the full effects on societies are yet unknown, young people not only have legitimate concerns about how the decisions taken today will affect their future but also have concrete ideas of how to address these challenges. Yet, their voices are insufficiently reflected in key decision-making processes. Concerted efforts are needed to involve and empower young people. To address some of these gaps, the EU Youth Strategy invites the Member States and the European Commission to actively engage young people, youth organisations and other organisers of youth work. The Council Conclusions adopted in November 2022 on promoting the intergenerational dimension in the youth field to foster dialogue and social cohesion reaffirm this commitment and call on all relevant actors to increase their efforts and cooperation to achieve the youth goals set out in the strategy. In recent years FRA has actively engaged young people in its work and has made it standard practice to consult children and young adults and work with youth organisations – particularly in the context of the Fundamental Rights Forum, the Fundamental Rights Dialogues, activities pertaining to communicating rights, and research projects related to the rights of the child. What is currently missing is a structured approach to the active participation of young people and youth organisations at a strategic level (rather than on a project specific one). To address this gap, FRA aims at creating a framework to ensure a meaningful, safe, and participatory engagement of young people in its work. This would allow FRA to take account of the youth perspectives more systematically and effectively with respect to fundamental rights in the EU and the specific challenges they are facing. Within the framework of this project, FRA will establish a “Youth Advisory Panel” (hereafter “the Panel”), which will serve an advisory function to the Director and the Units for mainstreaming the views of young people into the activities of FRA relating to fundamental rights in the EU. Particular attention will be given to ensuring that the Panel provides a platform for consultations with youth risking marginalisation based on potential sources of discrimination, such as their ethnic origin, sex, sexual orientation, disability, religion, belief or political opinion. The Panel will also envisage a role for selected EU level youth organisations, drawing inter alia on the Agency’s Fundamental Rights Platform of civil society organisations. The Panel will be established via an open call, subject to a set of established selection criteria and its composition will aim to ensure representation on diverse topics and reflect gender and geographical balance. It should become operational in the first half of 2024 for a period of 4 years with an initial 2-year pilot period after which its impact and functioning will be evaluated.

Objectives

- Providing a structure for meaningful, safe, inclusive, and participatory engagement of young people on fundamental rights in FRA’s work
- Facilitating the integration of young people’s views and perspectives into FRA’s own activities including projects and strategies Supporting EU efforts to implement the EU Rights of the Child Strategy, the EU Youth Strategy 2019-27, the new European Care Strategy and the Child Guarantee initiative

Activities

- Organising a hybrid (online and in-house) consultative meeting with young people to obtain their ideas and input on the proposed concept of a Youth Advisory Panel
- Organising a call for expression of interest including an outreach campaign to young people potentially interested in applying for the Youth Advisory Panel
- Preparing a concept note and Rules of Procedure laying down the purpose and functioning of the Panel and work plan for organising relevant consultations and meetings and determining thematic focus areas

Outputs

- Online or hybrid consultative meetings with young people. Including with the Management Board (2)
- Outreach campaign to attract potential candidates.
- In-person meeting of the Panel at FRA (1)
- Brief consultation reports
- Concept Note and Rules of Procedure of the Youth Advisory Panel

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 20,000 | - | 33,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 20,000 | - | 33,000 |

A.2.4 – Fundamental Rights in corporate sustainability and due diligence

Area of activity: *Equality, Roma and Social Rights*

Sector: *Social Rights*

Status: *new*

Policy relevance

The EU is committed to environmental and social sustainability. It has also undertaken to providing an effective response to the climate crisis and enabling the transition into a green and circular economy while ensuring a respect for fundamental and social rights. Two existing legislative acts in this area assign direct tasks to FRA. First, the Corporate Sustainability Reporting Directive (2022/2464) requires a development of sustainability reporting standards including those related to a respect for the human rights principles established in the international law such as the International Bill of Human Rights and other core UN human rights conventions, and in the Charter of Fundamental Rights of the European Union. Pursuant to the CSRD, FRA is requested to issue opinions to the European Commission and the European Securities and Markets Authority while they develop detailed guidelines for economic operators or national supervisory authorities. Second, the EU-Taxonomy Regulation (2020/853/EU), which introduces an EU green classification system for investment purposes, requires FRA to participate in the Platform on Sustainable Finance in order to provide advice on inter alia screening criteria in the area of fundamental rights. In addition, the proposed Corporate Sustainability Due Diligence Directive contains important fundamental rights provisions and potentially far-reaching implications for the enjoyment of fundamental rights in the EU. This project would ensure that FRA can contribute meaningfully to legal and policy discussions relating to the Directive and be poised to provide expert advice and opinions if called upon to do so under it.

FRA's work in is area began in 2022 and 2023 drawing from its previous research activities on sustainability reporting and human rights due diligence, such as the 2020 report on Business in Human Rights and the 2023 report on consumer protection.

In 2024, this project will map the reporting standards and due diligence laws, policies and methodologies in the area of human rights - both sector-agnostic and sector-specific. It will analyse the legal framework governing this area and help define key legal concepts as derived from the international, EU and national standards as well as relevant jurisprudence. It will contextualise the findings through targeted experts' consultations and interviews. The overall scope of the research including geographical coverage will be defined after consultations with stakeholders taking also into account budgetary aspects. The work will be carried out in close cooperation with relevant stakeholders, including the European Commission, European Supervisory Authorities, the European Environment Agency, Eurofound, and civil society, as well as international organisations, such as the Council of Europe, OECD and the UN.

Upon request, FRA will also prepare legal opinions related to the fundamental rights and corporate sustainability reporting.

Objectives

- Provide data and guidance on fundamental and social rights aspects of policies and legal provisions relating to the green transition and the impact of climate change.
- Provide guidance on corporate due diligence and addressing actual and potential adverse impacts of companies' activities on human rights and the environment.
- Provide guidance on corporate sustainability reporting and compliance with human rights obligations.

Activities

- Stakeholder and expert consultations.
- Monitoring of legal and policy developments.
- Desk research and FRANET reports
- Interview based research.
- Preparation of legal opinions.
- Mapping of relevant promising practices and legal framework.
- Provide evidence-based advice on corporate sustainability based on e.g., FRA's 2023 Report entitled "Business and Human Rights: Promoting Environmental Protection through Enforcement of Consumer Rights"

Outputs

- Report on fundamental and social rights in sustainability standards and due diligence
- Legal opinions on corporate sustainability reporting or due diligence
- Guidelines / toolkits / webinars / focus papers on human rights due diligence and fundamental rights compliance in corporate sustainability reporting.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 300,000 | - | 50,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 300,000 | - | 50,000 |

A.2.5 Additional activities under the sector ‘Social rights’

Area of activity: *Equality, Roma and Social Rights*

Sector: *Social Rights*

Status: *on-going*

Policy relevance

In 2024, the Agency will develop its work on social & economic rights included in the Charter of Fundamental Rights and the European Pillar of Social Rights which sets out 20 key rights and principles guiding EU action towards a strong social Europe that is fair, inclusive and full of opportunity. In 2021, the Commission published an Action Plan with EU-level targets to be achieved by 2030 that should steer national policies and reforms. In previous years FRA collected data and reported on the situation of vulnerable groups in respect to their fundamental social and economic rights but it has not analysed general population socio-economic data from a human rights perspective. This project fiche accommodates additional activities related to data collection, analysis, and provision of expertise which are not covered by other projects, in particular as regards the rights of the child and the rights of older persons (based on the 2023 FRA Report entitled “The Rights of Older Persons in Digital Societies”). Additional activities will include targeted engagement with key stakeholders to promote FRA’s evidence and feed the outcome of its work into relevant EU policy processes. In 2024, FRA will develop its work on sustainability reporting and human rights due diligence while continuing to provide advice to the European Commission and European Supervisory Authorities on a fundamental rights implication of just transition into green and circular economy. The Agency will build on the preliminary and scoping work conducted in 2023 to continue to support the Commission and the Member States in their efforts to implement the EU Strategy on the Rights of the Child, the Child Guarantee and other relevant policy instruments. FRA will continue providing input on child-rights specific findings, opinions and capacity-building materials. FRA will continue to cooperate closely with key stakeholders to provide a platform to exchange on emerging social rights topics. In this regard FRA continues its cooperation with Eurofound to identify synergies and potential for cooperation and exchange information as well as its cooperation and annual meeting with Equality Bodies and National Human Rights Institutes in the framework of the Council of Europe CoE-FRA-Equinet-ENNHRI Social Rights Platform.

Objectives

- To undertake additional data collection and analysis, as required by developments during 2023.
- To explore and identify data and analysis gaps in aspects of social rights relevant to EU competencies.
- To disseminate outputs generated through related work.

Activities

- Additional data collection and analysis, as required by developments during 2023;
- Conduct inhouse research to explore and identify data and analysis gaps in aspects of social rights relevant to EU competencies;
- Assist, upon request, the European Commission and the Council of Europe Child Rights Coordinators, and the UN Committee on the Rights of the Child;
- Provide evidence-based advice on “The fundamental rights of older persons: ensuring access to public services in digital societies” based on its FRA report from 2023..
- Relevant communication and cooperation activities.

Outputs

- Up to two outputs (reports or papers in print and/or online form) resulting from any additional data collection and analysis;
- Written input to institutional stakeholders upon request;
- Participation in EU level meetings and events, as well as events organised by the Council of Europe, and other international organisations
- Annual CoE-FRA-Equinet-ENNHRI Social Rights Platform meeting
- Annual meeting between directors of Eurofound & FRA
- Translation and reprinting of selected FRA publications, as required

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 32,000 | - | 250,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 32,000 | - | 250,000 |

A.

EQUALITY, ROMA AND SOCIAL RIGHTS

A.3 Roma inclusion

Overview of the activity

The Agency will further develop the evidence base on Roma inclusion that can assist the Commission and Member States in designing targeted policies and in evaluating their impact, with respect to the EU Roma Strategic Framework for Equality, Inclusion and Participation until 2030 and the related Council Recommendation. The findings from the Roma survey 2021 and the Roma and Travellers' survey 2019 serve as a baseline against which monitoring of progress made in regard to equality and inclusion of Roma will be monitored. The Agency will generate the data necessary for mid-point (2024) and final (2028) monitoring cycles. To this end FRA will implement in 2024 the next round of its Roma survey.

Throughout the programming period, the Agency will continue to provide, upon request, technical assistance to the Commission and Member States in the areas of data collection and the development of tools to monitor progress on Roma. In particular, FRA will continue to work closely with the European Commission providing support through data collection and analysis. Support to Member States will mainly consist in providing, upon request, technical assistance in the collection of data on the situation of Roma using national statistical systems and in supporting the national periodic reports in the area of Roma equality, inclusion and participation.

Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of Roma inclusion and respond to newly emerging challenges in this area in a fundamental rights compliant manner.

A.3.1 - Roma Survey

Area of activity: *Equality, Roma and Social Rights*

Sector: *Roma inclusion*

Status: on-going

Policy relevance

The Agency’s past survey findings have identified Roma as among the most vulnerable populations in the EU to numerous fundamental rights violations. FRA research has highlighted, in particular, that large numbers of Roma frequently have no access to formal employment, live in precarious circumstances, and have limited or no access to health care (amongst other services). Moreover, Roma often face xenophobic, discriminatory and racist attitudes and behaviours, and are often victims of crime (including hate crime) and/or unlawful ethnic profiling. Over the years, FRA has collected data and evidence on the situation of Roma in the EU, improving the methodologies for data collection, and responding to demands from the European Commission and Member States in regards monitoring the results of the measures in this area. In particular:

- The 2018 Communication on the evaluation of the EU Framework relating to the Roma called for a portfolio of Roma inclusion objectives, targets and indicators - requesting FRA’s support and technical assistance to develop data collection, reporting, and analysis to track progress, thus contributing to the systematisation of knowledge and policy in this area.
- The Communication of the European Commission from October 2020 requests the Agency to provide data and background information on progress towards the inclusion of the Roma population in EU Member States, which should be collected on a regular basis to provide the necessary baseline, mid-term and end-term data to measure change – FRA’s Roma Surveys supply such data. Roma survey data, along with national reports, have contributed to the Commission’s periodic monitoring reports.
- The 2021 Council Recommendation on Roma equality, inclusion and participation sets clear targets and has a strong focus on combatting antigypsyism; specifically, it calls on Member States to make use of the portfolio of indicators put together jointly by FRA, the Commission and the Member States, with FRA’s data being used to populate these indicators.

The Roma Survey in 2024 will continue FRA’s engagement in this area. It will cover the ten Member States covered in the 2021 Roma survey and the 2019 Roma and Travelers Survey plus three candidate countries. It will provide comparable data on the actual impact on the ground of EU and national anti-discrimination, anti-racism and equality legislation policies (including policies on reduction of poverty and social inclusion). For some countries, the survey will produce data allowing for analysis of trends over time for the EU Roma Framework headline and secondary indicators. The survey findings will guide policy makers in developing more targeted legal and policy responses, including in the field of social rights, integration and social inclusion, as well as civic participation and trust in public authorities. At the Member State level, the survey results will help guide the activities of local authorities, National Roma Contact Points, NHRIs/Equality Bodies and civil society. For Member States collecting data on the situation of their Roma population, FRA will provide methodological support upon demand to ensure synergies and comparability with the data collected through FRA surveys.

Objectives

- To deliver data on discrimination experiences, hate motivated harassment and violence, and rights awareness, as well as on social inclusion and civic participation; including data that is relevant for selected SDG indicators - ensuring disaggregation by sex and age, and disability (where possible).
- To identify trends and assess progress over time between FRA Roma surveys.
- To further refine research methodologies for sampling and surveying hard-to-reach or elusive populations – to be shared with Member States.
- To deliver project outputs of use to key stakeholders.
- To raise awareness of fundamental rights implications and disseminate project results and look for possible synergies with other actors in this area in regard to exchange of information and results.
- To populate Roma equality and inclusion indicators in close cooperation with the Commission.

Activities

- Implementation of the Roma survey – fieldwork
- Provision of evidence-based advice to EU institutions and Member States on the situation of Roma in the EU upon request
- Analysis of statistical data

Outputs

- Selected results delivered to the European Commission in Q12025

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 2,373,190 | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 2,373,190 | - | - |

A.3.2 Additional activities under the sector 'Roma inclusion'

Area of activity: *Equality, Roma and Social Rights* Sector: *Roma inclusion* Status: on-going

Policy relevance

This project fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by other projects in the area of Roma inclusion. Since 2011, FRA contributes to the EU efforts for Roma inclusion by delivering robust and comparable data and analysis, as well as by developing and applying relevant outcome and process indicators. In 2021, the Agency supported Member States and the Commission in monitoring and reporting on Roma equality and inclusion by developing a portfolio of Roma inclusion targets and indicators in employment, health, education, housing, discrimination and antigypsyism, fighting poverty and promoting empowerment and participation, with particular focus on children, young people and women. In 2024, FRA will continue to support efforts to measure progress towards targets set in the 'EU Roma Strategic Framework for Equality, Inclusion and Participation' and the related Council Recommendation with a particular focus on supporting Member States in their efforts to collect data of the situation of their Roma populations and apply relevant indicators to monitor progress on the implementation of their National Frameworks for equality, inclusion and participation. The Agency will also continue to provide input to the Commission for its regular Communications and other policy documents related to the implementation of the EU Framework of equality, inclusion and participation and provide assistance to national authorities, upon request, within its competencies, capacities and mandate.

Objectives

- To support the European Commission and Member States in monitoring and reporting on Roma inclusion under the EU Roma Strategic Framework for Equality, Inclusion and Participation' launched in October 2020 through regular participation with thematic sessions in NRCP meetings and on-demand country-level support to Member States
- To disseminate the outputs and knowledge generated through its overall work on Roma inclusion, in particular its surveys;
- To assist key stakeholders at EU and national level in their efforts to prevent and counter discrimination, antigypsyism and social exclusion of Roma and Travellers;

Activities

- Populate indicators with updated data(checklist);
- Support to the European Commission and participation in the National Roma Contact Points network activities;
- Providing, upon request, expertise to Member States on Roma inclusion, in particular concerning data collection methods and the use of indicators, as well as reporting on measures implemented on Roma inclusion;
- Actively communicate (in the form of training/workshop/other) the benefits of collecting ethnic origin related data to help overcome the resistance in that regard.
- Additional data collection and analysis, as required by developments during 2024
- Communicating survey findings to key stakeholders;
- Engaging with civil society by participating in events;
- Developing targeted analysis and briefs, as required.

Outputs

- Indicators - checklists;
- Input to documents requested by the Commission;
- Country fiches with headline and secondary indicators for the Member States covered by FRA surveys in 2016-2021
- Update of previously published reports with data from 2021 survey
- Up to two short outputs (reports or papers in print and/or online form) resulting from any additional data collection and analysis;
- Participation in EU level meetings and events, as well as Council of Europe events;
- Participation in events by international organisations and civil society.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | 47,680 | - | 23,000 |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 47,680 | - | 23,000 |

B.

JUSTICE, DIGITAL and MIGRATION

B.1 Justice and Security

Overview of the activity

With respect to the area 'Justice and Security', the Agency's data continues to fill a 'knowledge gap' that serves to inform the EU institutions, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders. Building on its previous work in the area of judicial cooperation in relation to criminal law and its extensive work on victims of crime, FRA will continue supporting relevant legislative and policy developments in 2024; in particular relating to the implementation of the existing EU instruments on criminal procedural rights as well as the newly proposed instruments in the area of criminal justice and with regard to ongoing revision of the EU victims' rights acquis.

In relation to the victims of crime area, FRA will continue to support the Commission with the actions set out in the EU's Victims' Rights Strategy (2020-2025), and will continue to collect data and disseminate findings to guide the Commission, Member States and other actors in addressing the specific needs and rights of victims; including victims of hate crime, anti-Semitism, and gender-based violence (herein, working closely with EIGE as part of the joint FRA-EIGE survey project on violence against women – which serves to fill a gap in existing EU-wide data). With respect to hate crime, and specifically the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law, the Agency will continue to provide data and targeted input to support Member State work in this area; including through the working group on the implementation of the EU Strategy on combating antisemitism and fostering Jewish life. In 2024 the Agency will publish its annual update of data on antisemitism and will disseminate the findings of its third survey on antisemitism and will also disseminate the Agency's relevant survey data on crime victimisation – which is included in all FRA surveys.

In 2024, and reflecting the EU Anti-racism Action Plan, FRA will publish a report on racism in policing, which includes practices to address discriminatory policing.

On the basis of the Commission's request, in 2024 FRA will finalise its research on the implications of the application of individual provisions of the Terrorist Content Online Regulation (Regulation (EU) 2021/784 on addressing the dissemination of terrorist content online) at the Member State level, focusing on specific rights recognised by the Charter of Fundamental Rights of the European Union. The results of this data collection will feed into the Commission's evaluation of the Regulation in line with Article 23, including the impact of its application on fundamental rights; in particular freedom of expression and information, respect for private life and protection of personal data.

Finally, FRA will continue responding to newly emerging policy priorities and supporting relevant stakeholders in the area of justice and security. In this context, FRA will research potential applications of digitalisation in the justice field with respect to its fundamental rights impact, looking at the opportunities and limitations, as well as minimum safeguards needed. FRA will also be able to expand the areas of its work with respect to police and judicial cooperation in criminal matters in line with the amended FRA Regulation, which otherwise could not be planned for and will produce a new update of the FRA-ECtHR Handbook on European law relating to access to justice.

Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of justice and security, as well as responding to ongoing and newly emerging challenges in this area in a fundamental rights compliant manner. The amended FRA Regulation allows the Agency, upon its own initiative, to undertake research and provide accompanying opinions with respect to police cooperation and judicial cooperation in criminal matters. Large-scale survey research in the fields of antisemitism and violence against women will serve to provide unique data to the EU and its Member States on specific manifestations of crime, including levels of reporting to the police and other authorities, victims' access to justice, and on trends over time.

B.1.1 Third FRA survey on discrimination and hate crime against Jews

Area of activity: *Justice, Digital and Migration*

Sector: *Justice and Security*

Status: on-going

Policy relevance

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

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

With data collection in 2023, in 2024 the Agency will publish results from its third survey on antisemitism, which builds on previous surveys and provides data on trends over time with respect to the manifestation of antisemitism. The third survey covers 13 Member States; reflecting the size of the Jewish population in different Member States. The results will provide evidence - that is not collected by other sources - for use by the Commission and other key stakeholders, including the Jewish community.

Objectives

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

Activities

- Finalisation of the report;
- Engagement with stakeholders concerning the survey.

Outputs

- Final survey results available

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 15,000 | - | 2,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 15,000 | - | 2,000 |

B.1.2 Antisemitism: Annual update of data collection and technical assistance

Area of activity: *Justice, Digital and Migration*

Sector: *Justice and Security*

Status: on-going

Policy relevance

The EU and its Member States are firmly committed to fighting antisemitism and promoting Jewish life. In 2017, the European Parliament adopted a resolution on the matter and the Council unanimously adopted two related declarations in 2018 and 2020. The European Commission appointed a coordinator on combating antisemitism and promoting Jewish life in 2015; established a working group following up on the implementation of the Council declarations in 2018; and adopted a comprehensive EU Strategy on combating antisemitism and fostering Jewish life in 2021. Member States have all committed to endorsing the non-legally binding working definition of antisemitism developed by the International Holocaust Remembrance Alliance (IHRA working definition of antisemitism).

In that context, the European Commission requested FRA to support its activities in combating antisemitism and promoting Jewish life. This project responds to this request through a combination of data collection and technical assistance, speaking directly to the EU Strategy on combating antisemitism and fostering Jewish life (2021-2030) and the pledges FRA made at [the Malmö international Forum on Holocaust Remembrance and Combating Antisemitism in 2021](#). FRA will provide:

1. In 2024 – the Agency’s twentieth annual update on the situation of data collection (official and CSO data) on antisemitism in the EU, including summary overviews of the state of play as regards national strategies to combat antisemitism and how Member States (intend to) use the IHRA working definition of antisemitism.
2. Technical assistance in the framework of the European Commission’s working group on the implementation of the EU Strategy on combating antisemitism and fostering Jewish life (‘working group on combating antisemitism’), including in relation to the implementation of the EU and national strategies on combating antisemitism. Specific targeted activities could be developed following needs-based assessments with relevant national authorities, such as country visits or national workshops.

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

Objectives

- The overall objective of the project is to provide the EU and its Member States with evidence-based advice and assistance to support them in implementing their strategies to combat antisemitism.

Activities

- Data collection and analysis for the annual update on antisemitism.
- Dissemination of results.
- Provision of evidence-based advice to the agency’s institutional stakeholders in the area of combating antisemitism.
- Participation in the European Commission working group on combating antisemitism.
- Targeted technical assistance with regard to the implementation of the EU and national strategies on combating antisemitism.
- Convene an expert meeting on antisemitism and data collection

Outputs

- Report - Annual update on the situation of data collection on antisemitism in the EU (20th edition).
- National activities on antisemitism data collection/national strategies – maximum two Member States a year, upon request.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 40,000 | - | - |
| Communication and Events | 10,000 | - | 2,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 50,000 | - | 2,000 |

B.1.3 Procedural safeguards in European Arrest Warrant Proceedings

Area of activity: *Justice, Digital and Migration*

Sector: *Justice and Security*

Status: on-going

Policy relevance

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

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

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

Responding to the above policy needs and FRA's mandate under its amended Regulation (which is open to researching police and judicial cooperation in criminal matters), the Agency carried out fieldwork and desk research in a second phase of research for those remaining Member States that were not covered previously by FRA research. The fieldwork research consisted of interviews with defence lawyers and judicial authorities (phase 1, completed in 2022), and interviews with defendants in EAW proceedings (phase 2, completed in 2023), focusing on procedural safeguards for persons arrested under the EAW, in particular legal assistance in both issuing and executing Member States.

Objectives

- Contribute to identifying and addressing current challenges in the application of the European Arrest Warrant (EAW);
- Contribute to the proper implementation of fundamental rights and secondary EU legislation in practice as concerns the rights of persons requested under an EAW in Member States;
- Contribute to the proper implementation of the EAW Framework Decision

Activities

- Dissemination of findings

Outputs

- Presentation of results to the Council and other EU institutions as well as Member States
- Publication of the final comparative report
- Publication of FRANET country reports

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | - | - | - |

B.1.4 Violence against women II: filling the data gap

Area of activity: *Justice, Digital and Migration*Sector: *Justice and Security*

Status: on-going

Policy relevance

In 2014, FRA published the results of its EU-wide survey on Violence Against Women, based on 42,000 interviews. The survey presented the first EU-wide data on the extent and nature of different forms of violence experienced by women in the EU; the results of which have been widely used by EU institutions and Member States, alongside international organisations. In the absence of alternative comparable data for the EU, Eurostat has used key indicators from the survey to populate data on violence against women for the UN SDGs. Based on the success of FRA's survey, Eurostat established a task force in 2016 for the development of a survey on gender-based violence, which FRA was invited to join (along with EIGE), to look at the feasibility of conducting a Eurostat-coordinated survey to collect comparable data on gender-based violence. As of September 2021, 18 Member States have opted-in to undertake the survey; with some Member States also selecting to survey men in addition to women. In addition, one Member State will provide data from its national survey. The deadline for Member States to transmit survey results to Eurostat is 2023. Given that a number of EU Member States have decided not to take part in the Eurostat survey, the Union will not have an EU-wide dataset on violence against women to update FRA's 2014 survey data. In the light of this and drawing on their respective expertise, FRA and EIGE have launched a joint project which – in close cooperation with Eurostat – will undertake survey data collection in those Member States that are not taking part in the Eurostat initiative. The survey carries out data collection in 2022-23, followed by reporting the results in 2024-25. The main aim of the above is to ensure – a decade after the first results from FRA's EU-wide survey on violence against women were published – that the EU has an EU-wide comparable dataset of baseline indicators on violence against women. This will entail close cooperation between the joint FRA-EIGE project team and Eurostat to co-join the different datasets and results. In turn, the project will look at the feasibility of conducting a trend analysis between the 2014 FRA survey data and the latest round of survey data collection with respect to the FRA-EIGE survey and Member State survey data collection as part of the Eurostat initiative. The above will serve to underpin the EU's and individual Member States' efforts with respect to ratification and implementation of the Istanbul Convention, alongside existing EU law on gender equality and non-discrimination, with the provision of robust evidence on the extent and nature of violence as experienced by women. Underlining the high priority that the Commission has placed on combating violence against women – including the implementation of the EU gender equality strategy 2020-2025 – the Commission introduced in 2022 a legislative proposal to prevent and combat violence against women and domestic violence – which contains an obligation for Member States to conduct a population-based survey on violence against women at regular intervals. The results of the joint FRA-EIGE project will support the Commission's legislative and policy work in this regard with the provision of new data to fill the on-going 'data gap'. Importantly, the results serve to underpin the EU's obligations with respect to the Istanbul Convention on preventing and combating violence against women and domestic violence.

Objectives

- The project intends to fill a data gap in the on-going Eurostat data collection on violence against women, with the aim of ensuring that data on violence against women is available for all EU Member States, which – in turn – should allow for a comparison of trends between the first round of FRA's published data in 2014 and the current round in 2024-25.
- The data will serve to support EU and Member State law and policy to combat violence against women in the framework of gender equality, victims' rights and fundamental rights.
- The project will also further enhance close cooperation between FRA and EIGE, benefitting from both Agencies' respective expertise, and the survey will involve close coordination with Eurostat.

Activities

- Analysis of survey data collected in 2023
- Drafting joint FRA-EIGE outputs based on the results, with the involvement of and in coordination with Eurostat
- Communicating the results to relevant stakeholders

Outputs

- Launch of a joint FRA-EIGE focus paper based on the survey results, including all countries with data available (combining FRA-EIGE data and surveys carried out by various EU Member States) in 2024, followed by a comparative results report (including trend analysis) in 2025.
- Advice to relevant stakeholders to inform the EU's and the Member States' implementation of the Istanbul Convention.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 116,000 | - | 12,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 116,000 | - | 12,000 |

B.1.5 The impact of addressing terrorist content online on fundamental rights

Area of activity: *Justice, Digital and Migration*

Sector: *Justice and Security*

Status: on-going

Policy relevance

Addressing terrorist content online is an important element in combating terrorism and radicalisation. Ordering removal or blocking of content, referring content to service providers for scrutiny, or applying measures to prevent uploading of certain content all have implications for fundamental rights and require strong safeguards. In 2021, the EU adopted [Regulation \(EU\) 2021/784 on addressing the dissemination of terrorist content online](#). In 2019, FRA delivered a [legal opinion](#) on the proposal at the request of the European Parliament.

According to Article 23 of the Regulation, the European Commission shall carry out an evaluation of the Regulation, including the impact of its application on fundamental rights, in particular the freedom of expression and information, the respect for private life and the protection of personal data, by June 2024. In accordance with Article 4(1)(c) of the Agency's Founding Regulation, in September 2022 the European Commission requested the Agency to contribute to the evaluation of the Regulation's impact on fundamental rights and freedoms.

The project will collect data, mapping the implications of the application of individual provisions of the Regulation at the Member State level on specific rights recognised by the Charter of Fundamental Rights of the European Union. The findings of FRA's research will be provided to the European Commission in 2024, in order to inform the Commission's evaluation in a timely manner. The Agency will publish a report, based on the research findings in 2025.

In line with established FRA methodologies, the research will consist of fieldwork in selected Member States by means of targeted qualitative interviews with relevant stakeholders, complemented by desk research. Given the sensitivity of the subject matter, the interviews will be conducted by FRA staff.

Objectives

- Contribute to the Commission's evaluation under Article 23 of Regulation (EU) 2021/784;
- Contribute to the proper implementation of fundamental rights and secondary EU legislation at Member State level as concerns addressing terrorist content online.

Activities

- Fieldwork in selected EU Member States combined, as needed, with FRANET desk research
- Liaison with relevant stakeholders – including the Commission and Europol

Outputs

- Draft report

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 45,000 | - | 110,000 |
| Communication and Events | 9,000 | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 54,000 | - | 110,000 |

B.1.6 Digitalisation of justice: fundamental rights guidance

Area of activity: *Justice, Digital and Migration*Sector: *Justice and Security*Status: *new*

Policy relevance

On 9 June 2020, the Council adopted conclusions on “Shaping Europe’s digital future”, where it recognises that ‘the digitalisation of the justice systems of the Member States has the potential to facilitate and improve access to justice throughout the EU.’ The October 2020 Council conclusions on “Access to justice – seizing the opportunities of digitalisation” called on the Commission to take concrete action to digitalise justice. In December 2020, the Commission adopted a Communication on the digitalisation of justice in the EU, proposing a set of measures to bring forward digitalisation at both the national and EU level. Subsequently, the Commission adopted several proposals for EU secondary law instruments in this field, including a proposal from 2021 for the Regulation on the digitalisation of judicial cooperation and access to justice in cross-border civil, commercial and criminal matters - which seeks to guarantee a common approach towards the use of modern technologies in cross-border judicial cooperation and access to justice. The Commission has also been looking into the effectiveness of national justice systems through the European Semester and the EU Justice Scoreboard. According to the 2023 EU Justice Scoreboard, most EU Member States already use digital solutions in different contexts and to varying degrees in relation to their justice systems, while there is still significant room for improvement in the digitalisation of justice.

The use of digital technologies, including algorithm-based solutions, has the potential to make judicial systems more transparent and efficient for the benefit of all – from businesses to individuals (including both persons suspected or accused of crime, as well as victims). Digital solutions can ease the administrative burden, shortening case processing times, making communication more secure and reliable, making information more publicly accessible and partially automating case handling. At the same time, effective fundamental rights safeguards need to be put in place to ensure that the use of digital technologies in the area of justice does not undermine the right to a fair trial and effective legal remedy, including the equal opportunity for both parties to make their case (equality of arms), the right to have knowledge of/comment on all evidence and observations filed (adversarial proceedings), the right to a public hearing, as well as - in criminal proceedings - the rights of the defence, including access to a lawyer and the case file.

The project – with data collection in 2024 – sets out to provide a balanced assessment of the potential applications of digitalisation in the justice field with respect to its fundamental rights impact, looking at the opportunities and limitations, including ‘red flags’ and minimum safeguards needed. This should include how to ensure that digital justice is accessible for all. In line with established FRA methodologies, the research will consist of desk research complemented by fieldwork in selected Member States by means of targeted qualitative interviews with relevant stakeholders. The project will take into account and build upon the existing relevant work of European and other international actors active in this field; for example, the Council of Europe’s European Commission for the efficiency of justice (CEPEJ) and the Consultative Council of European Judges (CCJE); in particular, exchanges of updated information on cyber-justice with CEPEJ’s Resource Centre on Cyberjustice and AI could be organised on a regular basis.

Objectives

- Analyse in detail the fundamental rights impact of the digitalisation of justice systems, and assess the minimum fundamental rights safeguards required
- Provide guidance to EU institutions and Member States, in particular their justice authorities, about fundamental rights opportunities as well as risks and necessary safeguards when using digital tools in the justice system

Activities

- Desk research mapping the practical uses of digital tools/technologies in justice systems
- In-depth field research on selected ‘use cases’
- Two meetings (maximum) with key stakeholders
- Drafting guidance on fundamental rights compliant ‘digital justice’

Outputs

- Data collection in 2024 (outputs in 2025)

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 225,000 | - | 88,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 225,000 | - | 88,000 |

B.1.7 Handbook on European law relating to access to justice

Area of activity: *Justice, Digital and Migration*Sector: *Justice and Security*Status: *new*

Policy relevance

In 2016, FRA, in close cooperation with the Council of Europe, published a Handbook on European law relating to access to justice. The Handbook synthesised European and national law and case-law in the field of access to justice, which is also an enabling right that helps individuals enforce other rights. It covered the key access to justice standards in civil, criminal and cross-border matters, including: a fair and public hearing before an independent and impartial tribunal; legal aid; the right to be advised, defended and represented; the right to an effective remedy; limitations on access to justice; as well as selected issues pertaining to persons with disabilities, victims of crime, prisoners and pre-trial detainees, environmental law and e-justice. The Handbook proved very successful, due to its translation in all EU official languages.

Since 2016, European law relating to access to justice has evolved further, including also new relevant judgements at the EU, Council of Europe and national levels. This evolution will be reflected in the second edition of the Handbook to ensure its future relevance. Furthermore, the new edition will enhance the coverage of certain topics including a focus on victims' rights, in particular those in vulnerable situations.

Similar to the first edition, the Handbook will highlight and summarise in a didactical way the key legal and jurisprudential principles of European law relating to access to justice, identifying promising practices where possible. By contributing to raising awareness, knowledge and understanding of the key standards among legal practitioners, it will help ensure fundamental rights compliance. The second edition of the Handbook will be developed in close co-operation with FRA key partner - the European Court of Human Rights.

Objectives

- Update the 2016 Handbook on European law relating to access to justice.
- Enhance cooperation with the Council of Europe and the European Court of Human Rights.
- Contribute to raising awareness, knowledge and understanding of the legal frameworks relating to access to justice amongst lawyers, judges, prosecutors and other legal practitioners, as well as other 'intermediaries' such as civil society organisations involved in litigation or victims' organisations at the national and European levels.
- Facilitate domestic implementation of European law and relevant international legal instruments in the field of access to justice

Activities

- 2 meetings with contractors to discuss the scope of each chapter
- Closely monitoring the drafting process
- Specific stakeholder communication and awareness raising activities.
- Participation in meetings and events.

Outputs

- Second edition of the Handbook planned for 2025

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 50,000 | - | 200,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 50,000 | - | 200,000 |

B.1.8 Additional activities under the sector 'Justice and Security'

Area of activity: *Justice, Digital and Migration*Sector: *Justice and Security*Status: *new*

Policy relevance

This fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by specific Agency projects encompassed under the 'Justice and Security' area of work. These requests for input broadly encompass – police and judicial cooperation in criminal matters; procedural rights in criminal/civil law; victims of crime; hate crime/speech and antisemitism; criminal detention; and security. The amendment of the FRA Regulation in 2022 allows the Agency to undertake research and related activities – on its own initiative – in the area of police cooperation and judicial cooperation in criminal matters. Herein, FRA can expand its work in these areas, focusing on timely input concerning new and revised legislative and policy files, which otherwise could not be planned for. Under the amended Regulation, the Agency is also likely to see increased engagement with a range of actors in the field of security, policing and judicial cooperation relating to criminal law; including Europol and Eurojust, covering all the different topics including the cross-cutting issue of innovation and digitalisation. Outside the 'life cycle' of specific Agency projects, activities under this fiche allow for the continued visibility of FRA outputs and expertise in key areas of work where it has built up a significant body of knowledge, data and related expertise. This includes the Agency's work on victims of crime, which spans its large-scale quantitative survey research with different populations, alongside its in-depth qualitative fieldwork and legal analysis. In this area, the Agency will continue feeding into and supporting the key policy and legislative processes, including the implementation of the Victims' Rights Directive. The Agency's recognised expertise results in numerous and diverse requests for the Agency's input and presence across a range of meetings and expert events, which this fiche can accommodate. Synergies across different FRA projects under the heading of 'Justice and Security' – including work on hate crime/speech, anti-racism and policing, antisemitism and victims of crime – can serve to inform the Agency's legislative and policy responses beyond narrow areas of law. Continued requests for the Agency to update data in areas where it has established the added-value of its outputs – including the annual antisemitism update, the criminal detention database, and the anti-Muslim hatred database – means that the Agency must be responsive to key stakeholder needs throughout the year, which can be encompassed under this area. This can involve engagement at the Member State level, including with civil society and other actors, in direct response to requests during.

Objectives

- To provide evidence-based advice to EU Institutions, as well as Member States - on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs – on request
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities with EU institutions and other relevant actors.

Activities

- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;
- Provide support to Member States and the EU institutions in relation to gathering, analysing and reporting on how victims access the rights set out in the Victims' Rights Directive;
- Further development of project proposals under the work of the sector, in alignment with EU law and policy developments;
- Develop targeted analysis and briefs;
- Participation in, including presentations – meetings and events by EU level institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.

Outputs

- Input to documents - as requested by the Commission, other EU Institutions and bodies/Agencies, and other relevant actors;
- Up to two short Agency outputs (reports or papers in print and/or online form) resulting from any additional research and analysis; alongside re-issuing of material, including translations – as required.
- Short paper on victims of crime
- Updated and extended database on Criminal Detention Conditions in the European Union
- Report on racism in policing published

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 53,000 | - | 210,000 |
| Communication and Events | 9,000 | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 62,000 | - | 210,000 |

B.

JUSTICE, DIGITAL and MIGRATION

B.2 Data and Digital

Overview of the activity

The context of FRA work in relation to this area is shaped by the general goals set by the Commission's 2019-2024 priority "A Europe fit for the digital age", existing EU law (e.g. General Data Protection Regulation (GDPR); the Law Enforcement Directive, the Digital Services Act), as well as legislative and policy developments at the level of the CoE and other international organisations. In the EU, ongoing legislative processes in this area, related to the draft Artificial intelligence Act, the e-Evidence package and the e-privacy regulation, also have wide-ranging fundamental rights implications, which FRA's research and expertise serves to address. In parallel, the work of the European Data Protection Supervisor and the European Data Protection Board are evolving to reflect new fundamental rights challenges with respect to digital developments, which the Agency's work complements from a broader fundamental rights perspective. In this regard, in 2024, at the request of the Commission, FRA will publish a report on challenges and promising practices identified by national data protection authorities (DPAs) when implementing the GDPR to feed into the second evaluation of the GDPR. Security issues remain high on the EU agenda, in line with the EU Security Union Strategy 2020-2025, and are reflected in the work of the Europol-based EU Innovation Hub for Internal Security, which focuses on digital developments. To this end, FRA is supporting the work of the Innovation Hub through its research and expertise with respect to a fundamental rights 'critique' of specific projects. Supported by the work of the Innovation Hub, during 2024 FRA will continue its research on the use of Remote Biometric Identification for law enforcement purposes; the results of which, expected in 2025, will serve to inform the roll-out of the AI Act upon its implementation. Given the importance of the implementation of the AI Act, FRA will carry out field work in the framework of the ongoing project on assessing high risk AI, which will focus on implementing guidance on fundamental rights-related assessments.

Following a request from the European Parliament, in 2024 FRA will continue its work on a FRA-CoE Handbook on European law relating to cybercrime and fundamental rights, which addresses an increasingly important crime area at EU and national level, with significant fundamental rights implications for victims. The Commission's continued focus on harmful online content and its moderation, including how to report and effectively combat it, will benefit from FRA's research on online content moderation with respect to harmful content against specific groups, which was published in 2023. To this end, FRA will continue to disseminate findings from this research and will look into further data collection on hate from online platforms, which will complement and enrich FRA's data collection from its surveys. Finally, FRA will continue following up on the dissemination of the EDPS-FRA-CoE-ECtHR Handbook on European Data Protection Law (2018) and will start working on the update of this widely used handbook. In addition, FRA will continue to disseminate its findings from its research projects related to AI, bias and algorithms.

Expected results

The Agency's fundamental rights expertise will support the EU and its Member States in applying existing fundamental rights standards in the area of information society, including in the context of ongoing legislative developments. Specifically, the publication of FRA's research findings resulting from the analysis of potential bias in algorithms, and with respect to online content moderation, will support the Commission & other actors with empirical evidence relating to digital services and AI. Similarly, the data collection and data analysis on remote biometric identifiers will provide guidance to EU institutions and Member States, in particular their law enforcement agencies, about fundamental rights risks and necessary safeguards in a complex and sensitive area. In parallel, the Agency's data collection on GDPR and national data protection authorities will contribute to a better understanding of challenges related to the implementation of the European data protection legal framework. Finally, the Handbook on cybercrime and fundamental rights, together with the CoE (work on which continues in 2024), will contribute to this increasingly important field. To ensure the relevance of FRA's input and to continue to provide stakeholders with fresh data and analysis in a fast-moving field, FRA continues to work on projects in relation to high-risk AI use cases (as referred to in the AI Act) and on data collection on online hate, which will serve to inform policy developments in these fields with respect to fundamental rights

B.2.1 Online content moderation - supporting implementation of the Digital Services Act

Area of activity: *Justice, Digital and Migration*

Sector: *Data and Digital*

Status: on-going

Policy relevance

In 2021-2023, FRA carried out a study on online harassment, hate speech and (incitement to) violence targeted at women and selected ethnic and religious minorities to address the pervasive challenge of creating a safer online space.

The project carried out an analysis of incidents of online harassment and hate speech through data collection from selected social media channels. Based on a methodology to systematically search for pre-specified terms in selected countries, the data highlight the extent and nature of harassment and other forms of hatred on various online platforms and in different languages in the EU, focusing on the impact on specific groups.

In 2024, the Digital Services Act enters into force, upgrading the liability and safety rules for digital platforms, addressing several fundamental rights matters in its provisions (the provisions related to very large online platforms and search engines already entered into force in 2023).

In 2024, the project's results will feed into the Commission's work on the implementation of policies and acts on online content moderation, such as the DSA and the code of conduct on illegal hate speech, with a view to informing the ongoing development of regulatory and non-regulatory responses to online content moderation. Given the ongoing need for evidence and analysis related to the implementation of the DSA, FRA will provide input based on its research findings, and - pending available resources and feasibility assessments - additional input based on legal analysis and a literature review on fundamental rights protection in relation to online platforms' conduct

Objectives

- Collection of data on online harassment, hate speech and (incitement to) violence in selected EU member states to increase the understanding of existing online hatred;
- To better support – through the provision of empirical evidence – legislative and policy initiatives to address the fundamental rights implications of hate speech online and online platforms conduct in general;
- Contribute to the development of methodologies for online data collection on fundamental rights related topics

Activities

- Continuation of in-house background research on policies and laws regulating online content;
- Dissemination of research report;
- Stakeholder/expert consultation.

Outputs

- Meetings and presentations of project findings at policy level.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | 30,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | - | - | 30,000 |

B.2.2 GDPR – the experience of data protection authorities

Area of activity: *Justice, Digital and Migration*

Sector: *Data and Digital*

Status: on-going

Policy relevance

The Agency has undertaken the following work in the field of data protection and privacy – in 2014 FRA and the CoE published a Handbook on European data protection law covering EU and Council of Europe legal frameworks, which was updated with a new edition in 2018. In 2019 FRA consulted with civil society organisations on how the GDPR affected their daily work, and published the findings in a focus paper. In 2020, FRA published findings from the Fundamental Rights Survey’s data on opinions and experiences of people in the European Union (EU) linked to data protection and technology. FRA also conducted research on specific fields where interferences with the rights to data protection and privacy may occur; namely - in relation to surveillance by intelligence services (with the publication of two reports in 2015 and 2017), in relation to unlawful profiling in the law enforcement and border management contexts (with the publication of a guide in 2018), and more recently in relation to artificial intelligence systems (with the publication of three focus papers and two reports in the period 2018 and 2022).

This project builds on FRA’s previous work and is undertaken at the request of the European Commission to support its evaluation of the GDPR. The Regulation foresees that the Commission reports on the evaluation and review of the GDPR, starting with a first report after two years of application and every four years thereafter. The Commission’s work is underpinned by consultations of different stakeholders, including data protection authorities, within the framework of the EDPB. FRA’s research findings will directly support the Commission’s evaluation of the Regulation, which is due by mid-2024. The Agency worked closely with the Commission in the development of the project.

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

Objectives

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

Activities

- 2024 – launch and dissemination activities of the report

Outputs

- Publication of report

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 10,000 | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 10,000 | - | - |

B.2.3 Remote Biometric Identification for law enforcement purposes

Area of activity: *Justice, Digital and Migration*Sector: *Data and Digital*

Status: on-going

Policy relevance

In November 2019, FRA published a [focus paper on the use of facial recognition technology \(FRT\) in the context of law enforcement](#) (FRT is a form of 'remote biometric identifier' (RBI)). The paper points to several fundamental rights risks in relation to the use of live FRT. With reference to the FRA focus paper on FRT, the European Commission outlined in [its White Paper on AI](#), in February 2020, the need for further regulation of remote biometric identification systems stating that the risks to fundamental rights depend on the purpose, context and scope of its use. Following the White Paper, the European Parliament, in a resolution from January 2021, invited the Commission to assess the consequences of a moratorium on the use of FRT systems, including by law enforcement authorities, in relation to fundamental rights-compliant use of the technology. At the same time, artificial intelligence (AI) and the use of AI related technological solutions, including biometric technologies, by law enforcement agencies became one of the priority topics of [the EU Innovation Hub for Internal Security](#), established in accordance with the EU Security Union Strategy.

In April 2021, the Commission published its legislative proposal to regulate the use of AI, including high-risk use cases of remote biometric identification systems. Other international actors, such as the [Council of Europe](#), have called for strict rules, in particular to avoid the significant risks to privacy and data protection, as well as non-discrimination and other rights, posed by the increasing use of biometric technology, including FRT. [Civil society organisations](#) have expressed concerns over the use of FRT, including potential abuse of the technology by governments and corporations for biometric mass surveillance. In the meantime, several national law enforcement agencies in the EU are looking closely into the possible uses of FRT. The project sets out to provide a balanced assessment of the potential applications of this technology with respect to its fundamental rights impact – which, for example, can range from its use to detect crime through to the identification of potentially vulnerable victims. The project will start by mapping the use of remote biometric identifiers/FRT by law enforcement agencies in EU Member States, and the respective national legal frameworks governing the use of this technology. For selected 'use cases' from a number of EU Member States, the project will make an in-depth assessment of the purpose, context and scope of use of remote biometric identifiers/FRT through interviews with representatives of law enforcement authorities and other relevant stakeholders - such as private parties providing the technology, civil society, and possibly also rights holders who complained about being targeted by such technologies. Based on information from concrete 'use cases', the project will analyse fundamental rights risks and necessary safeguards for potential fundamental rights compliant use of remote biometric identification in general, and FRT in particular. The project will follow developments concerning the AI Act and will take into account the relevant provisions of the Act once adopted. The results will serve to inform those considering this technology about its fundamental rights compliance - in alignment with EU law - and will provide practical guidance for the law enforcement community and beyond; thus contributing to the objectives of the EU Innovation Hub for Internal Security, and FRA's specific role therein. The project will be carried out in close cooperation with Europol, which is responsible for convening the EU Innovation Hub for Internal Security.

Objectives

- Analyse in detail fundamental rights risks and necessary safeguards with respect to facial recognition technology use cases in the area of law enforcement.
- Provide guidance to EU institutions and Member States, in particular their law enforcement agencies, about fundamental rights risks and necessary safeguards when regulating and/or planning to use remote biometric identification, including FRT.
- Contribute to the work of the EU Innovation Hub for Internal Security (in line with the call of the Council to the EU's Standing Committee on Operational Cooperation on Internal Security (COSI) in [its note](#) from 7 May 2020, p. 2).

Activities

- Continuation of in-depth field research on selected 'use cases'
- Two meetings (minimum) with key stakeholders

Outputs

- Report planned for 2025

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 15,000 | - | 105,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 15,000 | - | 105,000 |

B.2.4 Handbook on European law relating to cybercrime and fundamental rights

Area of activity: *Justice, Digital and Migration*

Sector: *Data and Digital*

Status: on-going

Policy relevance

The fight against cybercrime is one of the key pillars of the European Cybersecurity Strategy as well as a central component of the EU Security Union Strategy 2020-2025. The EU has adopted relevant rules linked to this form of crime, such as the e Privacy Directive (2002/58/EC), the Directive on attacks against information systems (2013/40/EU), on combating fraud and counterfeiting of non-cash means of payment (2019/719/EU), on sexual abuse and sexual exploitation of children and child pornography (2011/93/EU), and on terrorism (2017/541/EU). In October 2017, the European Parliament adopted a resolution on the fight against cybercrime, in which it requested the FRA "(75) to draw up a practical and detailed handbook providing guidelines regarding supervisory and scrutiny controls for Member States".

At the Council of Europe (CoE) level, the Budapest Convention on Cybercrime serves as the key international treaty in this area, with on a Second Additional Protocol on enhanced international co-operation and disclosure of electronic evidence which was opened for signature in 2022. The EU co-legislators continued their deliberations in 2020 and 2021 on the proposed Regulation on electronic evidence in criminal matters, which has received close scrutiny.

Technological advances, such as the use of encryption, can allow cybercriminals to hide unlawful activity and make it difficult to obtain evidence for criminal investigations. This requires special investigative techniques (used within the proper legal framework) by authorities, which may also involve remote forensics and elaborated decryption techniques. These developments raise new challenges for protecting fundamental rights.

This Handbook responds to the earlier European Parliament request. Namely, it highlights the key fundamental rights challenges posed by cybercrime, including, the positive obligations of States to safeguard the fundamental rights of victims of cybercrime; with a particular focus on victims in vulnerable situations. It also addresses fundamental rights considerations related to substantive law, procedural powers and safeguards, and international cooperation. The Handbook also sets out to identify possible promising practices to ensure fundamental rights compliance. It is prepared by the FRA, the Council of Europe and the European Court of Human Rights.

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

Objectives

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

Activities

- Finalisation of the handbook.

Outputs

- Planned publication in 2024.
- Planned - translated versions of the handbook (pending resources).

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | 120,000 |
| Institutional cooperation and networks | - | - | - |
| Total | - | - | 120,000 |

B.2.5 Assessing high-risk artificial intelligence (AI)

Area of activity: *Justice, Digital and Migration*Sector: *Data and Digital*

Status: on-going

Policy relevance

In 2021, the European Commission proposed a regulation governing the use of artificial intelligence (the AI Act), which is currently being negotiated by the co-legislators. The AI Act specifies, among other provisions, that high-risk AI has to undergo a conformity assessment, which includes drawing up technical documentation in relation to risks for fundamental rights, such as discrimination. While the details of the AI Act are still being negotiated, it is already clear that there will be a need for implementing guidance of the requirements for high-risk AI. In parallel, the Council of Europe is working on an international (framework) convention on AI, which also includes requirements for human rights impact assessments, among others.

FRA's research on AI has shown that developers and users of AI need clear guidance on how to carry out assessments of AI in relation to fundamental rights compliance. As fundamental rights concerns vary according to the purpose and area of use of AI, guidance needs to consider the specificities of different use cases. For example, the use of algorithms in the area of employment for recruitment purposes is different to the use of algorithms for accessing public services, or assessing students in the area of education. The data needed for assessing those systems depends on the pre-identified groups at risk and availability of data, for example on protected characteristics – such as ethnic origin, gender, or disability. The project will also address the data needs for such documentation and assessments of fundamental rights compliance, which vary considerably across high-risk use cases. Among developers and deployers of AI there is – as FRA's research has shown – a lack of knowledge on what data on protected characteristics are needed for a fundamental rights impact assessment, and how such data can be collected in a data protection compliant way.

This project will provide empirical analysis and guidance on how to implement existing EU-law in relation to assessing high-risk AI based on selected use cases.

Stakeholders: European Commission, European Parliament, Council of the EU, Council of Europe, OECD, United Nations, UNESCO, civil society, public sector, private sector.

Objectives

- Providing guidance on how fundamental rights risks can be assessed before using (selected) high-risk artificial intelligence (AI) systems, as defined in the EU AI Act.
- Analysing data needs in relation to undertaking an assessment of fundamental rights risks of selected high-risk AI uses cases.
- Increasing the understanding of a range of fundamental rights risks attached to high-risk AI and proposing measures to mitigate these risks.

Activities

- Background research and mapping of selected high-risk AI use cases, as defined in the AI Act.
- Field research, including interviews with developers and users of high-risk AI use cases.

Outputs

- Report planned for 2025

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 14,000 | - | 2,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 14,000 | - | 2,000 |

B.2.6 Monitoring hate online – reporting trends

Area of activity: *Justice, Digital and Migration*

Sector: *Data and Digital*

Status: *new*

Policy relevance

Online platforms have become an essential place for human interaction. This also means that hatred, discrimination, and harassment – encompassing forms of cybercrime – is part of the interaction on those platforms. While legislators, policy makers and online platforms are striving to moderate (illegal) content online, the challenge remains to understand the extent and nature of online hate – so that responses are evidence-based. Illegal online content is tackled through EU law, such as the Digital Services Act, adopted in 2022, and the regular activities and data collection under the EU Code of Conduct on countering illegal hate speech online, whereas discrimination, harassment and hate crime are generally covered under the EU equality directives, such as the Racial Equality Directive (Directive 2000/43/EC) or the Gender Goods and Services Directive (Directive 2004/113/EC). Council of Europe Recommendation CM/Rec(2022)16 on combating hate speech also provides useful guidance in this area. One of the core tasks of FRA is to collect data on people’s experiences and opinions in relation to their enjoyment of fundamental rights, including discrimination, violence, and victimisation – including experience of hate crime (against the person and property). To this end, FRA carries out large-scale surveys with the general population and vulnerable groups, such as Jews, Roma, migrants, and LGBTI people, as well as with women. In 2021-2023, FRA undertook research on online content moderation with respect to hatred against selected groups, including collecting data from online platforms. This project served to inform FRA about the opportunities and limitations of collecting data on online hatred from online platforms, including social media.

The proposed project will complement the Agency’s existing survey research, which also captures people’s experiences of online hate, by collecting data from online platforms that can reveal trends with respect to online hatred against certain groups. Based on a feasibility assessment, the project will explore the most effective way in which data on discrimination, harassment and violence can be extracted from online platforms.

The project will draw on FRA’s previous research, alongside other completed and ongoing projects and frameworks that variously engage in monitoring social media for hatred against certain groups. FRA will make use of existing tools for targeted data collection that complements available FRA data. Through online platforms, hatred and sentiments can be captured in a way that is not possible through other data sources. It allows FRA to provide additional empirical evidence on different manifestations of discrimination, harassment and violence, with regard to online hate’s impact on fundamental rights.

FRA’s engagement will allow the Agency to use social media as a new source of data for monitoring fundamental rights – specifically, trends in online hate.

Stakeholders: European Commission, European Parliament, Council of the EU, Council of Europe.

Objectives

- Developing a methodology and tool for monitoring hatred online through regular data collection from social media to provide trends on manifestations of discrimination, harassment and violence against selected groups.
- Collecting data to complement FRA’s survey data on discrimination, harassment and hatred against certain groups.

Activities

- Assessing opportunities and practical solutions for continuous monitoring of online platforms.
- Carrying out data collection on selected groups.

Outputs

- Regular interval online reports (and potentially a dashboard) on discrimination, harassment, and violence against selected groups, such as Jews, Roma, migrants, LGBTI, and women.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 27,000 | - | 5,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 27,000 | - | 5,000 |

B.2.7 Additional activities under the sector ‘Data and Digital’

Area of activity: *Justice, Digital and Migration*

Sector: *Data and Digital*

Status: on-going

Policy relevance

This fiche accommodates requests during the year for additional activities related to data collection, analysis, and provision of expertise which are not covered by specific Agency projects encompassed under the ‘Data and Digital’ area of work. These requests for input broadly encompass - information society, artificial intelligence (AI) and digitalisation; data interoperability; data protection and privacy. Since its establishment, the Agency has variously worked in the areas of data protection and privacy and has engaged with specific fields such as data interoperability – which has focused on large-scale IT systems primarily in the field of migration and asylum. The Agency’s work in these fields has encompassed in-depth research on subjects such as mass surveillance and its oversight, on the use of biometrics in large-scale IT systems, and on fundamental rights compliant AI. In parallel, it has developed tools to assist both duty bearers and rights holders with respect to rights compliance and redress, including – for example – a joint Handbook with the Council of Europe on data protection European Law (in its second edition). Following repeated requests of several FRA stakeholders, FRA will work on updating its handbook on European data protection law to reflect important legal developments that have taken place since 2018. Since 2017, the Agency’s attention has turned to the increasingly important field of AI, which is being deployed across different areas with significant implications for fundamental rights. The Agency’s series of papers on fundamental rights and AI, its appointment to the Commission’s High Level Expert Group on AI, and to Council of Europe committees that are working towards the development of AI law - illustrate FRA’s role as an important actor in this field. FRA is in close dialogue with the various EU institutions that are responsible for developing new areas of law and related policy, focused on the AI Act and the Digital Services Act – to name two examples. In parallel, other EU Agencies increasingly engage FRA in the area of AI and digitalisation, through the multi-agency EU Innovation Hub’ and Europol’s ‘Innovation Lab, alongside international organisations ranging from the UN to the OECD. Recognising the increasing demands on FRA to provide its expertise in this area, activities and outputs under this fiche serve to ‘future proof’ the Agency’s work by allowing it to develop and communicate research ideas and findings, and to provide fundamental rights expertise to EU institutions and other actors.

Objectives

- To provide evidence-based advice to EU Institutions, as well as Member States - on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs – on request
- Make findings of FRA available to policy makers in a proactive manner;
- Relevant communication & cooperation activities with EU institutions and other relevant actors

Activities

- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;
- Further development of project proposals under the work of the sector, in alignment with EU law and policy developments;
- Updating of Data Protection Handbook, following stakeholder demand
- Develop targeted analysis and briefs;
- Participation in, including presentations – meetings and events by EU level institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.

Outputs

- Input to documents - as requested by the Commission, other EU Institutions and bodies/Agencies, and other relevant actors;
- Up to two short Agency outputs (reports or papers in print and/or online form) resulting from any additional research and analysis; alongside re-issuing of material, including translations – as required.
- Handbook on data protection - update

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 35,000 | - | 62,000 |
| Communication and Events | 3,000 | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 38,000 | - | 62,000 |

B.

JUSTICE, DIGITAL and MIGRATION

B.3 Migration and Asylum

Overview of the activity

Over the last decade, FRA published a large amount of material addressing fundamental rights challenges in relation to asylum, borders and immigration. These include comparative studies, handbooks, training materials as well as other tools, several of which are available in a number of EU languages. In 2024, FRA will continue to use and promote these materials.

An increasing number of EU law instruments make explicit reference to FRA. They require FRA to cooperate and provide its fundamental rights expertise to other EU agencies, to assist the European Commission in various ways to mainstream fundamental rights in different types of planning and evaluation processes and to be part of bodies which review fundamental rights compliance. The first two projects under this heading will enable FRA to respond to these commitments flowing from EU law and from the cooperation arrangements it has concluded with selected EU agencies, taking into account FRA's limited resources.

In 2024, FRA will continue to focus on two priority dimensions under the broader area of migration and asylum.

The first thematic area will cover the fundamental rights challenges the EU is facing at its external borders, where FRA will build on the work initiated in 2023. FRA will engage with selected Member States and EU institutions to support fundamental and human rights compliance at borders (Project 3).

The second focus area (Project 4) relates to the roll-out by the EU of new information technology (IT) systems, as these become operational. The operation of EU large-scale information systems and their interoperability create opportunities but also pose threats to fundamental rights. They can affect a wide range of fundamental rights, such as the right to protection of personal data, the right to information, the right to access, rectify wrong data and delete unlawfully stored data, non-discrimination, the right to asylum, the right to an effective remedy and the rights of the child.

The integration of refugees from Ukraine who for different reasons will stay in the EU will remain a specific focus of FRA's work. A specific project (Project 5) is devoted to violence and related abuses against women displaced from Ukraine. FRA will also continue to remain engaged with the issue of exploitation of migrant workers, publishing a manual for labour inspectors.

Finally, the last project on additional activities will enable FRA to have some capacity within its limited resources to respond to newly emerging policy priorities.

Expected results

Through its action, in 2024 FRA expects that EU institutions, EU agencies as well as Member States will be better informed on how to deal with fundamental rights challenges at the EU's external borders, including in times of crisis. FRA's engagement with the roll-out of new IT systems, which will be introduced to facilitate border management, is expected to identify fundamental rights issues at an early stage enabling immigration and border management actors to take corrective actions. The survey with women from Ukraine will help identify measures that the EU and its Member States should take under the Istanbul Convention on preventing and combating violence against women and domestic violence.

As the EU is increasingly focusing on legal migration, FRA will continue to disseminate findings relating to this topic, including on the fundamental rights situation of long-term residents in the EU.

B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration

Area of activity: *Justice, Digital and Migration*

Sector: *Migration and Asylum*

Status: on-going

Policy relevance

Several EU law instruments in the field of asylum, borders and immigration assign specific tasks to FRA. This project will enable FRA to exercise this role by providing its fundamental rights expertise. These specific tasks fall under five broad areas.

- cooperation with EU agencies as required by their respective founding regulations (FRONTEX, EUAA, eu-LISA, EUROPOL) or by bilateral working arrangements or Memoranda of Understanding (CEPOL, EUROJUST, EUROPOL)
- Schengen Evaluations, as required by Council Regulation (EU) 2022/922
- National programmes under the Asylum, Migration and Integration and the Integrated Border Management Fund, as per Regulations (EU) 2021/1147 and (EU) 2021/1148
- European large-scale IT systems, including in the context of the ETIAS and VIS Fundamental Rights Guidance Boards
- Independent monitoring mechanisms at borders as proposed by the Screening Regulation and provision of fundamental rights expertise in the context of migration management support teams.

A sixth area where FRA's input is explicitly requested is covered in a separate project titled 'Collecting data for EU preparedness and crisis management. Overall, this project will support EU institutions and agencies, as well as Member States to implement EU law taking due consideration with respect to fundamental rights. The Agency will provide input at a level that is commensurate with its available resources.

Objectives

- Enable FRA to fulfil its legal commitments flowing from EU law directly or from bilateral and multilateral cooperation arrangements;
- Provide fundamental rights expertise to EU institutions, EU agencies and EU Member States in the field of asylum, borders, and immigration

Activities

- Provide written and oral expertise to enable EU agencies to build, strengthen and adjust their internal mechanisms to uphold and mainstream fundamental rights;
- Participate in Frontex MB meetings, and contribute with expertise to other Frontex, EUAA and eu-LISA work, including through bilateral agreements, where concluded;
- Participate in Frontex and EUAA Consultative Fora;
- Provide fundamental rights expertise as a member of the ETIAS and VIS Fundamental Rights Guidance Boards;
- Collect and submit information, provide input to training and accompany on-site Schengen evaluation missions;
- Comment on national funding programmes, as requested;
- Participate and share expertise within migration management support teams or in the framework of Memoranda of Understanding with Member States, if requested;
- Collect data through desk research and field missions to enable FRA to provide evidence-based input;
- Translate/re-print FRA publications required to substantiate FRA's contributions;
- Review draft documents shared by stakeholders to FRA for comments;
- Organise expert meetings and other events (in person or online), where appropriate;
- Provide selective fundamental rights training

Outputs

- Evidence-based advice provided to EUAA, Frontex and Europol to consolidate fundamental rights mechanisms;
- Expertise shared with Frontex, EUAA and eu-LISA;
- Frontex and EUAA Consultative Forum meetings;
- Contributions to the Commission Task Force on Greece and to similar support mechanisms with other EUMS;
- Input to evaluation of EU law instruments, if asked;
- Expertise provided to ETIAS and VIS Fundamental Rights Guidance Boards and all meetings attended;
- Tool to mainstream fundamental rights in EU migration funds drafted and comments to two programmes provided, if requested and in line with FRA's resources;
- Six Schengen evaluation on-site missions accompanied and risk analysis provided upon request;
- Meetings requiring FRA participation (e.g. Frontex MB meetings; Commission meetings on Greece);
- Fundamental rights expertise provided to Member States, for the establishment and running of independent monitoring mechanisms;
- Materials translated and/or reprinted;
- Training support provided, as appropriate
- At least two expert meetings held (in person/online).

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 30,000 | - | 200,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 30,000 | - | 200,000 |

B.3.2 Collecting data for EU preparedness and crisis management

Area of activity: *Justice, Digital and Migration*

Sector: *Migration and Asylum*

Status: on-going

Policy relevance

In September 2020, the European Commission established a new mechanism for better monitoring and anticipating migration movements and to enhance information sharing to facilitate a coordinated response in times of crisis. For this purpose, the Commission Recommendation on the Migration Preparedness and Crisis Blueprint establishes a network involving EU institutions, Member States as well as relevant JHA agencies, including FRA. All of them have appointed a point of contact for the operationalisation of the network and to contribute with timely and adequate information to the new mechanism. Based on the information received, the European Commission drafts regular situational and early warning reports. The network has held regular meetings since autumn 2020. In 2022, FRA was requested to contribute to weekly meetings on Ukraine, in addition to separate data collection exercises on the migration situation at the Belarus border and on movements from Afghanistan. In view of the volatile situation, FRA expects that in 2024 the EU preparedness and crisis management mechanism will continue to require the Agency’s input to the same degree.

In managing asylum and migration, the EU is facing significant fundamental rights challenges. These must be adequately reflected in situational awareness and early warning reports, so as to facilitate a response which complies with the EU Charter. Through this project, FRA will provide the early warning and crisis mechanism with fundamental rights related data and information. In this way, FRA expects that the regular Commission reports adequately reflect fundamental rights. In future, the importance of these Commission reports will likely increase, as under the proposal on instrumentalization of migration, the Commission will use the reporting under the Migration Blueprint Network as a tool for monitoring the situation and will make recommendations regarding the prolongation or discontinuation of exceptional measures.

FRA collects the data through FRANET and through field missions, where appropriate. This data collection supports the Commission when assessing the migratory situation. The data collected by FRA will be presented at the regular ‘Blueprint’ meetings and will also serve to provide material for the Agency’s Fundamental Rights Report and other publications.

Objectives

- Provide the EU preparedness and crisis management mechanism with robust and up to date evidence on fundamental rights concerns relating to border management, asylum, reception, child protection, immigration detention and return.
- Provide the Agency with evidence to underpin its reporting in the Fundamental Rights Report, alongside other publications.

Activities

- Collect and analyse data;
- Share the findings with the network;
- Draft material for publication based on collected evidence

Outputs

- Regular data and information sharing for the weekly network meetings and reports;
- Input to the Agency’s Fundamental Rights Report
- Two focus papers based on selected information; focusing on policy relevance /timeliness with respect to emergent issues.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 240,000 | - | 350,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 240,000 | - | 350,000 |

B.3.3 Upholding fundamental rights at borders

Area of activity: *Justice, Digital and Migration*Sector: *Migration and Asylum*

Status: on-going

Policy relevance

Respect for fundamental rights is a core component of EU border management legislation. In practice, however, various sources – including the United Nations and the Council of Europe – report fundamental rights violations at EU borders; including of absolute rights, such as the prohibition of torture, inhuman or degrading treatment or punishment, and the principle of non-refoulement. Managing external borders while protecting and respecting fundamental rights is becoming increasingly challenging for Member States. The persistent reports about rights violations at borders, if not addressed through appropriate preventive measures and prompt and effective investigations, may pose more general threats to the rule of law. This multi-annual project aims at supporting particularly affected Member States with fundamental rights expertise on an ongoing basis to tackle the new challenges they face. In 2023, FRA initiated a first phase of the project with a few selected Member States at the EU's external land and/or sea border carrying out visits to Bulgaria, Croatia, Cyprus, Finland, Greece, Italy, Lithuania, and Poland. Visits and related provision of fundamental rights expertise will continue in 2024.

This project combines research activities with regular and ongoing provision of evidence-based advice. Given the sensitive nature of the topic, the research activities will primarily be carried out directly by FRA staff, with small-scale desk research (e.g. on relevant national case law, national procedures, or other similar topics) to be outsourced. Research activities in 2023 focused on investigations for alleged rights violations at borders and on the development of indicators for fundamental rights compliance at land and sea borders. FRA also reviewed the different mechanisms and procedures in place at national and EU level to protect fundamental rights. In 2024, FRA will continue providing its expertise to selected interested Member States, focusing on independent border monitoring, investigations, child protection aspects (e.g. guardianship) as well as on other fundamental rights issues falling within FRA's area of expertise that EU Member States may request.

For this project, FRA will build on already existing documentation describing the fundamental rights situation at the border by reputable national and international bodies, such as national human rights institutions, the Council of Europe and the United Nations. Thematically, the project will look at fundamental rights in the context of border management, readmissions, and first reception of new arrivals.

The project entails regular FRA missions to the selected Member States to document the challenges that authorities and practitioners face and, where relevant, to share already available FRA tools and expertise, for example in relation to independent monitoring at the border or access to justice. In the implementation of this project, FRA will closely cooperate with the European Commission as well as relevant EU Agencies, including where deployed in the context of migration management support teams as per Article 40 of Regulation (EU) 2019/1896. Concerning border management, the project will focus on Member States' activities and operations and thus remain complementary to the work of Frontex fundamental rights monitors whose mandate is limited to activities where Frontex is involved.

FRA has been working on external borders for more than a decade, providing its expertise to EU institutions, EU agencies as well as Member States. This project builds on FRA's knowhow in this policy area.

Objectives

- Understand and analyse the challenges and promising practices in upholding fundamental rights at borders.
- Review the effectiveness of national and EU mechanisms to protect fundamental rights at borders.
- Share FRA's expertise with Member States and the EU.

Activities

- Stakeholder consultations – Commission, relevant EU Agencies, civil society
- Undertaking missions
- Collecting and analysing information and data
- Participating in selected events and fora
- Drafting reports

Outputs

- Two thematic reports: one on investigations of rights violations and a second relating to indicators
- Evidence based advice provided to EU institutions, agencies and Member States

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 80,000 | - | 200,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 80,000 | - | 200,000 |

B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)

Area of activity: *Justice, Digital and Migration*

Sector: *Migration and Asylum*

Status: on-going

Policy relevance

This project builds on FRA’s past findings on the use of biometric data and on EU large-scale IT systems. It is also closely linked to FRA’s work on artificial intelligence.

Past FRA findings have pointed out opportunities for and risks to fundamental rights that the EU large-scale information systems and their interoperability pose. They can affect a wide range of fundamental rights, such as the right to protection of personal data, the right to information, the right to access, rectify wrong data and delete unlawfully stored data, the prohibition of non-discrimination, the right to asylum, the right to an effective remedy and the rights of the child.

In 2025, two new EU large-scale information systems are likely to become operational. This project intends to provide fundamental rights expertise for the roll-out of these two systems:

- Visa-free third-country nationals will have to request authorisation to enter the Schengen area through the European Travel Information and Authorisation System (ETIAS, [Regulation \(EU\) 2018/1240](#)). ETIAS will support responsible authorities to predict whether an applicant may pose a risk to public health, security, and irregular migration by using ‘screening rules’, i.e. an algorithmic functionality.
- The Entry/Exit system (EES, [Regulation \(EU\) 2017/2226](#)) will register the entry and exit of all third-country nationals who cross the Schengen borders for a short stay (90 days within a period of 180 days). The EES will use facial recognition technology for verification purposes for all third-country nationals, including children. It will also record people whose access to the Schengen area has been refused at the external border. It will furthermore support immigration authorities to see if third-country nationals have overstayed, once in the Schengen area.

In 2023, FRA started research on ETIAS which will continue in 2024, when FRA will complete the research and draft the final report.

Research for a second component of the project focusing on the EES will be implemented in 2024. In 2024 FRA will carry out qualitative field research at selected border crossing points and complement this with interviews with national authorities and experts. The research will examine the potential fundamental rights implications of processing biometric data for border crossing and the way safeguards embedded in EU law may be implemented in practice, including by reviewing the experiences Member States collected through pilot projects. The research will focus on selected areas – to be identified during stakeholder consultations – such as, respecting dignity when taking biometrics, the treatment of children or persons with disabilities and on the impact of incorrect data stored in IT systems on travellers. Specific research topics will be prioritised, taking also into account the needs of practitioners working with the EES.

Objectives

- To support Member States and relevant EU agencies in implementing the fundamental rights safeguards embedded in the EES and ETIAS Regulations
- To identify the main fundamental rights challenges and opportunities arising from the implementation of EES and ETIAS
- To provide EU institutions, agencies and Member States with data and information on the implementation of the fundamental rights safeguards in EES and ETIAS.
- To raise civil society awareness about fundamental rights implications of EU large scale IT systems – based on work launched in 2022.

Activities

- Desk research
- Stakeholder consultations
- Contracting research
- Analysing findings and drafting of outputs

Outputs

- Awareness-raising online tool (2024)
- Two thematic reports on these IT systems in 2025
- Targeted guidance for practitioners
- Inputs to training and other tools (EU level and national), upon request

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 10,000 | - | 190,000 |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 10,000 | - | 190,000 |

B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine

Area of activity: *Justice, Digital and Migration*

Sector: *Migration and Asylum*

Status: on-going

Policy relevance

As a result of Russia’s invasion of Ukraine, millions of people – the overwhelming majority of them women and children – have been displaced, with most of those who have left the country seeking safety in the EU. Women who have arrived in the EU have not only fled the violent conflict in Ukraine but may also have been exposed to gender-based violence and other human rights abuses while in Ukraine, during their difficult journeys into the EU, and upon arrival at their new place of residence. Namely, women are at heightened risk of sexual assault and rape, sexual harassment, trafficking for sexual exploitation, as well as exploitation in relation to employment in host countries – to name some examples. In 2014, FRA published the results of its EU-wide survey on Violence Against Women; the largest, most comprehensive survey of its kind in the EU that has served as the evidential basis to inform policy and legislative developments on violence against women. As a follow-up, the survey was replicated by the OSCE in 2018 in eight countries and territories outside the EU, including Ukraine. FRA was part of the OSCE’s steering committee to oversee the adaptation of FRA’s survey to countries in conflict and post-conflict situations. To this end, working with FRA, the OSCE supplemented the FRA questionnaire with specific questions related to conflict situations. The OSCE survey found that conflicts contributed to more severe violence against women compared with non-conflict situations, particularly among women who had been displaced by the conflict. Long-term psychological problems were also more common among women who had experienced violence related to conflict. With respect to violence against women overall, EU Member States are now implementing a survey on gender-based violence against women, coordinated by Eurostat. FRA and EIGE are complementing this by collecting comparable data in eight EU Member States that are not taking part in the Eurostat coordinated survey and have no other source of up-to-date survey data. However, these surveys do not contain questions specifically about conflict-related violence and related human rights abuses, nor are the survey samples designed to capture women displaced by conflict, and therefore will not capture the experiences of women who have left Ukraine and are now residing in the EU. To address this gap and contribute to EU and international efforts to collect evidence on, and effectively respond to, violence and related human rights abuses experienced by women displaced from Ukraine – including the work of the ICC, Eurojust and other actors – FRA is carrying out a survey in three EU Member States that host the largest number of women who have been displaced due to the war in Ukraine. The survey collects data on these women’s experiences of violence and related human rights abuses leading up to, during and after fleeing the conflict – for example with respect to experiences of sexual harassment and exploitation in host countries – and also collects data on reporting and non-reporting of incidents, alongside support received. The survey is based on a minimum number of interviews per country in order to achieve reliable results. The comparability of selected results – e.g. concerning experiences of sexual harassment or assault, adjusted for the inclusion of different perpetrators – will be ensured, where relevant and possible, with respect to Eurostat’s gender-based violence against women survey and the FRA-EIGE survey. The survey data collection was launched in 2022-2023. Results – after quality controls – are expected to be published in 2025 and will serve to inform relevant EU and international efforts to address the impact of the war in Ukraine on civilian populations with respect to the experiences of women who are now living in the EU – including provision for victims under the Victims’ Rights Directive and the Anti-Trafficking Directive. Importantly, the results serve to underpin the EU’s obligations with respect to the Istanbul Convention on preventing and combating violence against women and domestic violence.

Objectives

- Support EU and Member State policy and responses on the ground with robust and up to date evidence on the nature and impact of conflict-related violence and related human rights abuses against women who have been displaced due to the war in Ukraine, including their needs in terms of medium and long-term assistance.
- Inform with evidence the development of specific measures to support women victims of conflict-related violence and related human rights abuses – including measures based on the use of EU funds to support the Member States that host women who have fled the war in Ukraine.
- Provide robust evidence on the extent and nature of violence and related human rights abuses experienced by women fleeing Ukraine for relevant EU actors, such as Eurojust, as well as international institutions – including, for example, the ICC, UN Women/CEDAW, CoE/GREVI and GRETA

Activities

- Finalisation of data collection
- Quality control of the survey data set
- Analysing data and drafting the results

Outputs

- Report for launch in 2025
- Meetings of the project’s steering committee

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 10,000 | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | - |
| Total | 10,000 | - | - |

B.3.6 Additional activities under the sector 'Migration and Asylum'

Area of activity: *Justice, Digital and Migration*Sector: *Migration and Asylum*

Status: on-going

Policy relevance

This project accommodates additional activities related to data collection, analysis, and provision of fundamental rights expertise which are not covered by specific Agency projects. Since its establishment, the Agency has variously worked in the areas of asylum and migration, which is underpinned by in-depth research on key fundamental rights issues, in areas such as asylum, border management, EU IT systems, migrant smuggling and trafficking in human beings, severe exploitation of migrant workers, return and readmission, children in migration, and the rights of migrants and refugees. In 2022, FRA added a specific focus on refugees from Ukraine. Activities under this project allow for the continued visibility of FRA outputs and expertise in key areas of work where it has built up a significant body of knowledge, data and related expertise. The Agency's recognised expertise results in numerous and diverse requests for input. This includes, for example, activities to roll out the training manual for guardians, to implement the 2018 EU Agencies Joint Statement of commitment on working together to address trafficking in human beings, and to update data on temporary protection for Ukrainian refugees. This project also accommodates requests to 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 – such as ELA or ECDC with whom FRA does not have yet a formal cooperation arrangement. This project will also allow the agency to respond to carefully selected events and initiatives by other actors, for example in the framework of the United Nations, the Council of Europe or National Human Rights Institutions. This can also involve engagement at the Member State level, including with civil society and other actors, in direct response to requests during the year. The project also covers the need to update data e.g., on search and rescue at sea and on forced return monitoring) or produce tools and other materials in areas where it has established its added value. FRA must be responsive to demands from stakeholders throughout the year, which can be encompassed under this area. This project will also enable the Agency to reprint or translate past reports and other FRA products, when needed. Finally, this project provides for the flexibility to issue additional editions of the FRA bulletin on refugees from Ukraine, if resources are available. Missions as well as editing and production costs for FRA's work in the field of migration and asylum are budgeted under this project fiche

Objectives

To respond to current policy needs in a given year:

- To provide evidence-based advice to EU institutions, as well as Member States – on request;
- Issue ad hoc outputs based on existing material and in-house expertise;
- Update selected publications;
- Translate in selected EU language existing FRA outputs;
- Make FRA findings available to policy makers in a proactive manner;
- Cooperate with EU and other actors;
- Communicate findings and FRA expertise to EU institutions and other relevant actors.

Activities

- Communicate research findings and provide expertise to key policy makers, principally at EU level, alongside other relevant stakeholders;
- Develop targeted analysis and briefs, tools, training materials and practical guidance;
- Attend and make tailor-made input to meetings and events by EU institutions, bodies and agencies; the Council of Europe and other international organisations; and high-level civil society events.
- Collect data through desk research and field work on emerging fundamental rights issues, either upon request of upon FRA's initiative;
- Analyse data and draft/update reports and other publications and/or update parts thereof;
- Translate/re-print existing publications;
- Draft legal opinions if requested by EU institutions;
- Review draft documents shared by stakeholders
- Participate in the THB Contact Points JHA Agencies;

Outputs

- Tailor-made input to at least ten documents or processes, as requested by EU institutions, bodies or agencies, and other relevant actors;
- Updates on forced return monitoring and search and rescue produced, as necessary;
- Up to two short Agency outputs (one on training of labour inspectors) resulting from any additional research and/or analysis;
- Re-issuing or updating of various FRA materials, including translations – as required. (If requested by EU institutions) up to 2 legal opinions.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | 80,000 | - | 120,000 |
| Communication and Events | - | - | 120,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 80,000 | - | 240,000 |

C.

INSTITUTIONAL COOPERATION and NETWORKS

C.1 Human Rights Structures and Mechanisms

Overview of the activity

The projects under this activity consist of research and capacity-building support related to the EU Charter of Fundamental Rights and international human rights standards, foremost the UN Convention on the Rights of Persons with Disabilities (CRPD), which had been the first international human rights instrument ratified by the EU itself. In addition, research, cooperation and capacity-building activities are carried out to strengthen the resilience of national human rights structures, while working together with European networks of national bodies. Activities include the maintenance and updating of online tools such as Charterpedia, the Agency's case law database on the Charter, and the European Union Fundamental Rights Information System (EFRIS), a one-stop shop to international human rights monitoring data. The further developed EFRIS tool includes a new search functionality and continues to grow to include new data sources. In 2024, Charterpedia will be updated with new national data on the use of the Charter. Depending on needs the Agency will continue assisting the efforts of its partners in supporting national actors and legal professional networks in promoting and applying the Charter nationally, while securing full complementarity with actions and tools carried out or supported by the European Commission and liaising with the national Charter focal points designated by Member States. Based on the experiences of the 'CharterXchange', piloted in 2023, the Agency will explore turning this into an annual event to build a platform for regular exchanges amongst legal practitioners with regard to the application of the Charter across the EU. The Agency will continue to collect information to compare the situation of public bodies with a human rights or equality remit in the EU, including by contributing to indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of Equality Bodies should the proposed Directive on Equality Bodies be adopted by then. Based on learnings from 2023, capacity building will be provided to selected NHRIs and Equality Bodies based on needs and demand, by contributing to seminars and activities of their networks ENNHRI and Equinet. Moreover, the Agency will continue to carry out its statutory role in the EU monitoring framework required by Article 33 (2) of the CRPD. The Agency will publish an update of its paper on political participation of persons with disability, with a focus on voting rights, ahead of the 2024 European Parliament elections. It will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency's work and by promoting the rights of persons with disabilities through its awareness-raising activities.

Based on research findings published in 2023, FRA will in 2024 provide assistance and guidance to NHRIs, Equality Bodies and other national human rights bodies as well as civil society actors in the context of monitoring the fundamental rights compliance of EU funds in line with the enabling conditions set forth in EU law. In doing so, it will cooperate closely with the European Commission, ENNHRI and Equinet. As in previous years, the Agency will provide an annual update on civic space in the EU, which in 2024 will not be published as a standalone publication but become one of the focus chapters of the Fundamental Rights Report 2024. It will also feed this information into the European Commission's Rule of Law report, including also civic space data on candidate countries covered by FRA in view of the Report's announced extension to advanced accession countries. Building on the experiences of 2022 and 2023, the Agency will continue cooperating with the Commission, civil society and national authorities in holding national rule of law dialogues in interested Member States. A new project in this area will collect and analyse national fundamental rights case law dealing with rule of law issues, focussing on national case law delivered after 1 December 2009 (when the Charter entered into force). This will provide a comparative overview of rule of law relevant fundamental rights cases across Member States.

Expected results

The Agency's activities in this area support and strengthen human rights structures and mechanisms, particularly at national level, to reinforce rights compliance in the EU. By providing assistance and expertise on the application of the Charter to national actors, the Agency helps widening the toolbox of those defending human rights at the national level. Moreover, with its "CharterXchange", the Agency expects to create a regular platform for legal practitioners to pool knowledge and experience to better implement fundamental rights across the EU on the basis of the Charter. The Agency's research, assistance and cooperation with national human rights institutions, Equality Bodies and civil society seeks to strengthen the resilience of the national human rights infrastructure.

C.1.1 EU Fundamental Rights Information System – EFRIS

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: on-going

Policy relevance

The European Union Member States are bound by a number of international human rights treaties and assessed by a range of human rights monitoring mechanisms. The United Nations and the Council of Europe have altogether some 60 monitoring mechanisms with relevance for the EU Member States. Some of these mechanisms are courts, like the European Court of Human Rights, others are quasi-judicial or provide more general monitoring, such as the UN Treaty Bodies. This wealth of resources is brought together in a tool called the European Union Fundamental Rights Information System (EFRIS). EFRIS is developed by FRA in close cooperation with the United Nations and the Council of Europe. EFRIS, online since 2019, facilitates access to and provides an overview of EU Member States' commitments to human rights treaties, including detailed aspects, such as States' acceptance of individual complaints. But EFRIS is not only about commitment to but also about compliance under these international obligations given that EFRIS provides direct access to the assessments made by the monitoring mechanisms, and where feasible, offers comparison across the EU. The tool covers the EU, its Member States and those EU accession states that have observer status with FRA (Albania, North Macedonia and Serbia). EFRIS is a human rights information gateway that uses technology to bring data from existing data sources together for easy access and overview. It also enables full text search of key human rights-related data sources, including those used to create the EFRIS visualisations.

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

FRA is continuously developing the tool, in terms of scope, functionalities and user-friendliness. Several additional sources of data have been added since the launch of EFRIS and efforts will continue to make the tool ever more comprehensive, taking into consideration user feedback and needs.

Objectives

- Provide a continuously updated online tool, which brings together commitments to human rights obligations and assessments of compliance with these, making this data easily accessible through visualisations and search.
- Facilitate greater use of existing international human rights data within an EU context, thereby reinforcing the human rights framework in the EU and increasing transparency of and awareness about international human rights obligations.

Activities

- Continuous improvements in terms of functionalities, usability and user-friendliness, as well as additional data sources included
- Presentations and dissemination of the tool
- Extracts of data and manual analysis in form of thematic compilations on request
- Continue increasing the user base
- Technical maintenance
- Increased cooperation with international human rights database owners

Outputs

- Enhanced online tool with greater policy relevance and inclusion of new data sources
- Improved functionalities including enhanced data management and better search functionality
- Thematic compilations based on extracts from EFRIS on request, including for the FRA submission to the European Commission report on rule of law
- User feedback and improvements
- EFRIS Advisory Group meetings with Council of Europe, OHCHR, CJEU and other international partners (online)

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | 25,000 | - | 25,000 |
| Total | 25,000 | - | 25,000 |

C.1.2 Supporting national human rights structures

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: on-going

Policy relevance

The FRA regulation requires the Agency to “cooperate with [...] governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including national human rights institutions”. The Council of the EU, in its 2021 Conclusions on strengthening the application of the Charter of Fundamental Rights in the EU, recognised “that independent NHRIs and equality bodies play a crucial role in the protection and promotion of fundamental rights and in awareness-raising, and contribute to ensuring compliance of national policies with the Charter”. To achieve synergies with national fundamental rights structures and make its findings available nationally, the Agency cooperates closely with public bodies with a human rights and equality remit bodies in the Member States, as well as their umbrella organisations, the European Network of National Human Rights Institutions (ENNHRI), the European Network of Equality Bodies (Equinet), and the International Ombudsman Institute (IOI).

Under this project, the Agency will continue its advisory work in the context of standards regarding the mandate and independence of bodies with a human rights and equality remit. In doing so, it will support the implementation of existing standards and promising practices with regards to those bodies as developed by the Council of Europe, United Nations, OSCE’s ODIHR and the European Commission in the case of Equality Bodies. In the context of the establishment of legally binding standards for Equality Bodies, as proposed by the European Commission in 2022 in a draft directive, the Agency stands ready to provide advice on the establishment of comparable indicators with regard to resources, independent functioning, activities, or effectiveness of Equality Bodies thereby contributing to the practical effects of this directive. In doing so, cooperation with both Equinet and EIGE would be sought. Work carried out under project F.1.4. and 2023 findings from this project will provide synergies and input.

Objectives

- Contribute to strengthening statutory bodies with a human rights and equality remit so that they can fully exercise their powers and mandates as defined in EU, European and international standards.
- Promote National Human Rights Institutions (NHRIs), in line with relevant UN Resolutions, Goal 16 of the global 2030 Agenda, Council of Europe Recommendation on Establishing and Strengthening National Human Rights Institutions, and the European Commission’s Charter Strategy.
- Contribute, in light of the pending adoption of the directive on standards for equality bodies, to the development of comparable indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of Equality Bodies.

Activities

- Regular consultation, exchange and cooperation with NHRIs, Equality Bodies, and ombuds institutions, as well as with their networks
- Cooperation and exchanges on the situation of bodies with a human rights and equality remit with intergovernmental organisations, EU institutions and bodies
- FRANET country mapping of national structures relevant for fundamental rights within the scope of EU law in EU Member States and candidate countries participating as observers in FRA’s work
- Collecting and analysing on NHRIs’ accreditation status and mandates in the EU
- Develop methods or indicators to allow for the assessment and comparability of such structures, including as regards Equality Bodies (pending a potential request by the European Commission under the upcoming directive)

Outputs

- Presentations of FRA findings at national events of Equality Bodies, NHRIs, ombuds institutions and other bodies
- Meetings (online or in-person) with ENNHRI, Equinet, IOI and expert contributions to their seminars
- Annual update on accreditation status and mandates of NHRIs in the EU, building on the 2020 FRA report on NHRIs and SCA Review process (online)
- 30 FRANET country research on fundamental rights structures in EU Member States and candidate countries participating as observers in FRA’s work, and online presentation of selected information (possibly in form of a map)

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 10,000 | - | 20,000 |
| Institutional cooperation and networks | 50,000 | - | 40,000 |
| Total | 60,000 | - | 60,000 |

C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: on-going

Policy relevance

The FRA regulation lists the Charter as the main reference framework for FRA's work. The Agency's work on the Charter takes place in close cooperation with the EU institutions, the European Commission in particular, and other relevant stakeholders. The Council Conclusions on the Charter of Fundamental Rights adopted in March 2021 and the European Commission's Charter Strategy (2020) encourage national actors, including at local and regional levels to make more and better use of the Charter. Both policy documents invite the Agency to work with national stakeholders, share good practices, and continue developing tools and methods relating to the Charter. Since 2013, the Agency's annual Fundamental Rights Reports (FRR) contain a chapter dedicated to the Charter, tracking the use of the Charter at national level. This chapter, together with Charterpedia, has become a unique document of reference for other actors and builds an evidence base for the European Commission's annual reports on the Charter and the Council conclusions on the Charter thereby tracking the implementation of the EU Charter strategy. The Agency carries out targeted training activities, in cooperation with NHRIs and Equality Bodies' networks ENNHRI and Equinet, with legal professionals' networks, as well as for the European Parliament, the Presidencies of the Council of the EU, EU agencies and other bodies. Such training activities and tools focus on legal professionals at EU and national level and are developed in consultation with the European Commission to ensure complementarity. The Agency's tools include: a handbook on the applicability of the Charter at national level, Charter 'country-sheets' for all EU Member States, a Charter online tool for judges and other legal practitioners, a Charter trainer's manual with case studies, and the online case-law database Charterpedia. Charterpedia is continuously updated and expanded to cover new types of information. Building on the first two meetings of Charter experts, mapped by the Agency in 2022, the Agency has developed an annual high-level Charter event, the "CharterXchange", piloted in 2023. The event is organised in cooperation with the European Commission and aims to bring together the key stakeholders for the implementation of the Charter, including Charter focal points and legal practitioners. A third priority project activity could collect data from all Member States and FRA observer states on the role of the Charter in national impact assessments in the context of national law making falling within the scope of EU law.

Objectives

- Contribute to the implementation of the European Commission's Charter Strategy within the scope of FRA's mandate.
- Support the EU and its Member States in delivering on the legal obligations of the Charter of Fundamental Rights, in particular by providing analysis, guidance, training and e-learning for practitioners with a train-the-trainers perspective.
- Promote the EU Charter and its use at national and subnational levels through strengthening the capacity of National Human Rights Institutions and Equality Bodies, in cooperation with ENNHRI and Equinet, and that of other relevant (legal) target audiences to apply the Charter.

| Activities | Outputs |
|--|---|
| <ul style="list-style-type: none"> - Collecting and analysing data on the use of the Charter, through FRANET, and continuous updating of Charterpedia with new data on national case law - Expert contributions to EU and national events relating to the Charter - Providing relevant professional networks and EU institutions and bodies with expertise, training material, and e-learning on the Charter - Training and webinars on demand in cooperation with relevant training providers and legal professional networks, including with the European Judicial Training Network (EJTN), Council of Bars and Law Societies of Europe (CCBE), Academy of European Law (ERA), European Law Students' Association (ELSA), Council of Europe's HELP programme - FRANET data collection on the use of the Charter in national impact assessments (3rd priority) | <ul style="list-style-type: none"> - Chapter on the use of the Charter in FRA's Fundamental Rights Report - Updated Charterpedia database - Expanded Charter training material - On-demand training (both on-site and online) on the Charter in cooperation with multipliers and stakeholders - Annual CharterXchange event (virtual), in cooperation with the European Commission - 30 FRANET country research reports on the use of the Charter in national impact assessments and short comparative summary (3rd priority) - Awareness raising material on the Charter (3rd priority) |

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | 20,000 |
| Institutional cooperation and networks | 130,000 | - | 110,000 |
| Total | 130,000 | - | 130,000 |

C.1.4 Participating in the EU Framework required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: on-going

Policy relevance

In addition to all the EU Member States, the EU itself is party to the UN Convention on the Rights of Persons with Disabilities (CRPD). For each party to the CRPD, there is a requirement to designate a framework, including “independent mechanisms [...] to promote, protect and monitor implementation” (Article 33 (2)). The EU’s framework is composed of the European Parliament, the European Ombudsman, the European Disability Forum and FRA (Council of the EU, Revised EU-level Framework Required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities, 6170/17, 9 February 2017). The framework cooperates and coordinates its activities with the work of the European Commission, which is the EU’s focal point for the implementation of the CRPD. The Agency also cooperates closely with National Human Rights Institutions, Equality Bodies, civil society organisations and international organisations, in particular the UN CRPD Committee. FRA is an observer to the ENNHRI Working Group on the CRPD, which brings together National Human Rights Institutions that are members of their respective national CRPD monitoring framework. Similarly, FRA works with Equinet’s Disability Taskforce that brings together Equality Bodies that are members of their respective national CRPD monitoring framework.

The Agency’s mandate within the EU framework is twofold. In the area of promotion, the Council document on the framework notes that the Agency “can raise awareness of the Convention”. On monitoring, it notes that the Agency “independently collects and analyses data within the limits of its mandate. Providing such data in an independent manner will be its main task in the framework. In this context the [Agency] also develops indicators and benchmarks to support the monitoring process”.

In coordination with the European Commission’s work on political participation and elections, including their upcoming guidelines, the Agency will publish an update of its 2019 paper on disability related voting rights restrictions ahead of the 2024 European Parliament elections. FRA will also contribute to the promotion of the CRPD by mainstreaming disability within the Agency’s work and by promoting the rights of persons with disabilities through its awareness-raising activities. It will take steps to ensure that its internal processes are accessible to persons with disabilities. Finally, it will continue to promote its outputs related to disability, including a Fundamental Rights Survey focus paper on disability and a paper on indicators to measure implementation of the CRPD (both published in 2023).

FRA will, as relevant and requested, support the European Commission in delivering on the EU Disability Strategy 2021-2030, including by providing evidence on experiences of persons with disabilities in the EU based on its available research findings and survey data.

Objectives

- Participate in the EU framework required under the UN Convention on the Rights of Persons with Disabilities to fulfil FRA’s role to promote and help monitor implementation.
- Support national frameworks in developing indicators to monitor implementation of the Convention.
- Mainstream the rights of persons with disabilities into FRA’s work.

Activities

- Participation in the EU CRPD Framework meetings and other relevant meetings representing the Framework
- Presentations to national CRPD monitoring frameworks on indicators for monitoring the implementation of the CRPD
- FRANET data collection and desk research on political participation of persons with disabilities
- Providing input to other projects in the Agency to ensure that persons with disabilities and their concerns are considered in data collection, communication and other FRA activities

Outputs

- EU CRPD Framework meetings (minimum 2)
- Expert contributions to CRPD related EU and national events
- Contributions from the EU CRPD framework, on request or need
- FRA paper on political participation of persons with disabilities ahead of the 2024 EP elections (online)
- 27 FRANET country research reports
- Indicators on political participation of persons with disabilities in 2023

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 5,000 | - | 20,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 5,000 | - | 20,000 |

C.1.5 Providing assistance on fundamental rights compliance in the context of EU funds

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: on-going

Policy relevance

European Union funds contribute large amounts to issues such as cohesion, regional development, security, and migration management. The Common Provisions Regulation (CPR) for the EU budget 2021–2027 sets out 'enabling conditions' that must be fulfilled throughout the implementation period. Two of four sets of the horizontal 'enabling conditions' (Art. 11 (1) of the CPR (with details in its Annex III) concern the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities. The regulation refers to civil society organisations and "bodies responsible for promoting social inclusion, fundamental rights, rights of persons with disabilities, gender equality and non-discrimination" as partners and taking part in monitoring the disbursement of funds (Art. 8, Art. 39 CPR).

Based on research conducted in selected Member States in 2022 and 2023, the Agency in 2023 produced a report on the role of national fundamental rights bodies (and civil society actors) in the implementation of the Charter and CRPD conditionality provisions in the use of EU funds. In cooperation with all relevant partners, the agency will disseminate the findings of this research. It will contribute to experience sharing with regard to the fundamental rights aspects of the funding cycle, focusing on challenges detected, lessons learned and the identification of promising practices, thereby providing inputs to the European Commission on the implementation of the 'enabling conditions'. It will contribute to capacity building for NHRIs and Equality Bodies in cooperation with ENNHRI and Equinet and with the European Commission, which is developing dedicated training materials. It will also engage with national authorities managing funds and civil society to raise awareness of its research findings.

Objectives

- Support a rights-compliant implementation of the EU funds by providing assistance and expertise to 'fundamental rights bodies' in particular national statutory bodies with a human rights or equality remit so that they further develop their capacity to contribute effectively to the new human rights conditionality introduced in the management of EU funds.
- Gather and provide relevant information on the implementation of the 'enabling conditions' regarding the respect of the Charter of Fundamental Rights and of the UN Convention on Rights of Persons with Disabilities to EU institutions and Member State authorities.

Activities

- Contributing to national and transnational capacity building and practice exchanges with bodies with a human rights and equality remit (NHRIs, Equality Bodies, Ombuds institutions) and relevant civil society actors on how best to contribute to the protection and promotion of fundamental rights in relation to EU funds
- Contributing to exchanges amongst fundamental rights actors and relevant civil society actors on practices and experiences with Charter and CRPD conditionality in the context of EU funds

Outputs

- Transnational workshop with fundamental rights bodies on the protection and promotion of fundamental rights in relation to EU funds
- Four-page take aways for NHRIs and Equality Bodies to advise them on how to best contribute to the implementation of the Charter conditionality provisions for the use of EU funds
- Language versions of key findings of 2023 report on the role of national fundamental rights bodies in the EU funding cycle, depending on budget availability (3rd priority)

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 5,000 | - | 60,000 |
| Institutional cooperation and networks | 35,000 | - | - |
| Total | 40,000 | - | 60,000 |

C.1.6 Civic space and national rule of law dialogues

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: on-going

Policy relevance

According to the UN Guidance Note on Protection and Promotion of Civic Space, “civic space is the environment that enables people and groups – or ‘civic space actors’ – to participate meaningfully in the political, economic, social and cultural life in their societies”. It further notes that a “vibrant civic space requires an open, secure and safe environment that is free from all acts of intimidation, harassment and reprisals, whether online or offline. Any restrictions on such a space must comply with international human rights law”. Civil society organisations (CSOs) and human rights defenders (HRDs) make a substantial contribution to human rights, democracy and the rule of law in the EU. Yet, they face diverse challenges in doing this work. The nature and extent of these challenges vary across the EU. FRA has monitored and advised on these challenges that hinder the realisation of human rights on the ground since 2017. A functioning civic space is dependent on the relevant regulatory framework, access to resources, participation in policy and decision-making, a safe environment and legal protection. Based on the work in this area, FRA provides EU institutions and bodies as well as Member States with advice on how to improve the environment for civil society organisations, raising also awareness and building capacities on these issues. In its work, FRA also covers particular challenges and risks for defenders who support people on the move, women human rights defenders, LGBTIQ+ rights defenders, environmental defenders and climate justice activists, and youth and child rights defenders, or anti-racism activists.

In 2023, FRANET collected data on civic space which in 2024 will inform one of the dedicated thematic chapters of the Fundamental Rights Report 2024, focusing on freedom of association, assembly and expression. This will replace the standard annual civic space update as a stand-alone product. FRANET will again collect data on civic space covering 2024 for a publication in 2025.

Building on its report on human rights defenders (HRDs) (published in 2023), FRA will also provide expertise to policy makers on how to strengthen access, stay and support for HRDs coming from third countries to the EU. FRA cooperates closely with EU bodies and international organisations dealing with HRDs in the EU through a ‘Contact Group’ to share information and knowledge, to ensure coordination and complementarity, and to reinforce each other’s actions.

Based on FRA’s data and analysis confirming the important role of civil society organisations for the protection of the rule of law and fundamental rights, the Agency will continue to contribute to the series of multi-stakeholder ‘national rule of law dialogues’ which it had implemented together with the European Commission and in cooperation with civil society and national authorities (rule of law contact points) in 2022 and 2023. These dialogues are based on the Commission’s annual rule of law report and carried out in selected Member States based on interest and national context.

Objectives

- Support civil society organisations as defenders of fundamental rights within the European Union.
- Advise EU institutions and Member States on courses of action to create and safeguard an enabling environment for civil society in the EU.

Activities

- Data collection (through FRANET) and analysis on civic space in EU Member States and Candidate countries with FRA observer status
- Consultation of the Fundamental Rights Platform on challenges facing civil society organisations
- Continuation of national rule of law dialogues with civil society in EU Member States, under the auspices of the European Commission and in cooperation with national authorities
- Cooperation and exchanges on the situation of civil society and HRDs with EU institutions and bodies and intergovernmental organisations through the Contact Group on HRDs
- Organising an expert meeting on civic space, contributing to relevant external events, and providing advice to law and policy makers as appropriate
- Facilitation of support and capacity-building for civil society, including through webinars

Outputs

- Chapter in Fundamental Rights Report 2024 on freedom of assembly, association and expression (covering the year 2023)
- FRANET country research on civic space in EU Member States and Candidate countries
- FRA submission to European Commission’s annual rule of law report 2024
- National rule of law dialogues in selected Member States
- (Online) meetings of the Contact Group on HRDs
- Expert meeting on civic space and expert contributions to events of EU institutions, international organisations or at national level, webinars with civil society on civic space related issues
- Dedicated webspace on FRA website bringing together relevant FRA data on civic space in the EU

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | 30,000 |
| Institutional cooperation and networks | 120,000 | - | 35,000 |
| Total | 120,000 | - | 65,000 |

C.1.7 Rule of law relevant national case law in the area of fundamental rights

Area of activity: *Institutional Cooperation and Networks* Sector: *Human Rights Structures and Mechanisms* Status: *new*

Policy relevance

Since the entry into force of the EU Charter of Fundamental Rights in 2009, the Court of Justice of the EU (CJEU) has issued numerous rulings highlighting links between the rule of law and fundamental rights, especially in the context of Article 47 of the Charter. The European Court of Human Rights, in its 2022 case of *Grzęda vs. Poland*, qualified the European Convention on Human Rights as “essentially a rule-of-law instrument”. The effective protection of fundamental rights hinges on the existence of the rule of law, including judicial independence and access to a fair trial. The 2023 annual report of the European Commission on the application of the Charter therefore focused on access to justice and judicial remedies, being essential elements of the rule of law. Also, the European Commission’s annual reports on rule of law illustrate how the rule of law and fundamental rights are closely intertwined, for example by highlighting the role of national human rights institutions and an enabling framework for civil society. National courts play a crucial role in protecting the rule of law and have in a wide range of cases ensured that key protections, including those linked to fundamental rights, have been upheld. This research will take the findings of the European Commission’s 2023 Charter report focused on access to justice and fair remedies as a starting point to dig deeper on the use of the EU Charter in rule of law relevant cases at the national level. Relevant Charter rights include, next to Article 47, the presumption of innocence and right of defence (Article 48), the principles of legality and proportionality of criminal offences and penalties (Article 49) and the right not to be tried or punished twice in criminal proceedings for the same criminal offence (Article 50). These rights guarantee an independent, impartial and efficient judiciary as well as fair procedures – key bulwarks of the rule of law that play a crucial role in the protection of fundamental rights. Whereas rule of law related case law can be easily tracked at European level (the ECtHR case law through HUDOC and the CJEU case law through CURIA), national case law is far less accessible across the EU. The project will collect and analyse national case law delivered after 1 December 2009 (when the Charter entered into force) that dealt with rule of law issues focusing on cases that deal with the independence of the judiciary, right to fair trial, access to remedies and other aspects that are related to access to justice, legality and legal certainty.

The project will make national judicial experiences in protecting the rule of law more visible, thereby contributing to the knowledge base needed to ensure effective transnational cooperation and the sharing of experiences between national judiciaries in the common area of freedom, security and justice. It can inform various processes carried out by EU-level actors, including professional legal training and awareness-raising, activities of the European Commission (such as the annual rule of law report), European Parliament (annual report on the situation of fundamental rights; LIBE Democracy, Rule of Law and Fundamental Rights Monitoring Group), Council of the EU (rule of law dialogues), and the European Economic and Social Committee (Ad hoc group on Fundamental Rights and the Rule of Law). It will also be of relevance to bodies of the Council of Europe, including the Venice Commission. Accession States will be included in the research given the relevance of this data for the enlargement process. Looking at the rule of law through the lenses of fundamental rights case law, finally, also provides an evidence base for communicating and illustrating how rule of law issues concretely impact on the lives of persons in the EU. Therefore, the results of this project can be used for promoting public awareness on the importance of rule of law.

Objectives

- Provide a comparative overview of rule of law related fundamental rights cases that were brought before national courts.
- Contribute to awareness-raising and case law material related to fundamental rights and the rule of law.
- Provide additional legal evidence to EU actors and their relevant policy processes.

Activities

- Thematic data collection via FRANET in the EU Member States and Candidate countries with FRA observer status
- Comparative analysis of data and findings
- Collecting evidence (concrete cases) highlighting how rule of law issue affect people’s rights and lives
- Updating Charterpedia and integrating relevant case law into a ‘rule of law corner’ in FRA’s EU Fundamental Rights Information System (EFRIS)

Outputs

- 30 FRANET country research reports analysing rule of law related case law in the area of fundamental rights
- Comparative analysis of the case law identified (to be published in 2025)
- Concrete cases for use in public communication on the importance of the rule of law
- Updated Charterpedia and ‘Rule of law corner’ in EFRIS

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | - | - | 300,000 |
| Total | - | - | 300,000 |

C.

INSTITUTIONAL COOPERATION and NETWORKS

C.2 Policy Analysis and Stakeholder Cooperation

Overview of the activity

Projects under this activity concern cooperation with and advice to the Agency's stakeholders at the international, EU, national and local levels, and cooperation with civil society organisations, which are all key beneficiaries of the Agency's evidence, expertise and advice. This cooperation covers the full range of the Agency's areas of activity. Concerning stakeholder cooperation, the Agency will organise two meetings with the National Liaison Officers (NLOs), who are the main contact points for the Agency at the national level. The Agency will conduct regular consultations with the NLOs, including on its Programming Document, on the Fundamental Rights Report, and on various topics covered in FRA reports. The Agency communicates all its outputs to Member States, through the NLOs.

With regard to EU institutions, bodies and agencies, the Agency cooperates systematically with the European Parliament and the Council of the EU (including its presidencies) under this activity. This entails supporting them with timely evidence-based advice in the area of fundamental rights, providing expert inputs to inform their deliberations on legislative and non-legislative files. FRA participates in networks of agencies under this activity, including the Justice and Home Affairs Agencies' Network and the EU Agencies Network on Scientific Advice. The Agency cooperates with international organisations – in particular the Council of Europe, the United Nations and the OSCE's Office for Democratic Institutions and Human Rights – to achieve synergies, better coordination and to reinforce each other's actions. This includes reciprocal participation in relevant meetings.

The Fundamental Rights Platform is the Agency's cooperation network with civil society organisations. In 2024, FRA will organise the annual general meeting with the Platform and raise awareness of its work among civil society organisations through dedicated webinars. The Agency will conduct regular consultations with the Platform, including on FRA's Programming Document, the Fundamental Rights Report and on civic space, and on other topics as relevant. The Agency's cooperation with local authorities will strengthen fundamental rights at the local level, specifically in relation to human rights cities. This will be achieved by promoting its existing guidance on how to become a human rights city, as well as targeted dissemination of the guidance in national languages, in cooperation with relevant institutional partners and networks of cities.

Concerning policy analysis, the Agency keeps abreast of legal and policy developments relevant to fundamental rights at the EU and international levels to inform its work. It also conducts strategic foresight analysis in the area of fundamental rights to provide advice to EU policy and law makers on fundamental rights implications of possible future scenarios. This work is geared towards informing the incoming EU legislature (2024–2029) to advise policy and law makers on future fundamental rights challenges in a volatile policy environment.

Finally, the budget under this activity subsumes the support to the Bodies of the Agency, namely the Management Board (MB), the Executive Board (EB) and the Scientific Committee. This includes the meetings of these bodies, and translation of documents and interpretation of meetings associated with the MB and the EB. All FRA networks and the Bodies of the Agency also include representatives from EU candidate countries participating in the Agency's work as observers (that is Albania, North Macedonia and Serbia at present). In 2024, the Agency will reinforce its work on candidate countries, including through dedicated data collection on selected fundamental rights issues in these countries. In doing so, the Agency will step up its work pertaining to enlargement, following an annual request from the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) concerning the Enlargement Package

Expected results

Structured cooperation between the Agency and its stakeholders at the international, EU, national and local levels, and with civil society helps it better define, develop and coordinate its priorities and activities. Combined with strategic

foresight analysis, this cooperation helps increase the policy relevance of the Agency's activities and outputs, as well as their complementarity with those of its stakeholders and partners.

Specifically, the cooperation with the NLOs contributes to enhancing the Agency's ability to provide Member States with data, evidence and expertise they need to promote and help ensure the respect of fundamental rights when implementing EU law. Cooperation with EU institutions, bodies and agencies contributes to increasing the Agency's impact on legal and policy processes at EU level. Coordination with international organisation contributes to the EU's efforts to achieve greater coherence between external policies on human rights and internal policies on fundamental rights. Activities under the Fundamental Rights Platform contribute to creating an enabling environment for civil society and increase the Agency's visibility among stakeholders and organisations active in the field. Cooperation with human rights cities helps increase the Agency's impact at the national and local levels, as well as raise awareness of fundamental rights at the local level.

C.2.1 Fundamental Rights Platform and cooperation with civil society

Area of activity: *Institutional Cooperation and Networks* Sector: *Policy Analysis and Stakeholder Cooperation* Status: on-going

Policy relevance

FRA cooperates with civil society organisations through its Fundamental Rights Platform. FRA's Founding Regulation states that the Agency "shall closely cooperate with non-governmental organisations and [...] civil society" and "establish a cooperation network (Fundamental Rights Platform)". The Platform brings together over 800 organisations from the grassroots to the international level, including non-governmental organisations, trade unions, employers' organisations, social and professional organisations, confessional and non-confessional organisations and academia. It is the key forum for engagement and exchange with and among a wide range of civil society actors.

The interaction between the participants in the Platform and the Agency is multifaceted and includes providing advice to FRA's Management Board on the work programme and on the annual Fundamental Rights Report. Organisations participating in the Platform also contribute to FRA projects, respond to thematic consultations and cooperate on awareness raising and dissemination of FRA findings. The Agency facilitates exchanges between the Platform organisations and EU institutions, covering all the areas of activity of the Agency. FRA also informs Platform organisations of its work in different thematic areas, and organises meetings and webinars to facilitate exchanges between FRA and civil society organisations and among these organisations.

Objectives

- Facilitate the cooperation between the Agency and civil society organisations through the Fundamental Rights Platform.
- Enable the Agency and its stakeholders to draw on input from civil society organisations across all of the Agency's areas of activity.
- Provide civil society organisations active in the area of fundamental rights with a forum to learn from each other and to access information on EU level developments in the field of fundamental rights

Activities

- Running the Fundamental Rights Platform – enabling information exchanges and pooling knowledge from and among civil society organisations
- Facilitating input from civil society organisations into FRA's activities
- Disseminating FRA's evidence, including through regular online communication and webinars
- Consultations with the Platform on issues related to FRA's activities, including its work programme and the Fundamental Rights Report
- Follow up on the recommendations of the interim evaluation of the Fundamental Rights Platform

Outputs

- Annual General Meeting with the Platform (online) and related meeting report
- Quarterly digital digest on FRA's activities and evidence
- Up to eight thematic meetings or webinars with civil society organisations on FRA's work (online)
- National-level dialogues with civil society during the Director's country visits
- Reports of consultations with the Platform

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | - |
| Institutional cooperation and networks | 35,000 | - | 30,000 |
| Total | 35,000 | - | 30,000 |

C.2.2 Cooperation with and advice to EU institutions, Member States and international organisations

Area of activity: *Institutional Cooperation and Networks* Sector: *Policy Analysis and Stakeholder Cooperation* Status: on-going

Policy relevance

The Agency's cooperation with EU institutions, bodies, offices and agencies, as well as that with Member States, national authorities and international organisations is based on specific provisions in the Agency's founding regulation. This project serves to facilitate this cooperation and to enable the Agency to provide its institutional stakeholders with timely evidence, expertise and advice, with a view to feeding fundamental rights considerations into law and policy making across all its areas of activity. This cooperation also covers candidate countries participating in FRA's work as observers, in respect of which the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) invites the Agency every year to provide a written contribution pertaining to its Enlargement Package.

Under this project, the Agency also engages in exchanges with and presentations to the EU institutions (Parliament, Council, Commission), as well as in coordination meetings with international organisations, in particular the Council of Europe and its entities, the United Nations Office of the High Commissioner for Human Rights, and the OSCE's Office for Democratic Institutions and Human Rights.

The Agency participates in networks that foster synergies between EU agencies that operate in related fields, such as the Justice and Home Affairs Agencies' Network (JHAAN) or the EU Agencies Network on Scientific Advice (EU-ANSA), including its Futures Cluster. This project also subsumes FRA's cooperation with the Fundamental Rights Officers of the European Union Asylum Agency, Europol and Frontex.

FRA's regulation establishes that each Member State nominates a government official as the main contact point for the Agency at the national level – the National Liaison Officers (NLOs). The Agency maintains and fosters its cooperation with the NLOs under this project, also to increase the impact of the Agency's activities at the national level and to draw on Member State government inputs when needed.

Over the years, the Agency has developed its cooperation with human rights cities and other forms of local government, including their respective networks. This has led the Agency to develop a framework for strengthening fundamental rights at the local level and an accompanying tool for practical guidance, the usage of which it will continue to promote in 2024, including in national languages.

Objectives

- Ensure efficient coordination of activities and cooperation between the Agency and EU institutions, bodies, offices and agencies, international organisations and national authorities.
- Provide timely evidence, advice and expertise to the Agency's institutional stakeholders to feed fundamental rights considerations into law and policy making.

Activities

- Cooperation and coordination between the Agency and EU institutions, bodies, offices and agencies, national authorities and international organisations
- Provision of assistance and expertise to the Agency's institutional stakeholders through participation in and provision of written inputs and oral presentations to hearings, meetings, events and other consultations
- Participation in networks of EU Agencies (esp. JHAAN and EU-ANSA)
- Cooperation with the Presidencies of the Council of the EU and with Member States through their NLOs
- Cooperation with human rights cities, local authorities and their networks
- Coordination with the Council of Europe, the UN and the OSCE

Outputs

- Oral and written contributions to EU institutions, agencies, bodies, offices and agencies, national authorities and international organisations
- Three FRANET thematic reports (online) pertaining to enlargement (Albania, North Macedonia, Serbia)
- Summary report on fundamental rights in Albania, North Macedonia and Serbia (online)
- Two NLO meetings (one online, one in-person), including one combined with a thematic expert working party
- Information sessions (online) with NLOs and other representatives of national authorities on FRA outputs

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 5,000 | - | 10,000 |
| Institutional cooperation and networks | 100,000 | - | 85,000 |
| Total | 105,000 | - | 95,000 |

C.2.3 Bodies of the Agency

Area of activity: *Institutional Cooperation and Networks* Sector: *Policy Analysis and Stakeholder Cooperation* Status: on-going

Policy relevance

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

The MB is the Agency's planning and oversight body while the SC is the guarantor of the scientific quality of the Agency's work. The tasks of those bodies are defined in FRA's founding regulation. As per the regulation, the MB shall meet twice per year while the SC meets four times per year (in-person or online).

In 2024, in addition to the two MB statutory meetings, it is expected that the MB Chairperson will convene a further extraordinary meeting of the MB to deal with urgent issues of programming, planning and governance.

The budget for this project includes the translation and interpretation costs associated with the MB and EB documents and meetings.

Objectives

- Supporting the MB and the EB members in performing their statutory tasks as planning and oversight body
- Supporting the SC in performing its statutory tasks as guarantor of the Agency's scientific quality

Activities

- Organisation of MB and EB meetings and written procedures
- Organisation of SC meetings
- Continued communication with the Bodies
- Follow-up to MB decisions and SC opinions
- Translations of MB documents

Outputs

- MB meetings (3, partially online)
- EB meetings (4, partially online)
- SC meetings (4, partially online)
- MB decisions
- Director's report to the Board (3)
- SC opinions on FRA deliverables

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | 40,000 |
| Institutional cooperation and networks | 135,000 | - | 63,000 |
| Total | 135,000 | - | 103,000 |

C.2.4 Strategic foresight in the area of fundamental rights

Area of activity: *Institutional Cooperation and Networks* Sector: *Policy Analysis and Stakeholder Cooperation* Status: on-going

Policy relevance

The Communication on Better Regulation (COM/2021/219 final) integrates strategic foresight into EU policy making, as indicated in the [Better Regulation Toolbox](#): “The EU must make sure that it develops policies that are robust and future proof, and that policymakers and institutions are prepared to anticipate changes to proactively shape the future according to the EU’s political priorities.” At the same time it is important that any strategic foresight exercise takes account of the EU’s horizontal obligations to respect and promote fundamental rights (as laid down in Article 6 of the Treaty on European Union and Article 51 of the EU Charter of Fundamental Rights) and, in particular, on equality and equal opportunities, social protection and inclusion, health, environment and consumer protection (as set out in Articles 8, 9, 10 and 11 of the Treaty on the Functioning of the European Union). Responding to this need to twin foresight analysis with solid fundamental rights evidence and expertise, FRA has begun developing its strategic foresight capacities in 2022. The Agency’s Strategic Plan 2023–2028 foresees that FRA carries out foresight studies on fundamental rights issues and future challenges, to help EU institutions and Member States anticipate threats to the enjoyment of fundamental rights and help them to promote fundamental rights resilience (Strategic Priority 1.3). The Strategic Plan identifies a set of seven megatrends with implications for fundamental rights, and the Agency will continue to generate unique evidence relevant to these: challenges to justice and the rise of a security-based agenda; threats to democratic values; deepening inequality and increased discrimination; changing patterns of migration; economic and social trends; digital transformation and artificial intelligence; and climate change. As the EU’s unique data hub on fundamental rights issues and its expertise in applying a human-rights based approach to data collection, as well as its ability to leverage human rights expertise from its various networks, FRA is uniquely placed to carry out foresight studies on fundamental rights. In 2023, FRA initiated a pilot foresight exercise on the topic of fundamental rights and environmental protection, testing the applicability of foresight methods for the area of fundamental rights. In 2024, this will result in the publication of a brief foresight paper on this topic.

Resources allowing, the Agency will build on this pilot experience and initiate a wider foresight study on future fundamental rights issues and challenges, applying tested and novel foresight methodologies. In doing so, it will focus on the megatrends identified in its Strategic Plan, the outcomes of the Fundamental Rights Forum 2024 and on the priorities of the 2024–2029 EU legislature. The Agency will establish a network of experts pooling knowledge on strategic foresight and fundamental rights, bringing together representatives of EU institutions and bodies, international organisations, national authorities and others as relevant. This work will feed directly, among others, into activities of the [European Strategy and Policy Analysis System](#) and of the [EU Policy Lab](#) of the European Commission’s Joint Research Centre, with which FRA has established working relationships. This project will enable FRA to better anticipate and respond to emerging issues, trends, opportunities and risks, thereby enhancing its capacity to advise EU and national law- and policy makers on how to safeguard fundamental rights in a volatile environment, and to build in fundamental rights considerations into strategic foresight activities at EU and Member State level.

Objectives

- Increase FRA’s capacity to anticipate and respond to developments in the EU policy environment.
- Pool knowledge on strategic foresight and fundamental rights, thereby fostering a human-rights based approach to strategic foresight.
- Advise EU and national law- and policy makers on future fundamental rights challenges and opportunities and assist them to build in fundamental rights considerations in their strategic reflections.

Activities

- Convene expert meeting(s) on strategic foresight and fundamental rights (online or in-person)
- Establish a network of experts pooling knowledge on strategic foresight and fundamental rights.
- Conduct a data-driven, human rights-based strategic foresight study on fundamental right
- Provide advice to EU and national law- and policy makers on future fundamental rights challenges and opportunities based on foresight analysis

Outputs

- Expert meeting on strategic foresight on fundamental rights and environmental protection
- Policy paper on fundamental rights and environmental protection (online)
- Network of experts pooling knowledge on strategic foresight and fundamental rights
- One strategic foresight study on fundamental rights (to be published in 2025) (3rd priority)
- Fundamental rights foresight flash notes

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | - | - | 5,000 |
| Institutional cooperation and networks | 15,000 | - | 200,000 |
| Total | 15,000 | - | 205,000 |

D.

COMMUNICATION and EVENTS

D.1 Communicating Rights, Media and Events

Overview of the activity

Effectively communicating fundamental rights to promote the values and freedoms of today's societies in the European Union sits at the heart of the agency's work. The overall goal of FRA's communications is to broaden the constituency for fundamental and human rights, and to raise awareness of the benefits of human rights to people's lives.

This area of activity entails developing FRA's multichannel communication activities and events, including media relations, social media outreach and the organisation of the Fundamental Rights Forum.

The activity area aims to ensure that FRA's activities and outputs are effectively communicated across the EU. This entails the dissemination and promotion of the results of the Agency's work and raising public awareness through a range of activities, such as social media communication, media relations and events. These specific activities aim to ensure that the Agency's work reaches audiences at the right time in the right format through the right channels.

In this area of activity, FRA develops strong communications narratives, including by following the guiding principles of its Revamped '[10 keys to effectively communicating human rights](#)'.

It also develops and runs targeted communication campaigns to promote the Agency's findings to a wide range of audiences.

This activity area also aims to intensify FRA's convening power to create a safe and inclusive space for dialogue with key actors on pressing human rights issues. This includes the organisation of several flagship events, including the Fundamental Rights Forum. Through such events, FRA will continue to bring together key human rights actors and a diverse range of voices to foster promising, rights-based communication practices among human rights actors and media across the EU.

Under this activity, FRA also works to ensure that issues and topics related to gender, children and youth, and persons with disabilities are mainstreamed in all the Agency's communication activities.

Expected results

By working with different partners, stakeholders and the media, the Agency will raise awareness of fundamental rights issues across the EU, improve people's understanding of fundamental rights challenges and contribute to creating a rights-based culture across the continent.

By making its findings more accessible, the Agency will empower EU citizens, especially the young ones, to advocate for their rights and bring a positive change about.

By organising events, the Agency will bring together people who can drive change in the EU and globally. This will also contribute to raising FRA's profile.

D.1.1 Raising awareness and effectively promoting rights

Area of activity: *Communication and Events*

Sector: *Communicating Rights, Media and Events*

Status: *on-going*

Policy relevance

EU institutions and Member States have stressed the need to communicate and raise awareness of fundamental rights. The Agency will continue to develop a range of activities to fulfil this need based on the revamped '10 keys to effectively communicating rights', which guide the Agency in its own communication work.

In 2024, the Agency will continue to communicate its findings and analysis, based on the FRA Communication Strategy 2023-2028 and the set communication priorities for the year. This will include targeted media relations and social media campaigns to promote the outcome of specific projects, including the results of FRA's upcoming large-scale surveys and reports of broader media interest, as well as to promote fundamental rights more broadly.

The Agency will seek to diversify and modernise its communication activities. It will further develop its social media reach and appeal to younger audiences, especially by focusing on visual communication and harnessing the multiplying power of its networks. It will also seek to further develop its media relations and media monitoring activities to extend its news media reach and explore opportunities for promoting FRA's work in non-traditional media, such as podcasts, magazines, and global thought leadership fora.

The Agency will also continue its cooperation with communicators from national human rights institutions, Equality Bodies and civil society organisations. In this context, FRA will make use of the closed social media group of human rights communicators to exchange information and best practice on human rights communication. The Agency will organise and participate in regular meetings of human rights communicators.

In 2024, FRA will support relevant events organised by the Presidencies of the Council of the EU. The Agency will contribute to convening diverse stakeholders, including policymakers, and representatives from national human rights and civil society organisations. The events will focus on issues related to fundamental rights, which are of particular importance for the broader EU policy agenda

Objectives

- Communicate timely and effectively FRA's findings and analysis to policymakers, civil society organisations, and the public.
- Continuously communicate the enduring importance of human rights, and their relevance in contemporary EU and global contexts.
- Use FRA's convening power to create a safe and inclusive space for inspiring dialogue on the pressing human rights challenges in the EU.
- Facilitate the exchange of good practice among those involved in communicating human rights issues.

Activities

- Carry out regular media relations and media monitoring activities.
- develop dedicated social media campaigns; produce visual material to promote FRA's findings;
- regularly engage with human rights communicators to improve the delivery of human rights messages;
- cooperate with the Presidencies of the Council of the EU in organising joint events in line with EU Presidency priorities (Belgium and Hungary).

Outputs

- Media monitoring and outreach;
- social media communications and campaigns;
- visual communication products;
- up to 2 events organised in cooperation with the Presidencies of the Council of the EU.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 185,000 | - | 110,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 185,000 | - | 110,000 |

D.1.2 Fundamental Rights Forum

Area of activity: *Communication and Events*Sector: *Communicating Rights, Media and Events*Status: *on-going*

Policy relevance

The set of activities falling under the umbrella of the Fundamental Rights Forum aim to solidify and intensify FRA's convening power and its role in creating a safe and inclusive space for dialogue with key actors on pressing human rights issues.

In 2024, the Agency will implement its fourth Fundamental Rights Forum. The Fundamental Rights Forum 2024 will be a two-day hybrid event in Vienna, Austria, which will be livestreamed globally. It will bring together many participants, ranging from leading European policy- and lawmakers to grass-root practitioners. It will put significant emphasis on an intergenerational approach, including the participation of young and older people.

The Forum provides a unique space for dialogue on the pressing human rights challenges in the European Union and beyond. It will be the platform for a truly diverse range of voices from across politics, business, trade unions, civil society, faith communities, the arts and sports to deliver answers to those challenges shaping critical human rights agenda.

Spanning across all ages, sectors and levels of experiences, the Forum will host intense debates and workshops, capacity building, masterclasses, and provide for the exchange of skills and knowledge. In short, the Forum will be the human rights marketplace of valuable new ideas, tools, connections and experiences. The Agency will work to strengthen the networking element of the event and provide space for workshops and debates.

The activities taking place at the Forum will contribute to debates concerning EU policy priorities and initiatives that affect fundamental rights. They will aim to tackle heads-on major fundamental rights challenges and provide tangible input to EU policy cycles and relevant reports on the state of fundamental rights in the EU.

Building on its previous fora and the Human Rights Expert and Leaders Meeting in 2022, the Agency will continue in 2024 to provide opportunities for networking and enhancing partnerships. It will aim to build bridges between rights holders and their diverse communities, in particular youth and older people, and human rights bodies and EU institutions, through virtual events and its Fundamental Rights Dialogues.

Objectives

- Contributing to improve the state of human rights and empower the human rights architecture in the EU.
- Inspiring innovative and solution-oriented debates among traditional and non-traditional human rights actors from the international, regional, national and local level, namely from EU institutions, governments, human rights bodies, academia, civil society, the business world, and artistic, entertainment, sports and faith communities.
- Providing a unique space for dialogue to address the pressing fundamental rights challenges in the European Union Sparking fresh thinking through discussions and sessions, bringing to the fore what works and proposing innovative approaches.

Activities

- Developing and implementing the Fundamental Rights Forum 2024
- Organising one Fundamental Rights Dialogue as a follow-up to the Forum discussions.
- Strategic communication activities to maximise reach and engage with human rights experts and leaders, as well as stakeholders from the worlds of business, arts, sports and faith communities.

Outputs

- 4th Fundamental Rights Forum
- Forum website
- Forum outputs, including audio-visual materials, podcast episodes, recordings of sessions, etc.
- One Fundamental Rights Dialogue.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 126,000 | - | 100,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 126,000 | - | 100,000 |

D.

COMMUNICATION and EVENTS

D.2 Web, Publishing and Promotion

Overview of the activity

This activity area entails developing, producing, and disseminating FRA's multilingual print and online outputs. This includes the coordination and development of the Agency's annual Fundamental Rights Report, as well as the production of the Agency's annual Activity Report.

This activity also includes the maintenance of FRA's corporate website to ensure it meets the needs of FRA's stakeholders and to consistently improve usability and accessibility for people with disabilities. The activity also includes the maintenance of other online tools such as databases containing research findings and an e-learning platform.

The area of activity entails planning, coordination, implementation and quality control of FRA research outputs such as reports, handbooks, e-learning courses and information material. This includes working closely with the Publications Office of the European Union to ensure the timely delivery of all outputs. This activity also covers the publication of FRA's outputs on the corporate website and the delivery of printed copies to relevant stakeholders.

Under this area, FRA also develops and coordinates the publication and dissemination of audio-visual materials, in alignment with the priorities and activities falling under Communicating Rights – Media & Events.

This area also entails tracking the performance of FRA outputs by monitoring specific metrics, such as number of downloads and orders of print copies from the Publications Office of the European Union. Under this area, FRA also coordinates pre-launch print orders by emailing subscribers to mailing lists owned by the Publications Office.

Expected results

The Agency's annual Fundamental Rights Report provides evidence-based information. Its opinions assist the EU and its Member States in decision-making processes. The report also includes examples of rights-based promising practices which may be transferrable from one country to another. The information is also used by the European Parliament for its own report about fundamental rights in the EU. Similarly, the European Council uses the report's findings for its conclusions on relevant fundamental rights issues.

FRA communicates its work to the public and specific target audiences through the corporate website, other online tools and printed material. To highlight fundamental rights issues, the Agency transforms its evidence and expertise into state-of-the-art communication tools. In doing so, we inform policymakers, experts and practitioners at EU and national level about a range of fundamental rights issues.

In 2024, we aim to improve the accessibility and usability of all our outputs so that they are fully usable by people with disabilities. This includes the continued development of html publications as well as making our web files and other online content more accessible.

D.2.1 Annual Reports

Area of activity: *Communication and Events*

Sector: *Web, Publishing and Promotion*

Status: *on-going*

Policy relevance

The set of activities falling under the umbrella of the Annual Reports are the coordination and development of the Agency's annual Fundamental Rights Report, and the production of the Agency's Consolidated Annual Activity Report.

The Consolidated Annual Activity report provides an overview of the activities and achievements of the Agency. It contains a comprehensive and thorough account of the Agency's activities in implementing its mandate and work programme of work. It follows the European Commission guidelines.

The Fundamental Rights Report is the Agency's annual report about the protection and fulfilment of fundamental rights in the EU and its Member States. In 2024, a revised Fundamental Rights Report will be issued, based on the Management Board's decision in May 2023 relating to the amended Founding Regulation of the Agency (Council Regulation (EU) 2022/555).

The Fundamental Rights Report 2024 will be structured around a lead chapter on fundamental rights in the EU, from which will derive three focus chapters on specific fundamental rights issues, and the implementation of the EU Charter of Fundamental Rights at national level. In 2024, the three focus chapters will look at: 1) The impact of the cost-of-living crisis and rising poverty; 2) Threats to democratic values – protecting civic space; and 3) Migration – Fundamental rights concerns at the EU's external borders.

The report also identifies trends and relevant promising practices. Where relevant, it presents data disaggregated by sex and highlights the gender dimension.

The report's overall findings are used by the European Parliament in its report about fundamental rights in the EU. Relevant Council conclusions also refer to FRA's Fundamental Rights Report.

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

Activities

- Data collection, analysis and drafting
- Production, translation and dissemination
- Targeted communication activities at EU and national level

Outputs

- Fundamental Rights Report 2024
- FRA opinions and substantiating evidence in all EU languages plus Albanian, Macedonian and Serbian
- 30 country research reports (FRANET)
- Online component of the publication
- Consolidated Annual Activity Report.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 360,000 | - | 120,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 360,000 | - | 120,000 |

D.2.2 Production and dissemination of FRA output

Area of activity: *Communication and Events*Sector: *Web, Publishing and Promotion*Status: *on-going*

Policy relevance

The production and dissemination of FRA output entails developing, producing, and disseminating FRA's multilingual print and online outputs. It includes planning, coordination, implementation and quality control of FRA research outputs, e-learning courses and information material. It also comprises the maintenance of FRA's corporate website and other online tools, such as databases containing research findings and the e-learning platform.

FRA disseminates the results of its work and raises public awareness through a range of communication activities. These aim to ensure that its work reaches the appropriate audiences at the right time in an accessible format through the appropriate channels, including FRA's corporate website and social media.

Communication priorities set for 2024 will guide the Agency's communication and dissemination, ensuring a coherent approach across the wide range of activities. In its communication and dissemination activities, the Agency will pay particular attention to gender, children and youth, and the needs of persons with disabilities. Production and dissemination activities are carried out both online and offline (print). In this context, a great number of research-related deliverables are produced – as listed under the different project fiches outlined in the previous sections. The Agency uses strategic communication services to ensure timely, relevant and high impact driven dissemination of its findings. In addition, the Agency will continue to produce information products, including awareness-raising material, and disseminate it to the Agency's stakeholders. The online activities are primarily conducted through the Agency's web and social media presence. They are continuously reviewed to reflect technological developments and their content is regularly updated.

Objectives

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

Activities

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

Outputs

- FRA website
- Print publications
- HTML publications
- Data explorer (visualisation) for selected surveys
- Translated products
- Corporate visual identity and branding
- Communication products
- Various types of print material
- Dissemination and stock management
- E-learning platform Moodle

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--|--------------------------|--------------------------|--------------------------|
| Equality, Roma and Social Rights | - | - | - |
| Justice, Digital and Migration | - | - | - |
| Communication and Events | 470,000 | - | 150,000 |
| Institutional cooperation and networks | - | - | - |
| Total | 470,000 | - | 150,000 |

E.

OTHER ACTIVITIES UNDER TITLE III

E.1.1 Performance Planning, Monitoring and Evaluation

Area of activity: *Other activities under Title III*

Status: *on-going*

Policy relevance

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

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

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

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

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 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

| Activities | Outputs |
|--|--|
| <ul style="list-style-type: none"> - Collection, analysis and interpretation of reliable and robust quantitative and qualitative data, e.g. on the projects implemented by the FRA. - Standard reporting templates and surveys of participants; - Evaluations (ex-ante, interim and ex-post) which are conducted by an independent external evaluator, include surveys, interviews and desk research data supported by focus group meetings | <ul style="list-style-type: none"> - Evaluation Reports |

| Financial resources | 1 st priority | 2 nd priority | 3 rd priority |
|---------------------|--------------------------|--------------------------|--------------------------|
| | 120,000 | - | 100,000 |
| | - | - | - |
| | - | - | - |
| Total | 120,000 | - | 100,000 |

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

Area of activity: *Other activities under Title III*

Status: *on-going*

Policy relevance

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.

Objectives

- All FRA objectives may be addressed through this activity.

Activities

- Data collection activities will be carried out, as needs may develop;
- Communication & awareness raising activities;
- Project-specific stakeholder communication and awareness raising strategy will be developed.

Outputs

- Data collection, communication and stakeholder communication activities.

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--------------|--------------------------|--------------------------|--------------------------|
| | - | - | - |
| | - | - | - |
| | - | - | - |
| Total | - | - | - |

E.1.3 Exploring operational implications of EU accession to the ECHR for FRA’s work

Area of activity: *Other activities under Title III*

Status: *on-going*

Policy relevance

Policy relevance and rationale: the EU’s expected accession to the European Convention on Human Rights is one of the most consequential recent legal developments for the protection of fundamental rights in Europe. As the principal human rights agency of the EU which shall closely cooperate with the Council of Europe (Article 9, Regulation 168/2007), it is both necessary and appropriate that FRA develops an informed view on this development. FRA should be prepared for this legal change and understand what changes it may bring for its work in legal, policy, institutional and operational terms with due regard to Council Decision (2008/578/EC).

The project would examine the potential operational implications of the EU’s expected accession to the ECHR for FRA’s work, considering the range of substantive, jurisdictional and procedural issues it will likely entail. Specifically, this project would allow FRA to undertake its own legal and policy “due diligence” on the expected accession, enabling it to develop an informed view of what changes, if any, accession would bring for the agency and its work. These changes could range from the interpretation and application of specific substantive and procedural norms under EU law, to jurisdictional questions around lawsuits against the Union institutions and bodies, to partnerships and institutional relationships between the EU and the Council of Europe.

The project would tackle questions relating to legal and policy coherence and how accession might affect the current legal basis of legal protection of fundamental rights within the EU, which is the legal and operational baseline of FRA’s surveys, research and analytical work. One critical change that accession would introduce would be the possibility for individuals to bring complaints against the EU before an independent international human rights court (the ECtHR). It would also reinforce the need for consistency between rulings of the ECtHR and the CJEU on human rights matters. The project could also explore how accession might impact FRA’s own responsibilities, particularly when it issues findings and opinions. Finally, the project will take account of FRA’s work related to other human rights instruments such as CRPD and Istanbul Convention.

The EU legal landscape governing fundamental rights has four normative sources interacting and some structured reflection is warranted as to how these should work together to ensure the highest standard of protection of fundamental rights (universal instruments adopted under the aegis of the UN); the regional HR level (ECHR); the EU (Charter) and domestic law on HR. Accession will likely impact the nature and degree of “integration” or proximity between two of the four sources of law for fundamental rights protection in the EU, namely EU law and ECHR law – whether towards alignment or fragmentation. In either case this will become increasingly important in the area of civil and political rights.

Objectives

- Ensuring FRA is prepared for accession of the EU to the ECHR by drawing on existing scholarship and the inputs of legal experts (including Scientific Committee and Management Board members) and institutional stakeholders (including the EU Commission, the Council of Europe, the CJEU and the ECtHR)
- Working to establish a better understanding of what changes accession may bring for FRA’s work
- Allow FRA to contribute to developments in this area

| Activities | Outputs |
|--|---|
| - Conducting desk research to chart the potential operational implications of accession | - Internal draft mapping |
| - Organising an expert meeting including relevant members of the SC and MB to test the views and assumptions in the internal mapping | - Expert meeting report with analysis of scenarios and conclusions about potential operational implications of accession for FRA’s work |
| - Drafting exercise for an internal legal note on implications of accession for FRA (2024) | - Internal legal note (2024) – no public dissemination prior to accession. |

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--------------|--------------------------|--------------------------|--------------------------|
| | - | - | 20,000 |
| | - | - | - |
| | - | - | - |
| Total | - | - | 20,000 |

F.

OTHER ACTIVITIES UNDER TITLE IV

F.1.1 Programme level cooperation under the EEA/Norwegian Financial Mechanisms 2014-2021

Area of activity: *Other activities under Title IV*

Status: *on-going*

Policy relevance

This project follows the exchange of letters on the implementation of the administrative cooperation arrangement between the Financial Mechanism Office (FMO) and FRA, under the EEA and Norwegian Financial Mechanism 2014-2021 signed in December 2017 and updated in October 2022. Under the scope and objectives agreed, FRA shall act in the role of International Partner Organisation (IPO) and advise the national level Programme Operators of the programme “Roma inclusion and empowerment” in Greece and the programme “Human rights, Roma inclusion and domestic and gender-based violence” in Czechia. Since the Grants announced in July 2021 that no programmes will be implemented in Hungary in the current financial mechanism period, FRA and the Grants engaged in alternative cooperation activities since 2022 to support activities in EU Member States which are Grants’ beneficiaries more broadly. This included the delivery of expertise workshops on various fundamental rights topics as well as FRA’s provision of strategic advice on possible future activities of the Grants in fields such as civic space. It also included cooperation and support by the Grants of FRA conferences organised in cooperation with the European Commission and the Presidencies of the Council of the EU. This type of cooperation will continue in 2024 and cover such fields as national human rights structures and support to the Fundamental Rights Forum 2024. In Greece and Czechia, FRA will complete its advice at an overall strategic level to the Programme Operators and to the FMO, in the finalisation of the agreed programmes. In its role as IPO, FRA provided support during programme design and implementation, to ensure that the Programmes, and their respective calls for proposals and projects, benefitted from FRA good practices, recommendations and expertise.

Objectives

- Provide advice and technical assistance to the FMO, Donors of the EEA and Norway Grants, and national level Programme Operators on programme development and programme implementation in at least two Beneficiary States.
- Provide overall strategic advice to the FMO and Donors on activities in EU Member States which are Grants’ beneficiaries.
- Share promising practices and other findings resulting from FRA research with Programme Operators, the FMO and the Donors

Activities

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

Outputs

- Advice and technical assistance provided to programmes in the Czech Republic and Greece, contributions to programme development and implementation meetings and documents
- Strategic advice provided to the FMO and Donors through written and oral inputs
- Expertise workshops on various fundamental rights topics
- Advice to the FMO and Donors regarding fundamental rights aspects of programming in the Grants’ EU beneficiary states

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--------------|--------------------------|--------------------------|--------------------------|
| | - | - | 107,143 |
| | - | - | - |
| | - | - | - |
| Total | - | - | 107,143 |

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

Area of activity: *Other activities under Title IV*

Status: *on-going*

Policy relevance

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

The project is implemented together with the Greek Ombudsperson under the Programme ‘Good Governance, Accountable Institutions and Transparency’ of the EEA and Norway Grants Financial Mechanism 2014-2021 in Greece, with FRA acting as an international project partner. In this role, FRA has been providing advice and expertise to strengthen the capacity-building abilities of the Ombudsperson’s staff through the provision of reports on the situation, tools and training, including on the EU Charter for Fundamental Rights and its implementation, and on specific fundamental rights ‘themes’ including relevant data and analysis of EU law and case law as contained in FRA’s handbooks and reports. FRA has contributed to strengthening the outreach of the Ombudsperson’s office to relevant public authorities, selectively joining fundamental rights workshops with public authorities organised by the Ombudsperson.

Since in 2024 the project will come to an end, FRA will cooperate with the Ombudsman in the finalisation of the project outputs and accomplishment of objectives.

Objectives

- Provide fundamental rights advice and expertise to the Ombudsperson’s staff and public authorities, including at the regional level, to strengthen their ability to protect and promote fundamental rights, with a focus on applying the EU Charter and EU anti-discrimination law
- Finalisation of the project activities and conclusion of activity and financial reporting to the Greek Ombudsman in its capacity as project promoter.

Activities

- Advice and capacity-building in cooperation with the Greek Ombudsman relating to the application of the Charter in Greece, including in relation to the application of enabling conditions in the implementation of EU funds
- Conducting workshops with Ombudsperson’s staff regarding the application of the EU Charter
- Translation of FRA publications and development of tools to facilitate the use of FRA’s findings and opinions in capacity-building activities
- Selective participation in capacity-building meetings of Ombudsperson’s staff with public authorities and CSOs

Outputs

- Final activity and financial reporting

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--------------|--------------------------|--------------------------|--------------------------|
| | - | - | 84,838.08 |
| | - | - | - |
| | - | - | - |
| Total | - | - | 84,838.08 |

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

Area of activity: *Other activities under Title IV*

Status: *on-going*

Policy relevance

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

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

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

- Contribute to the background research for the project and support the establishment of online ‘Community of Practice’ of professionals working in the area of hate crime and children as victims of crime
- Develop guidance for conducting hearings and awareness raising activities and contribute to the development of training modules
- Develop innovative methods for qualitative data collection that would allow for capturing rights holders’ perspective and help better understand the context in which hate crime and crime against children takes place.

Objectives

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

Activities

- Desk research and analysis of available information on the situation in regard to hate crime and children as victims of crime
- Analytical review and critical assessment of the current procedures and practices in collecting disaggregated data on hate crime and children as victims of crime
- Qualitative data collection based on a collection of structured interviews and personal narratives to inform the baseline study and the gap analysis on criminal justice responses to hate crime and victims of hate crime
- Developing training packages and trainings on hate crime
- Co-drafting common standards for interviewing children
- Co-developing training modules and education material for the training courses on interviewing children and awareness raising of children rights
- Supporting training of professionals to ensure child-friendly judicial proceedings

Outputs

- Guidelines on identifying, investigation and prosecution of hate crime, including recommendations on improving reporting and recording data on hate crime
- Guide on investigation and prosecution of crimes against children
- Communication materials (presentations and other inputs) prepared and disseminated
- Training modules and education material developed, using different channels of communication (print, online, videos)
- Trainings to prosecutors and other relevant stakeholders channels of communication (print, online, videos)

Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--------------|--------------------------|--------------------------|--------------------------|
| | - | - | 187,000 |
| | - | - | - |
| | - | - | - |
| Total | - | - | 187,000 |

F.1.4 Project level cooperation under the EEA/Norwegian Financial Mechanism 2014-2021 – Supporting NHRIs in monitoring fundamental rights and fundamental rights aspects of the rule of law

Area of activity: *Other activities under Title IV*Status: *on-going*

Policy relevance

The European Commission Strategy to strengthen the application of the EU Charter of Fundamental Rights (COM(2020)711final) highlights the role of National Human Rights Institutions (NHRIs) in “monitoring the application, implementation and promotion of the Charter on the ground, provide information and support to victims of fundamental rights violations and cooperate with the national institutions to improve their use and awareness of the Charter”. NHRIs can also help ensure that EU funded programmes are designed and implemented in compliance with the Charter, including through technical assistance for national authorities to design and implement programmes in a Charter compliant manner. In the EU, half of the NHRIs have an equality mandate and are acting as Equality Bodies under EU law. The European Commission Recommendation on standards for Equality Bodies (C(2018)3850) encourages Member States to improve the capacity of such Equality Bodies to enforce EU legislation and provide remedies to ensure that individuals and groups discriminated against and protected by EU law can fully enjoy their rights.

A FRA report on NHRIs of 2020 pointed to the need to increase NHRIs’ capacity and knowledge regarding EU law in the field of fundamental rights. It also evidenced that in some Member States NHRIs face challenges to their independence and lack of resources to implement their mandates. For NHRIs to be better equipped to play their role effectively in the field of EU fundamental rights and rule of law processes, including regarding the implementation of the EU Charter of Fundamental Rights, they would benefit from support building their capacity to interact with the EU on these essential topics.

The project strengthens the NHRIs’ capacities in seven beneficiary states of the Grants (Bulgaria, Croatia, Cyprus, Latvia, Poland, Slovakia and Slovenia) to better protect and promote fundamental rights and the rule of law, by providing advice and support to the NHRIs and boosting their capacity on EU law, with a focus on the Charter. FRA implements the project acting as lead partner under the EEA and Norway Grants Fund for Regional Cooperation, together with ENNHRI as expertise partner and the seven NHRIs mentioned above as project partners. Building on data collection and analysis carried out in 2023, in 2024 further guidance and capacity building will be provided before concluding the project with a final conference in February 2024.

Objectives

- Build the capacity of NHRIs in the field of EU law and fundamental rights, strengthening their role in the implementation of the Charter at national level, including by broadening the institutional knowledge base and abilities of NHRI staff to use the Charter in their work.
- Strengthen the capacity of NHRIs in monitoring fundamental rights and the fundamental rights aspects of the rule of law, by increasing their engagement with relevant EU mechanisms that support fundamental rights and the rule of law at national level.
- Develop the capacity of NHRIs to monitor the Charter conditionality in the implementation of EU funds, as foreseen by the Common Provisions Regulation for eight EU funds.

Activities

- Guidance and capacity-building for NHRIs on the use of the Charter
- Capacity-building and support to NHRIs in monitoring the rule of law and contributing to the EU’s rule of law mechanisms, in cooperation with ENNHRI
- Support to national capacity-building activities by NHRIs, including as regards the implementation of the Charter conditionality provisions for the use of EU funds

Outputs

- Transnational exchanges (online and in-person) for mutual learning between NHRIs in terms of knowledge, strategies, practices and approaches
- National capacity-building activities on the Charter
- National language versions of FRA’s Charter tools (BG, HR, CY, LT, PL, SK, SI)
- Final project conference
- Annual project report
- Ex-post evaluation report

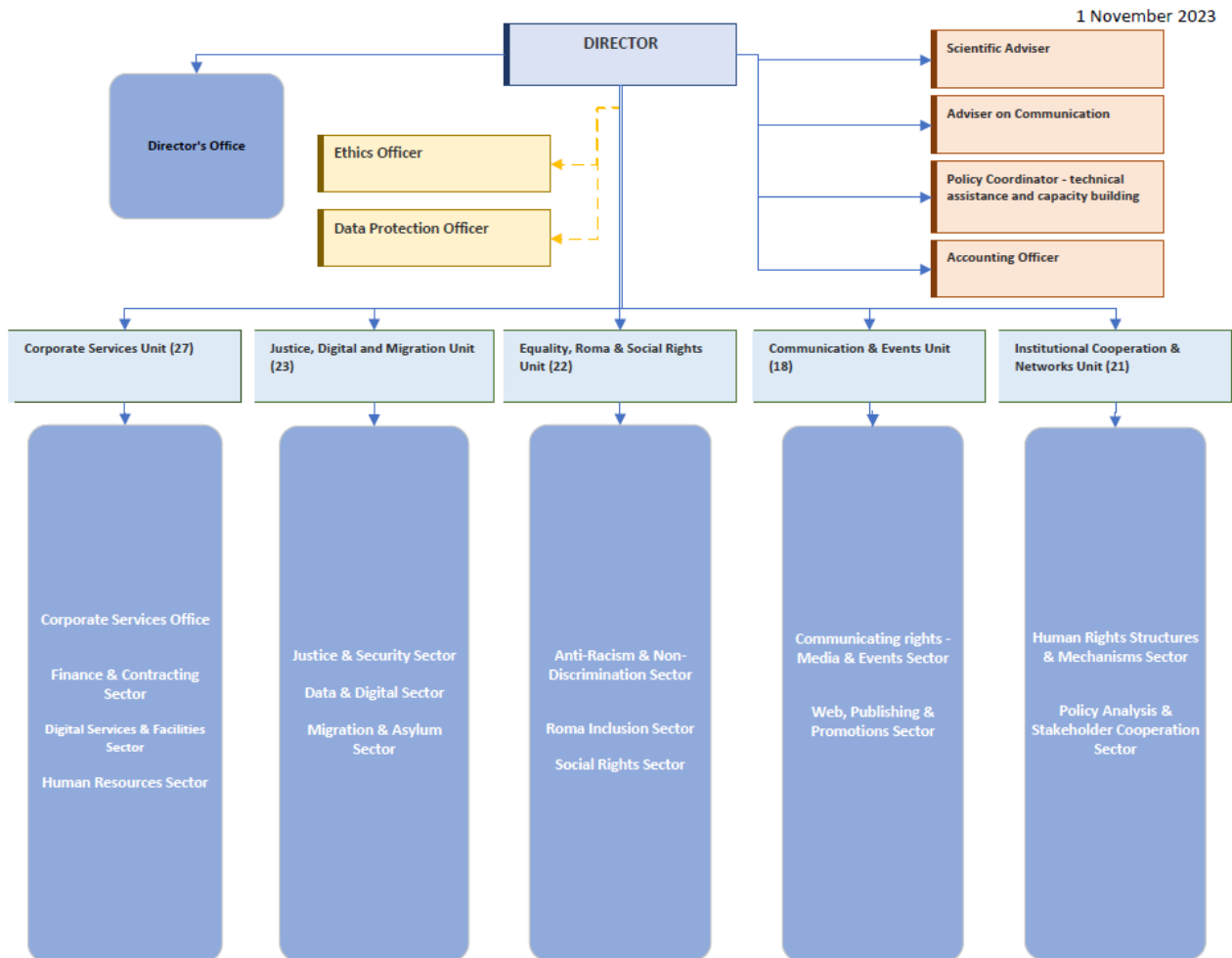
Financial resources

| | 1 st priority | 2 nd priority | 3 rd priority |
|--------------|--------------------------|--------------------------|--------------------------|
| | - | - | 170,000 |
| | - | - | - |
| | - | - | - |
| Total | - | - | 170,000 |



ANNEXES

ANNEX I: Organisational Chart



ANNEX II: Resource allocation per Activity 2024

| A. EQUALITY, ROMA AND SOCIAL RIGHTS | | | | | | | |
|--|-----------------|----|-----|-----|--------------------------|---|--------------------------|
| A.1) Anti-racism and non-discrimination | | | | | | | |
| A.1.1 - EU Survey on immigrants and descendants of immigrants | | | | | € 58,000 | - | € 30,000 |
| A.1.2 - EU LGBTI Survey III | | | | | € 72,000 | - | € 12,000 |
| A.1.3 - Fundamental rights protection of persons with disabilities living in institutions | | | | | € 10,000 | - | € 110,000 |
| A.1.4 - Additional activities in the area of 'Anti-racism and non-discrimination' | | | | | € 27,000 | - | € 25,000 |
| ACTIVITY GRAND TOTAL A.1 Anti-racism and non-discrimination | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 5 | 3 | 2 | 10 | €167,000 | - | €177,000 |
| A.2) Social Rights | | | | | | | |
| A.2.1 - Ensuring the right to environmental protection | | | | | € 10,000 | - | € 110,000 |
| A.2.2 - Towards integrated child protections systems | | | | | - | - | € 30,000 |
| A.2.3 - Youth engagement on fundamental rights in the EU - FRA's Youth Advisory Panel | | | | | € 20,000 | - | € 33,000 |
| A.2.4 - Fundamental Rights in corporate sustainability and due diligence | | | | | € 300,000 | - | € 50,000 |
| A.2.5 - Additional activities under the sector 'Social rights' | | | | | € 32,000 | - | € 250,000 |
| ACTIVITY GRAND TOTAL A.2 Social Rights | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 6 | - | 1 | 7 | €362,000 | - | €473,000 |
| A.3) Roma inclusion | | | | | | | |
| A.3.1 - Roma Survey | | | | | 2,373,190 | - | - |
| A.3.2 - Additional activities under the sector 'Roma inclusion' | | | | | 47,680 | - | 23,000 |
| ACTIVITY GRAND TOTAL A.3 Roma inclusion | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 2 | 2 | 1 | 5 | €2,420,870 | - | € 23,000 |
| B. JUSTICE, DIGITAL AND MIGRATION | | | | | | | |
| B.1) Justice and Security | | | | | | | |
| B.1.1 - Third FRA survey on discrimination and hate crime against Jews | | | | | 15,000 | - | 2,000 |
| B.1.2 - Antisemitism: Annual update of data collection and technical assistance | | | | | 50,000 | - | 2,000 |
| B.1.3 - Procedural safeguards in European Arrest Warrant Proceedings | | | | | - | - | - |
| B.1.4 - Violence against women II: filling the data gap | | | | | 116,000 | - | 12,000 |
| B.1.5 - The impact of addressing terrorist content online on fundamental rights | | | | | 54,000 | - | 110,000 |
| B.1.6 - Digitalisation of justice: fundamental rights guidance | | | | | 225,000 | - | 88,000 |
| B.1.7 - Handbook on European law relating to access to justice | | | | | 50,000 | - | 200,000 |
| B.1.8 - Additional activities under the sector 'Justice and Security' | | | | | 62,000 | - | 210,000 |
| ACTIVITY GRAND TOTAL B.1 Justice and Security | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 8 | 2 | 1 | 11 | €572,000 | - | €624,000 |
| B.2) Data and Digital | | | | | | | |
| B.2.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups | | | | | - | - | 30,000 |
| B.2.2 GDPR - The Experience of Data Protection Authorities | | | | | 10,000 | - | - |

| | | | | | | | |
|---|-----------------|----|-----|-----|--------------------------|---|--------------------------|
| B.2.3 Remote Biometric Identification for law enforcement purposes | | | | | 15,000 | - | 105,000 |
| B.2.4 Handbook on European law relating to cybercrime and fundamental rights | | | | | | - | 120,000 |
| B.2.5 Assessing high-risk artificial intelligence (AI) | | | | | 14,000 | - | 2,000 |
| B.2.6 Monitoring hate online – reporting trends | | | | | 27,000 | - | 5,000 |
| B.2.7 Additional activities under the sector ‘Data and Digital’ | | | | | 38,000 | - | 62,000 |
| ACTIVITY GRAND TOTAL B.2 Data and Digital | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 2 | 3 | 2 | 7 | €104,000 | - | €262,000 |
| B.3) Migration and Asylum | | | | | | | |
| B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration | | | | | 30,000 | - | 200,000 |
| B.3.2 Collecting data for EU preparedness and crisis management | | | | | 240,000 | - | 350,000 |
| B.3.3 Upholding fundamental rights at borders | | | | | 80,000 | - | 200,000 |
| B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS) | | | | | 10,000 | - | 190,000 |
| B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine | | | | | 10,000 | - | - |
| B.3.6 Additional activities under the sector ‘Migration and Asylum’ | | | | | 80,000 | - | 240,000 |
| ACTIVITY GRAND TOTAL B.3 Migration and Asylum | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 5 | 2 | - | 7 | € 450,000 | - | €1,180,000 |
| C. INSTITUTIONAL COOPERATION and NETWORKS | | | | | | | |
| C.1) Human Rights Structures and Mechanisms | | | | | | | |
| C.1.1 - EU Fundamental Rights Information System – EFRIS | | | | | 25,000 | - | 25,000 |
| C.1.2 - Supporting national human rights structures | | | | | 60,000 | - | 60,000 |
| C.1.3 - Providing assistance and expertise on the EU Charter of Fundamental Rights | | | | | 130,000 | - | 130,000 |
| C.1.4 - Participating in the EU Framework required by Article 33 (2) of the UN Convention on the Rights of Persons with Disabilities | | | | | 5,000 | - | 20,000 |
| C.1.5 - Providing assistance on fundamental rights compliance in the context of EU funds | | | | | 40,000 | - | 60,000 |
| C.1.6 - Civic space and national rule of law dialogues | | | | | 120,000 | - | 65,000 |
| C.1.7 Rule of law relevant national case law in the area of fundamental rights | | | | | - | - | 300,000 |
| ACTIVITY GRAND TOTAL C.1 Human Rights Structures and Mechanisms | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 8 | 2 | 1 | 11 | €380,000 | - | € 660,000 |
| C.2) Policy Analysis and Stakeholder Cooperation | | | | | | | |
| C.2.1 - Fundamental Rights Platform and cooperation with civil society | | | | | 35,000 | - | 30,000 |
| C.2.2 - Cooperation with and advice to EU institutions, Member States and international organisations | | | | | 105,000 | - | 95,000 |
| C.2.3 - Bodies of the Agency | | | | | 135,000 | - | 103,000 |
| C.2.4 - Strategic foresight in the area of fundamental rights | | | | | 15,000 | - | 205,000 |
| ACTIVITY GRAND TOTAL C.2 - Policy Analysis and Stakeholder Cooperation | Human Resources | | | | Financial Resources | | |
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 6 | 2 | 1 | 9 | € 290,000 | - | € 433,000 |
| D. COMMUNICATION AND EVENTS | | | | | | | |
| D.1) Communicating Rights, Media and Events | | | | | | | |
| D.1.1 - Raising awareness and effectively promoting rights | | | | | 185,000 | - | 110,000 |
| D.1.2 - Fundamental Rights Forum | | | | | 126,000 | - | 100,000 |

| ACTIVITY GRAND TOTAL | Human Resources | | | | Financial Resources | | |
|--|-----------------|----|-----|-----|--------------------------|---|--------------------------|
| | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| D.1 Communicating Rights, Media and Events | 5 | 4 | 2 | 11 | € 311,000 | - | € 210,000 |
| D.2 Web, Publishing and Promotion | | | | | | | |
| D.2.1 - Annual Reports | | | | | 360,000 | - | 120,000 |
| D.2.2 - Production and dissemination of FRA outputs | | | | | 470,000 | - | 150,000 |
| ACTIVITY GRAND TOTAL | Human Resources | | | | Financial Resources | | |
| D.2 Web, Publishing and Promotion | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 5 | 2 | - | 7 | € 830,000 | - | € 320,000 |
| E. OTHER OPERATIONAL ACTIVITIES UNDER TITLE III | | | | | | | |
| E.1.1 Performance, Monitoring and Evaluation | | | | | 120,000 | - | 100,000 |
| E.1.2 Complementary data collection and other activities to support evidence-based advice for stakeholders | | | | | - | - | - |
| E.1.3 Exploring operational implications of EU accession to the ECHR for FRA's work | | | | | | - | 20,000 |
| ACTIVITY GRAND TOTAL | Human Resources | | | | Financial Resources | | |
| E. Other operational activities under Title III | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | 2 | - | - | 2 | € 120,000 | - | € 120,000 |
| F. OTHER OPERATIONAL ACTIVITIES UNDER TITLE IV | | | | | | | |
| F.1.1 - Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 | | | | | - | - | 107,143 |
| F.1.2 - Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity-building | | | | | - | - | 84,838 |
| F.1.3 - Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor's Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve response to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims | | | | | - | - | 187,000 |
| F.1.4 - Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Supporting NHRIs in monitoring fundamental rights and fundamental rights aspects of the rule of law | | | | | - | - | 170,000 |
| ACTIVITY GRAND TOTAL | Human Resources | | | | Financial Resources | | |
| F. Other operational activities under Title IV | TA | CA | SNE | TOT | 1 st priority | | 3 rd priority |
| | - | - | - | - | - | - | €548,991 |

| | HUMAN RESOURCES | | | | FINANCIAL RESOURCES | | |
|---|-----------------|----|-----|-------|--------------------------|-------------|-------------|
| | TA | CA | SNE | Total | 1 st Priority | Overheads | Total cost |
| A. EQUALITY, ROMA AND SOCIAL RIGHTS | | | | | | | |
| A.1 - Anti-racism and non-discrimination | 5 | 3 | 2 | 10 | €167,000 | €1,807,607 | €1,974,607 |
| A.2 - Social Rights | 6 | - | 1 | 7 | €362,000 | €1,265,325 | €1,627,325 |
| A.3 - Roma inclusion | 2 | 2 | 1 | 5 | €2,420,870 | €903,803 | €3,324,673 |
| B. JUSTICE, DIGITAL AND MIGRATION | | | | | | | |
| B.1 - Justice and Security | 6 | 2 | 0 | 8 | €572,000 | €1,446,085 | €2,018,085 |
| B.2 - Data and Digital | 2 | 3 | 2 | 7 | €104,000 | €1,265,325 | €1,369,325 |
| B.3 - Migration and Asylum | 5 | 2 | - | 7 | €450,000 | €1,265,325 | €1,715,325 |
| C. INSTITUTIONAL COOPERATION and NETWORKS | | | | | | | |
| C.1 - Human Rights Structures and Mechanisms | 8 | 2 | 1 | 11 | €380,000 | €1,988,368 | €2,638,368 |
| C.2 - Policy Analysis and Stakeholder Cooperation | 6 | 2 | 1 | 9 | €290,000 | €1,626,846 | €1,916,846 |
| D. COMMUNICATION AND EVENTS | | | | | | | |
| D.1 - Communicating Rights, Media and Events | 5 | 4 | 2 | 11 | €311,000 | €1,988,368 | €2,299,368 |
| D.2 - Web, Publishing and Promotion | 5 | 2 | - | 7 | €830,000 | €1,265,325 | €2,095,325 |
| OTHER ACTIVITIES UNDER TITLE III | 2 | - | - | 2 | €120,000 | €361,521 | €481,521 |
| ACTIVITIES GRAND TOTAL | 52 | 22 | 10 | 84 | €6,006,870 | €15,183,897 | €21,190,767 |
| Operational reserves | - | - | - | - | €13,130 | - | €13,130 |
| TOTAL OPERATION | | | | | € 6,020,000 | €15,183,897 | €21,203,897 |
| Support activities | 20 | 12 | 1 | 33 | | €5,965,103 | €5,965,103 |
| GRAND TOTAL | 72 | 34 | 11 | 117 | € 6,020,000 | €21,149,000 | €27,169,000 |

ANNEX III: Financial resources outlook 2024-2026

TABLE 1 – REVENUE

| Revenues | 2023 | 2024 |
|-----------------------|----------------------------------|-------------------|
| | Revenues estimated by the Agency | Budget Forecast |
| EU contribution | 24,960,395 | 26,566,000 |
| Other revenue | 1,196,136 | 603,000 |
| Total revenues | 26,156,531 | 27,169,000 |

| REVENUES | 2022 | 2023 | 2024 | | VAR 2024 / 2023 | Envisaged in 2025 | Envisaged in 2026 |
|--|-----------------|----------------------------------|----------------------------|-----------------|-----------------|-------------------|-------------------|
| | Executed Budget | Revenues estimated by the Agency | As requested by the Agency | Budget Forecast | | | |
| 1. REVENUE FROM FEES AND CHARGES | 0 | 0 | 0 | | 0% | 0 | 0 |
| 2. EU CONTRIBUTION | 23,748,170 | 24,960,395 | 26,566,000 | | 106% | 25,656,675 | 26,168,529 |
| of which Administrative (Title 1 and Title 2) | 15,947,028 | 19,190,829 | 21,149,000 | | 110% | 20,587,000 | 20,998,740 |
| of which Operational (Title 3) | 7,801,142 | 5,769,566 | 5,417,000 | | 94% | 5,069,675 | 5,169,789 |
| of which assigned revenues deriving from previous years' surpluses | 113,780 | 85,270 | 102,682 | | 120% | 0 | 0 |
| 3. THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries) | 1,989,781 | 1,132,572 | 603,000 | | 53% | 636,000 | 650,000 |
| of which EFTA | 1,442,781 | 574,572 | 0 | | 0% | 0 | 0 |
| of which Candidate Countries | 547,000 | 558,000 | 603,000 | | 108% | 636,000 | 650,000 |
| 4. OTHER CONTRIBUTIONS | 120,000 | 63,563 | 0 | | 0% | | |
| of which delegation agreement, ad hoc grants | 0 | 0 | 0 | | 0% | 0 | 0 |
| 5. ADMINISTRATIVE OPERATIONS | 0 | 0 | 0 | | 0% | 0 | 0 |
| 6. REVENUES FROM SERVICES RENDERED | 0 | 0 | 0 | | 0% | 0 | 0 |

| | | | | | | | |
|--|-------------------|-------------------|-------------------|--|-------------|-------------------|-------------------|
| AGAINST PAYMENT | | | | | | | |
| 7. CORRECTION OF BUDGETARY IMBALANCES | 0 | 0 | 0 | | 0% | 0 | 0 |
| TOTAL REVENUES | 25,857,951 | 26,156,531 | 27,169,000 | | 104% | 26,292,675 | 26,818,529 |

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

| REVENUES | 2023 | 2024 |
|----------------|----------------------------------|-----------------|
| | Revenues estimated by the Agency | Budget forecast |
| TOTAL REVENUES | | |

| | |
|----------|--|
| REVENUES | Additional EU funding: grant, contribution and service-level agreement |
|----------|--|

| | Executed 2021 | Estimated by the Agency 2022 | 2023 | | VAR (2023/2022) (%) | Envisaged 2024 | Envisaged 2025 |
|---|---------------|------------------------------|----------------|-----------------|---------------------|----------------|----------------|
| | | | Agency Request | Budget forecast | | | |
| Additional EU funding stemming from grants | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Additional EU funding stemming from contribution agreements (FFR art.7) | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Additional EU funding stemming from service level agreements (FFR art.43) | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| TOTAL | | | | | | | |

TABLE 2 – EXPENDITURE

| Expenditure | 2023 | | 2024 | |
|--------------------------|---------------------------|------------------------|---------------------------|------------------------|
| | Commitment appropriations | Payment appropriations | Commitment appropriations | Payment appropriations |
| Title 1 | 15,908,574 | 15,908,574 | 17,321,000 | 17,321,000 |
| Title 2 | 3,282,256 | 3,282,256 | 3,828,000 | 3,828,000 |
| Title 3 | 6,394,526 | 6,394,526 | 6,020,000 | 6,020,000 |
| Title 4 | 571,175 | 571,175 | - | - |
| Total expenditure | 26,156,531 | 26,156,531 | 27,169,000 | 27,169,000 |

| EXPENDITURE | Commitment appropriations | | | | | | |
|--|---------------------------|-------------------|-------------------|-----------------|-----------------|-------------------|-------------------|
| | Executed budget 2022 | Budget 2023 | Draft Budget 2024 | | VAR 2024 / 2023 | Envisaged in 2025 | Envisaged in 2026 |
| | | | Agency request | Budget forecast | | | |
| Title 1 | | | | | | 103% | 102% |
| Staff Expenditure | 13,943,838 | 15,908,574 | 17,321,000 | | 109% | 17,826,000 | 18,182,520 |
| 11 Salaries & allowances | 12,575,743 | 13,988,242 | 15,542,000 | | 111% | 16,020,000 | 16,340,400 |
| - of which establishment plan posts | 9,602,729 | 10,577,000 | 11,598,000 | | 110% | 12,070,000 | 12,311,400 |
| - of which external personnel | 2,973,014 | 3,411,242 | 3,944,000 | | 116% | 3,950,000 | 4,029,000 |
| 12 Expenditure relating to Staff recruitment | 64,286 | 192,000 | 195,000 | | 102% | 105,000 | 107,100 |
| 13 Mission expenses | 25,915 | 56,332 | 45,000 | | 80% | 53,000 | 54,060 |
| 14 Socio-medical infrastructure | 63,538 | 70,000 | 75,000 | | 107% | 80,000 | 81,600 |
| 15 Training | 78,492 | 175,000 | 175,000 | | 100% | 175,000 | 178,500 |
| 16 External Services | 104,522 | 140,000 | 135,000 | | 96% | 140,000 | 142,800 |
| 17 Receptions and events | 446 | 3,000 | 3,000 | | 100% | 5,000 | 5,100 |
| 18 Social welfare | 987,823 | 1,244,000 | 1,101,000 | | 89% | 1,198,000 | 1,221,960 |
| 19 Other Staff related expenditure | 43,072 | 40,000 | 50,000 | | 125% | 50,000 | 51,000 |
| Title 2 | | | | | | 72% | 102% |
| Infrastructure and operating expenditure | 2,003,191 | 3,282,256 | 3,828,000 | | 117% | 2,761,000 | 2,816,220 |
| 20 Rental of buildings and associated costs[1] | 1,426,315 | 2,243,000 | 2,256,000 | | 101% | 1,547,000 | 1,577,940 |
| 21 Information and communication technology | 455,854 | 678,024 | 747,000 | | 110% | 792,000 | 807,840 |
| 22 Movable property and associated costs | 11,443 | 42,000 | 247,000 | | 588% | 103,000 | 105,060 |
| 23 Current administrative expenditure | 43,997 | 124,000 | 360,000 | | 290% | 103,000 | 105,060 |
| 24 Postage / Telecommunications | 62,603 | 151,231 | 168,000 | | 111% | 157,000 | 160,140 |
| 25 Meeting expenses | 2,037 | 9,000 | 14,000 | | 156% | 18,000 | 18,360 |
| 26 Running costs in connection with operational activities | 0 | 0 | 0 | | 0% | 0 | 0 |
| 27 Information and publishing | 943 | 2,000 | 2,000 | | 100% | 2,000 | 2,040 |
| 28 Studies | 0 | 33,000 | 34,000 | | 103% | 39,000 | 39,780 |
| Title 3 | | | | | | 95% | 102% |
| Operational expenditure | 2,110,655 | 6,394,526 | 6,020,000 | | 94% | 5,705,675 | 5,819,789 |
| 30 Justice, Digital and Migration | 0 | 2,894,526 | 1,126,000 | | 38% | 1,516,000 | 1,546,320 |
| 31 Fair and equal societies | 515,647 | 0 | 0 | | 0% | 0 | 0 |
| 32 Just, digital and secure societies | 279,145 | 0 | 0 | | 0% | 0 | 0 |
| 33 Migration and asylum | 270,207 | 0 | 0 | | 0% | 0 | 0 |
| 34 Supporting human rights protection systems | 569,701 | 0 | 0 | | 0% | 0 | 0 |
| 35 Communication & Events | 475,955 | 1,490,000 | 1,141,000 | | 77% | 1,370,000 | 1,397,400 |

| | | | | | | | |
|---|-------------------|-------------------|-------------------|--|-------------|-------------------|-------------------|
| 36 Equality, Roma & Social Rights | 0 | 870,000 | 2,949,870 | | 339% | 1,535,000 | 1,565,700 |
| 37 Institutional Cooperation & Networks | 0 | 1,040,000 | 670,000 | | 64% | 1,145,000 | 1,167,900 |
| 38 Horizontal Operational Activities | 0 | 100,000 | 120,000 | | 120% | 139,675 | 142,469 |
| 39 Reserve for Title 3 | 0 | 0 | 13,130 | | 0% | 0 | 0 |
| Title 4 | | | | | | 0% | 102% |
| Other operational expenditure | 0 | 571,175 | 0 | | 0% | 0 | 0 |
| 40 Cooperation Agreements | 0 | 571,175 | 0 | | 0% | 0 | 0 |
| TOTAL EXPENDITURE | 18,057,683 | 26,156,531 | 27,169,000 | | 104% | 26,292,675 | 26,818,529 |

| EXPENDITURE | Payment appropriations | | | | | | |
|---|------------------------|-------------------|-------------------|-----------------|-----------------|-------------------|-------------------|
| | Executed budget 2022 | Budget 2023 | Draft Budget 2024 | | VAR 2024 / 2023 | Envisaged in 2025 | Envisaged in 2026 |
| | | | Agency request | Budget forecast | | | |
| Title 1 | | | | | | 103% | 102% |
| Staff Expenditure | 13,943,838 | 15,908,574 | 17,321,000 | | 109% | 17,826,000 | 18,182,520 |
| 11 Salaries & allowances | 12,575,743 | 13,988,242 | 15,542,000 | | 111% | 16,020,000 | 16,340,400 |
| - of which establishment plan posts | 9,602,729 | 10,577,000 | 11,598,000 | | 110% | 12,070,000 | 12,311,400 |
| - of which external personnel | 2,973,014 | 3,411,242 | 3,944,000 | | 116% | 3,950,000 | 4,029,000 |
| 12 Expenditure relating to Staff recruitment | 64,286 | 192,000 | 195,000 | | 102% | 105,000 | 107,100 |
| 13 Mission expenses | 25,915 | 56,332 | 45,000 | | 80% | 53,000 | 54,060 |
| 14 Socio-medical infrastructure | 63,538 | 70,000 | 75,000 | | 107% | 80,000 | 81,600 |
| 15 Training | 78,492 | 175,000 | 175,000 | | 100% | 175,000 | 178,500 |
| 16 External Services | 104,522 | 140,000 | 135,000 | | 96% | 140,000 | 142,800 |
| 17 Receptions and events | 446 | 3,000 | 3,000 | | 100% | 5,000 | 5,100 |
| 18 Social welfare | 987,823 | 1,244,000 | 1,101,000 | | 89% | 1,198,000 | 1,221,960 |
| 19 Other Staff related expenditure | 43,072 | 40,000 | 50,000 | | 125% | 50,000 | 51,000 |
| Title 2 | | | | | | 72% | 102% |
| Infrastructure and operating expenditure | 2,003,191 | 3,282,256 | 3,828,000 | | 117% | 2,761,000 | 2,816,220 |
| 20 Rental of buildings and associated costs[1] | 1,426,315 | 2,243,000 | 2,256,000 | | 101% | 1,547,000 | 1,577,940 |
| 21 Information and communication | 455,854 | 678,024 | 747,000 | | 110% | 792,000 | 807,840 |
| 22 Movable property and associated costs | 11,443 | 42,000 | 247,000 | | 588% | 103,000 | 105,060 |
| 23 Current administrative expenditure | 43,997 | 124,000 | 360,000 | | 290% | 103,000 | 105,060 |
| 24 Postage / Telecommunications | 62,603 | 151,231 | 168,000 | | 111% | 157,000 | 160,140 |
| 25 Meeting expenses | 2,037 | 9,000 | 14,000 | | 156% | 18,000 | 18,360 |
| 26 Running costs in connection with | 0 | 0 | 0 | | 0% | 0 | 0 |

| | | | | | | | |
|---|-------------------|-------------------|-------------------|--|-------------|-------------------|-------------------|
| 27 Information and publishing | 943 | 2,000 | 2,000 | | 100% | 2,000 | 2,040 |
| 28 Studies | 0 | 33,000 | 34,000 | | 103% | 39,000 | 39,780 |
| Title 3 | | | | | | 95% | 102% |
| Operational expenditure | 2,110,655 | 6,394,526 | 6,020,000 | | 94% | 5,705,675 | 5,819,789 |
| 30 Justice, Digital and Migration | 0 | 2,894,526 | 1,126,000 | | 34% | 1,516,000 | 1,546,320 |
| 31 Fair and equal societies | 515,647 | 0 | 0 | | 0% | 0 | 0 |
| 32 Just, digital and secure societies | 279,145 | 0 | 0 | | 0% | 0 | 0 |
| 33 Migration and asylum | 270,207 | 0 | 0 | | 0% | 0 | 0 |
| 34 Supporting human rights protection systems | 569,701 | 0 | 0 | | 0% | 0 | 0 |
| 35 Communication & Events | 475,955 | 1,490,000 | 1,141,000 | | 74% | 1,370,000 | 1,397,400 |
| 36 Equality, Roma & Social Rights | 0 | 870,000 | 2,949,870 | | 329% | 1,535,000 | 1,565,700 |
| 37 Institutional Cooperation & Networks | 0 | 1,040,000 | 670,000 | | 93% | 1,145,000 | 1,167,900 |
| 38 Horizontal Operational Activities | 0 | 100,000 | 120,000 | | 50% | 139,675 | 142,469 |
| 39 Reserve for Title 3 | 0 | 0 | 13,130 | | 0% | 0 | 0 |
| Title 4 | | | | | | 0% | 102% |
| Other operational expenditure | 0 | 571,175 | 0 | | 0% | 0 | 0 |
| 40 Cooperation Agreements | 0 | 571,175 | 0 | | 0% | 0 | 0 |
| TOTAL EXPENDITURE | 18,057,683 | 26,156,531 | 27,169,000 | | 104% | 26,292,675 | 26,818,529 |

TABLE 3 – BUDGET OUTTURN AND CANCELLATION OF APPROPRIATIONS (2020 - 2022)

| Budget outturn | 2020 | 2021 | 2022 |
|--|----------------|---------------|----------------|
| Revenue actually received (+) | 24,081,330 | 24,967,635 | 25,754,180 |
| Payments made (-) | 17,146,784 | - 17,954,380 | -18,606,404 |
| Carry-over of appropriations (-) | 7,752,486 | - 7,845,822 | -7,871,293 |
| Cancellation of appropriations carried over (+) | 114,674 | 85,913 | 104,244 |
| Adjustment for carryover of assigned revenue appropriations from previous year (+) | 817,941 | 832,567 | 723,516 |
| Exchange rate differences (+/-) | 893 | - 643 | -1,562 |
| Adjustment for negative balance from previous year (-) | - | - | - |
| Total | 113,780 | 85,270 | 102,682 |

ANNEX IV: Human resources – quantitative

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

A. Statutory staff and SNE

| Staff | Year 2022 | | | Year 2023 | Year 2024 | Year 2025 | Year 2026 |
|---------------------------------------|--|----------------------------------|------------------|----------------------------|--|-----------------|-----------------|
| Establishment plan posts | Authorised Budget | Actually filled as of 31/12/2022 | Occupancy Rate % | Authorised staff | Envisaged staff | Envisaged staff | Envisaged staff |
| Administrators (AD) | 48 | 45 | 93.75% | 50 | 52 | 54 | 54 |
| Assistants (AST) | 24 | 23 | 95.83% | 22 | 20 | 18 | 18 |
| Assistants/Secretaries (AST/SC) | - | - | - | - | - | - | - |
| Total establishment plan posts | 72 | 68 | 94.44% | 72 | 72 | 72 | 72 |
| External staff | FTE corresponding to the authorised budget | Executed FTE as of 31/12/2022 | Execution Rate % | Headcount as of 31/12/2022 | FTE corresponding to the authorised budget | Envisaged FTE | Envisaged FTE |
| Contract Agents (CA) | 32 | 28.4* | 88.75% | 29* | 34 | 34 | 34 |
| Seconded National Experts (SNE) | 9 | 8.8** | 97.78% | 9** | 9 | 9 | 9 |
| Total external staff | 41 | 37.2* | 90.73% | 38* | 43 | 43 | 43 |
| GRAND TOTAL | 113 | 105.2** | 93.10% | 110** | 115** | 115** | 115** |

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

**including 1 Cost-free SNE

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

| Human Resources | Year 2023 | Year 2024 | Year 2025 | Year 2026 |
|---------------------------------|---------------|---------------|---------------|---------------|
| | Envisaged FTE | Envisaged FTE | Envisaged FTE | Envisaged FTE |
| Contract Agents (CA) | 3*** | 2*** | 0 | 0 |
| Seconded National Experts (SNE) | 3*** | 3*** | 0 | 0 |
| TOTAL | 6 | 5 | 0 | 0 |

*** Three [3] CA FG IV posts and three [3] SNEs are recruited under the Financial Mechanism Office (FMO).

C. Other Human resources

Structural service providers

| | Actually, in place as of 31/12/2022 |
|----------------------|-------------------------------------|
| Security | 2 |
| IT | 0 |
| Cleaners | 3 |
| Other (specify) | 0 |
| Other (specify) | 0 |

Interim workers

| | Total FTEs in year 2022 | |
|--------|-------------------------|--|
| Number | - 0 | |

TABLE 2 – MULTI -ANNUAL STAFF POLICY PLAN YEAR 2024, 2025, 2026

| Function group and grade | Year 2022 | | | | Year 2023 | | | Year 2024 | | | Year 2025 | | Year 2026 | |
|--------------------------|-------------------|-----------|----------------------------------|-----------|-------------------|-----------|--|----------------------|-----------|--|---------------|-----------|---------------|-----------|
| | Authorised Budget | | Actually filled as of 31/12/2022 | | Authorised budget | | Modificati ons under flexibility rule | Authorised budget | | Modificati ons under flexibility rule | Envisaged | | Envisaged | |
| | Offici als | TA | Offici als | TA | Offici als | TA | TA | Offici als | TA | TA | Offici als | TA | Offici als | TA |
| AD 16 | - | - | - | - | - | - | | - | - | | - | - | - | - |
| AD 15 | - | 1 | - | 1 | - | 1 | | - | - | | - | - | - | - |
| AD 14 | - | 4 | - | 1 | - | 3 | | - | 3 | | - | 2 | - | 2 |
| AD 13 | - | 3 | - | 2 | - | 3 | | - | 2 | | - | 3 | - | 3 |
| AD 12 | - | 1 | - | 2 | - | 1 | | - | 5 | | - | 6 | - | 7 |
| AD 11 | - | 6 | - | 5 | - | 6 | | - | 7 | | - | 8 | - | 9 |
| AD 10 | - | 11 | - | 5 | - | 12 | | - | 10 | | - | 10 | - | 9 |
| AD 9 | - | 9 | - | 9 | - | 10 | | - | 10 | | - | 9 | - | 9 |
| AD 8 | - | 10 | - | 11 | - | 9 | | - | 6 | | - | 5 | - | 4 |
| AD 7 | - | 3 | - | 5 | - | 1 | | - | 2 | | - | 2 | - | 2 |
| AD 6 | - | - | - | 2 | - | 1 | | - | 2 | | - | 3 | - | 4 |
| AD 5 | - | | - | 2 | - | 1 | +2 | - | 1 | +4 | - | 6 | - | 5 |
| Total AD | - | 48 | - | 45 | - | 48 | 2 | - | 48 | 4 | - | 54 | - | 54 |
| AST 11 | - | - | - | - | - | - | | - | | | - | 1 | - | 1 |
| AST 10 | - | 3 | - | 1 | - | 4 | | - | 2 | | - | 1 | - | 1 |
| AST 9 | - | 3 | - | 5 | - | 2 | | - | 4 | -1 | - | 4 | - | 5 |
| AST 8 | - | 3 | - | 0 | - | 3 | | - | 4 | | - | 4 | - | 4 |
| AST 7 | - | 5 | - | 7 | - | 6 | | - | 5 | -1 | - | 2 | - | 2 |
| AST 6 | - | 7 | - | 6 | - | 7 | -1 | - | 5 | | - | 5 | - | 4 |
| AST 5 | - | 3 | - | 3 | - | 2 | -1 | - | 2 | | - | 1 | - | 1 |
| AST 4 | - | - | - | 1 | - | | | - | 2 | -2 | - | - | - | - |
| AST 3 | - | - | - | - | - | - | | - | - | | - | - | - | - |
| AST 2 | - | | - | - | - | - | | - | - | | - | - | - | - |
| AST 1 | - | - | - | - | - | - | | - | - | | - | - | - | - |
| Total AST | | 24 | - | 23 | - | 24 | -2 | - | 24 | -4 | - | 18 | - | 18 |
| AST/SC6 | - | - | - | - | - | - | | - | - | | - | - | - | - |

| | | | | | | | | | | | | | | |
|--------------|---|----|---|----|---|----|---|---|----|---|----|----|---|----|
| AST/SC5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| AST/SC1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total AST/SC | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL | - | 72 | - | 68 | - | 72 | 0 | - | 72 | 0 | - | 72 | - | 72 |
| GRAND TOTAL | | 72 | | 68 | | 72 | | | 72 | | 72 | | | 72 |

The modifications to the 2023 and 2024 Establishment Plan, converting 4 AST posts to AD, were decided by the FRA Management Board at its meeting on 29 September 2023, in accordance with the flexibility rule under Article 38(1) of the Agency's financial rules.

External personnel

Contract Agents

| Contract agents | FTE corresponding to the authorised budget 2022 | Executed FTE as of 31/12/2022 | Headcount as of 31/12/2022 | FTE corresponding to the authorised budget 2023 | FTE corresponding to the authorised budget 2024 | FTE corresponding to the foreseen budget 2025 | FTE corresponding to the foreseen budget 2026 |
|--------------------|---|-------------------------------|----------------------------|---|---|---|---|
| Function Group IV | 20 | 17.8 | 18 | 21 | 21 | 21 | 21 |
| Function Group III | 10 | 8.6* | 9* | 11 | 11 | 11 | 11 |
| Function Group II | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Function Group I | - | - | - | - | - | - | - |
| TOTAL | 32 | 28.4* | 29* | 34 | 34 | 34 | 34 |

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

Seconded National Experts

| Seconded National Experts | FTE corresponding to the authorised budget 2022 | Executed FTE as of 31/12/2022 | Headcount as of 31/12/2022 | FTE corresponding to the authorised budget 2023 | FTE corresponding to the authorised budget 2024 | FTE corresponding to the foreseen budget 2025 | FTE corresponding to the foreseen budget 2026 |
|---------------------------|---|-------------------------------|----------------------------|---|---|---|---|
| TOTAL | 9 | 8.8** | 9** | 9 | 9 | 9 | 9 |

**including 1 Cost-free SNE

TABLE 3 - RECRUITMENT FORECASTS FOR YEAR 2024 FOLLOWING RETIREMENT/MOBILITY OR NEW REQUESTED POSTS

| Job title in the Agency | Type of contract (Official, TA or CA) | | TA/Official | | CA Recruitment Function Group (I, II, III or IV) |
|-------------------------|---|--|--|---|---|
| | Due to foreseen retirement/mobility | New post requested due to additional tasks | Function group/grade of recruitment Internal (Brackets) and external (single grade) foreseen for publication | | |
| | | | Internal (brackets) | External (brackets) | |
| Head of Unit | 1 TA (AD14) | | AD9-AD12 | AD9 | |
| Adviser | 1 TA (AD13) | | AD9-AD12 | AD9 | |
| Administrator/Officer | 1 TA (AD8) | | 5 AD5-AD6 | 5 AD5 | |
| Assistant | 1 TA (AST9) 1 TA (AST7) 1 TA (AST6) | | Under the flexibility rules (Art. 38(1)) | Under the flexibility rules (Article 38(1)) | |

| | | | | | |
|----------------------|-------------|--|--|--|--|
| | 1 TA (AST5) | | financial rules) the posts are have been converted to AD | financial rules) the posts are have been converted to AD | |
| Administrative Agent | | | | | |

Number of inter-agency mobility Year 2023 from and to the Agency: 0

A. New Tasks

With the adoption of Regulation 2022/555 amending FRA’s founding Regulation, **FRA’s mandate has been expanded to include new activities under the former third pillar, namely in the areas of police cooperation and judicial cooperation in criminal matters.** These new tasks in the area of police and judicial cooperation require the Agency to have sufficient resources and appropriate expertise. Requests to work in these areas have increased as of 2022 under the amended Regulation. For example, as part of its new role within the EU Innovation Hub on Internal Security, FRA has been requested to provide its expert input into the work of the innovation labs of JHA Agencies, encompassing Europol’s work in the area of law enforcement and artificial intelligence. These requests grow in number and go beyond what the Agency is able to deliver due to lack of resources, especially given the large-scale nature of these projects involving often complex operational, technical and legal issues. In this context, the Agency has also been asked to contribute to, or to initiate, a number of its own projects in the area of police and judicial cooperation, which it is unable to do.

It is therefore imperative that the Agency is offered the possibility in the years following the adoption of its amended Founding Regulation to increase its operational capacity with profiles covering the areas of police and judicial cooperation in criminal matters.

Considering the adoption of the new Regulation and the new work it brings with it, and the constant increase in existing tasks (further explained under the ‘Growth of existing tasks’), it is assessed that the Agency’s human resources needs have to be increased by 5 AD positions which would be supported by 4 Contractual Agents FGIV and 2 Contractual Agents FGIII.

POLICE AND JUDICIAL COOPERATION IN CRIMINAL MATTERS

The amendment of FRA’s Founding Regulation in 2022 resulted in the Agency being able to undertake research and provide expert input in the field of police and judicial cooperation in criminal matters. As a result of the amendment, European institutions, bodies and agencies have increased their requests for FRA’s evidence-based advice in these areas.

- Europol has increased its requests for FRA’s input with respect to the provision of fundamental rights expertise and detailed commentary on proposed and on-going work in the field of law enforcement and artificial intelligence - which covers the broad scope of fundamental rights beyond the narrow field of data protection.
- FRA’s membership in the EU Innovation Hub on Internal Security¹ – in line with the specific call of the Standing Committee on Operational Cooperation on Internal Security (COSI), and as specified under the Hub’s 2022 Terms of Reference () – has resulted in a growing number of requests to the Agency to provide substantive fundamental rights input on proposed and on-going operational projects that are encompassed under the Hub by different Agencies. However, in 2022-23 – as a reflection of limited resources – the Agency had to turn down a number of requests by Europol and other JHA Agencies who are part of the Hub to undertake a fundamental rights ‘compliance’ check with respect to planned and contracted research, projects and activities.
- The legal instruments regulating two new EU information technology systems, Regulation (EU) 2018/1240 on the European Travel Information and Authorisation System (ETIAS) and Regulation (EU) 2021/1134 on the Visa Information System (VIS) establishes Fundamental Rights Guidance Boards, with FRA’s participation. These bodies, which will review screening rules to identify irregular migration and internal security risks, with implications for law enforcement, are resulting in a significant workload for FRA.

¹ Europol Innovation Hub: EDOC- 1193825-v26-Terms_of_Reference_-_Hub_Team_-_cooperation_EU_Innovation_Hub_for_Internal_Security_-_final.PDF

- The Commission is increasingly reaching out to FRA for ad-hoc input to feed into its work in this area; for example in the area of pre-trial detention and conditions of criminal detention, procedural rights in European Arrest Warrant proceedings, or fundamental rights challenges in the area of terrorism and radicalisation. The Agency is currently unable to extend its research data collection and accompanying analysis to all Member States where the Commission requests input – typically encompassing interviews with the judiciary and law enforcement. As a result, the Agency can only present partial findings of the situation in selected Member States to support the work of EU institutions.
- The European Parliament has also increasingly approached the Agency requesting ad-hoc input into its legislative work, for example in relation to the Advance Passenger Information or Prum II files, and with respect to specific research in the area of surveillance; for example for the PEGA Committee.
- With the appointment of a Fundamental Rights Officer at Europol, FRA has needed to step-up engagement with Europol along the lines of its intensive engagement with Frontex after the appointment of their Fundamental Rights Officer – which involves weekly discussions and several formal levels of intervention.
- The period 2023-2024 is also seeing increased requests from CEPOL under the MoU between the Agencies to provide specific training to police across the Member States in relation to different fields – including hate crime and victims of crime (among others).

The Agency would be in a unique position to provide comprehensive fundamental rights input and expertise in the field of police and judicial cooperation in criminal matters, to other JHA Agencies working in this field, alongside the EU Institutions, if it had the appropriate level of staffing to respond to these new and growing requests.

EU's GREEN DEAL – BUSINESS AND HUMAN RIGHTS

Furthermore, in the area of EU's Green Deal, the Agency is a member of two advisory bodies to the European Commission, with more requests for FRA's involvement as of 2023:

- Under Art. 20 of Regulation (EU) 2020/852 of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, FRA is assigned as a member of the Platform on Sustainable Finance (PSF), which requires the Agency to provide expertise on minimum safeguards, data and usability aspects, social criteria, etc.
- Article 49 of the recent Directive (EU) 2022/2464 on corporate sustainability reporting requires the Agency to deliver an expert opinion within 2 months of being so requested by the Commission on technical advice provided by the European Financial Reporting Advisory Group (EFRAG) prior to the adoption of delegated acts. Furthermore, the Agency was invited to contribute to the work of EFRAG in developing draft European sustainability reporting standards. Approximately 50 000 companies will have to apply the new rules for the first time in financial year 2024 with first reports to be published in 2025. The Agency's guidance on human rights and social indicators will be essential to help the EU implement these standards and achieve a just transition into a green and circular economy. However, the Agency does not currently have sufficient resources to help the EU in developing sector specific and practical guidelines, to advise on due diligence methodologies or to conduct research into the effective functioning of the new framework.

Following an internal assessment of the existing human resources and expertise in house, compared to the ongoing tasks, there have been identified the following human resources needs for tackling the new tasks:

- 4 ADs, 3 CA FGIV and 2 CA FGIII, with the following profiles:
 - 1 AD- Legal experts – focusing on criminal law;
 - 1 AD; 1 CA FG IV; 1 CA FG III - Experts with practitioner experience having worked with law enforcement and the judiciary in the field of criminal law;;
 - 1 AD; 1 CA FG IV; 1 CA FG III - Technical experts to support the work in AI and related technological developments with respect to law enforcement and the judiciary;
 - 1 AD; 1 CA FG IV - Fundamental rights experts with direct experience of having worked with law enforcement and the judiciary in the field of criminal law.

B. Growth of Existing Tasks

Several existing and several new EU law instruments in the field of justice and home affairs assign specific tasks to FRA. Pending legislation, further envisaged new activities for the agency are particularly in the fields of migration and asylum

where FRA is extensively referred to in law with specific tasks, which is closely linked to digitalisation and artificial intelligence, whereas the Agency's human resources were not increased since 2017.

FRA has assessed the impact in the growth in existing tasks included in existing and proposed instruments and policy documents vis-à-vis its in-house capacity to meet new demands. It is therefore imperative that the Agency is offered the possibility in the coming years to respond positively to growth areas where there is demand.

MIGRATION AND ASYLUM – INCLUDING WORK ON UKRAINE

The increased focus on fundamental rights embedded in recent EU law instruments resulted in the following tasks:

- Regulations (EU) 2021/1147 and (EU) 2021/1148 require the European Commission to consult the Agency on national programmes under the Asylum, Migration and Integration Fund and under the Integrated Border Management Fund. This has triggered significant workload.
- Council Regulation (EU) 2022/922 strengthens fundamental rights in Schengen Evaluations. Based on the requirements of the Regulation, the European Commission has requested FRA's support with the training of Schengen evaluators as well as the provision of data and information needed to adequately cover fundamental rights aspects during evaluations. The European Commission also requests FRA to regularly accompany the onsite missions (external borders and return) to Member States and to support the preparation of such missions. FRA engages in these onsite visits and provides written input – in advance of these missions and afterwards – that engages four staff members over several weeks in the course of each year. However, no additional resources have been assigned to the Agency for this additional work.
- The proposed Screening Regulation² suggests establishing national independent mechanisms to monitor fundamental rights compliance at EU external borders, tasking the Agency to develop guidance and to support Member States in this regard. At the end of 2022, FRA was asked to chair the Advisory Board of the recently established Independent Monitoring Mechanism in Croatia. No additional resources have been assigned to the Agency for this additional work. Other Member States have expressed interest in receiving FRA's expert input with respect to border management and fundamental rights compliance, but the Agency is not in a position to meet these requests as a reflection of resource constraints.
- In relation to Greece, under the Memorandum of Understanding on a Joint Pilot for the establishment of a new Multi-Purpose Reception and Identification centre in Lesbos (Commission decision of 2 December 2020) FRA is requested to advise the EU and national actors on a variety of fundamental rights issues relating to the management of new arrivals and design of initial reception centres.
- Tasks required from the agency in the context of the EU mechanism for preparedness and crisis management (Blueprint Network)³ established with the Pact on Migration and Asylum, constantly increase. FRA provided data to and attended around 100 meetings in the last year, most focusing on Ukraine – with no additional resources. In February 2023 the Director-General of DG Home requested FRA's participation in three different working groups for the establishment of a Situational Awareness, Early Warning and Forecasting Capacity Development Project, as well as one for contingency planning. These working groups meet regular and require written and oral contributions, on top of the regular (at least weekly) meetings and requests for written contributions on the impact of migratory movements from all routes, with dedicated reports on Ukraine, Belarus, Türkiye, Tunisia, Sudan and Afghanistan. No additional resources have been assigned to the Agency for this additional work.
- The founding regulations with Justice and Home Affairs Agencies – in particular FRONTEX, the EUAA, eu-LISA require them to cooperate with FRA on fundamental rights issues. As such JHA agencies are subject to increased fundamental rights scrutiny, FRA had to enhance its engagement providing expertise not only on how to tackle fundamental rights challenges but also on how to build and strengthen their internal fundamental rights mechanisms. These tasks are embedded in FRA's bilateral cooperation arrangements⁴ with them, flow from the network of JHA Agencies or is provided through the relevant Agency Consultative Forum.
- The Agency has seen a growth in tasks with respect to the provision of unique evidence and data for the EU as a result of the Russian war of aggression in Ukraine. This includes:

² See Proposal for a Regulation of the European Parliament and of the Council introducing a screening of third country nationals at the external borders and amending Regulations (EC) No 767/2008, (EU) 2017/2226, (EU) 2018/1240 and (EU) 2019/817, Article 7.

³ Commission Recommendation (EU) 2020/1366 of 23 September 2020 on an EU mechanism for preparedness and management of crises related to migration.

⁴ Cooperation arrangement with [Frontex](#), signed on 26 May 2010; working arrangement with [eu-LISA](#) signed on 6 July 2016; working arrangement with the [European Asylum Support Office](#) signed on 11 June 2013.

- A large-scale survey on women's experiences of violence and related human rights abuses who have fled Ukraine and are now in the EU.
- Additional survey and related data collection on the implementation on the ground of the Temporary Protection Directive, and the production of dedicated Ukraine Bulletins based on FRA's data.

The level of requests for the Agency's support and expertise from EU institutions and Member States has increased steeply in these fields. This creates a significant workload for the Agency. Thus, it is necessary to reinforce the Agency's operational support by expanding the pool of its in-house experts to fulfil these growing tasks.

DIGITALISATION, ARTIFICIAL INTELLIGENCE AND FUNDAMENTAL RIGHTS

The Agency is receiving increased demands for its expert input in the fields of information society, digital services, big data and artificial intelligence (AI), given the wide impact on fundamental rights of digitalisation and new technological developments, coupled with an intense period of (EU) policy making during 2022-2023.

- New legislation has been adopted recently, such as the Digital Services Act (DSA)⁵ and the Digital Markets Act (DMA), and new legislation has been proposed by the European Commission and is currently being negotiated by the co-legislators, such as the proposal for an Artificial Intelligence Act⁶ and the AI liability directive. FRA has built up an important reputation in this field, through several research projects, and its membership of and contributions to high-level policy processes such as the Commission's High-Level Expert Group on AI and the High-Level Group on Information Systems and Interoperability. As a consequence, the Agency is receiving increasing demands to contribute with its fundamental rights expertise to the AI area; in particular concerning direct requests from Commission services (cutting across DG JUST, DG CONNECT and DG HOME) for input and exchange at very regular intervals, alongside the European Parliament.
- Under the draft AI Act - FRA has been suggested to become an observer in the European AI Board by the European Data Protection Supervisor (EDPS) and European Data Protection Board (EDPB) in its joint opinion on the proposed AI Act (EDPB-EDPS Joint Opinion 5/2021), while other institutions have supported an increased role for the Agency.
- FRA is also engaged with other EU Agencies working on AI related matters following the publication of the European declaration on digital rights and principles, and is requested to provide input, including with respect to eu-LISA and the AI work of the European Food Safety Authority (EFSA) – to name just two examples.
- Legal instruments regulating two new EU information technology systems, Regulation (EU) 2018/1240 on the European Travel Information and Authorisation System (ETIAS) and Regulation (EU) 2021/1134 on the Visa Information System (VIS) establishes Fundamental Rights Guidance Boards, which requires FRA's active participation in these Boards.
- FRA's engagement with the Council of Europe has progressively increased over the last years; namely – FRA was a participant to several committees related to AI, most notably the adhoc Committee on AI (CAHAI) from 2019 to 2021. In 2022 and 2023, FRA – as part of the EU Delegation – is a participant at the Council of Europe (CoE) Committee on Artificial Intelligence (CAI), where we are asked to provide concrete input on the basis of our research and expertise, with participation expected at several preparatory and official meetings throughout 2023 and extending into 2024.
- FRA also stepped up its exchanges with other international organisations working on AI policy, and is a member of a dedicated group that exchanges on AI policy; including the OECD, UNESCO, the World Bank, the European Commission, and the Council of Europe (globalpolicy.ai).
- FRA is also stepping-up its cooperation with the OSCE on matters linked to AI, such as joining several workshops on AI and freedom of expression.
- The increased demand for input in relation to digitalisation and AI also includes the areas of equality and social rights – as AI and digitalisation is mainstreamed across all areas of our lives.

⁵ Recital 107 of the Digital Services Act (Regulation (EU) 2022/2065) states that the 'Commission may invite the Fundamental Rights Agency or the European Data Protection Supervisor to express their opinions on the respective code of conduct' in relation to online platforms' codes of conduct that support the implementation of the DSA and the Commission encourages platforms to draw up.

⁶ Several amendments suggested by the European Parliament to the proposed AI Act, suggest FRA to have a role in the oversight board or related tasks (see Amendment 1506 in relation to Article 7 (c), Amendment 2429, 2431 and 2432 on Article 57 (1), Amendment 2435 in relation to Article 57 (1), and Amendment 2471 in relation to Article 57 a))

CIVIC SPACE AND THE RULE OF LAW

The Agency continues to enhance its outreach to civil society and to regularly report on the civic space. This “dialogue with civil society” is laid down in FRA’s founding Regulation, along with the maintenance of the Fundamental Rights Platform:

- The Rule of law report 2022 announces that the European Commission aims to pursue follow-up to the report “with civil society at national level in cooperation with Commission Representations and the Fundamental Rights Agency”. The FRA, working in close cooperation with the Commission, has developed a concept for such national rule of law dialogues which are organised in a multi-stakeholder composition.
- Systematically upholding the rule of law across all Member States was an objective formulated by the Conference on the Future of Europe and continues to be one of the Commission’s policy priorities as per its 2023 work programme.

DEMAND FOR REGULAR SURVEYS AND ANALYSIS ON NON-DISCRIMINATION AND ROMA INCLUSION

Large-scale quantitative surveys (encompassing more than 100,000 respondents in the case of online surveys) are requested by the Commission on a regular basis in order to provide data that is otherwise not collected at national or EU level. These surveys are resource intensive with respect to both budget and staff.

- The Agency is requested by the Commission to undertake regular survey data collection on (1) Roma, (2) immigrants and their descendants, (3) Jewish communities, and (4) LGBTI people.
- The data from these surveys facilitate the Commission to report on its relevant Strategies and action plans, as well as to aspects of the implementation of the European Pillar of Social Rights, in the absence of alternative sources on ethnic, religious and sexual minorities.
- Specifically, as regard Roma inclusion FRA is requested to support the Member States in their efforts to collect data and the Commission in reporting on progress made concerning the 2020 EU Roma Strategic Framework for equality, inclusion and participation. Moreover, statistical data collected through large scale surveys on Roma across several Member States are used by the Commission and the Council to develop Country Specific Recommendations in the context of the European Semester.
- In addition, the Agency – in partnership with EIGE and in close cooperation with Eurostat – is undertaking survey research in 2023 on women’s experiences of violence which serves to fill a gap in Eurostat’s data collection that does not cover all Member States. In parallel in 2023, FRA is undertaking a dedicated survey of women who have fled the Russian aggression in Ukraine with respect to their experiences of violence and related human rights abuses.

The large-scale surveys conducted by FRA are its core business and are resource intensive with respect to both budget and staff. Compounding the limited operational budget, high inflation rates and changing market prices have notably reduced FRA’s purchasing power in procuring such services needed for its work, which are vital for responding to the needs of FRA key stakeholders. In order to effectively develop and manage surveys and other forms of data collection and analysis that the Agency is engaged in in parallel additional financial and human resources are necessary in order to produce statistical results in a timely manner and to high quality standards.

Following an internal assessment of the existing human resources and expertise in house, compared to the ongoing tasks, there have been identified the following human resources needs for tackling the growth of existing tasks as mentioned above:

- 1 ADs, 2 CAs FGIV with the following profiles:
 - 1 AD - to reinforce FRA’s response for the growth of existing tasks in the area of artificial intelligence, biometrics, quantitative research and data analysis.
 - 1 CA FGIV – to reinforce FRA’s work on a range of fundamental rights affected by the Russian aggression in Ukraine.

C. Negative priorities/decrease of existing tasks

The amount of additional tasks assigned to FRA has grown significantly with new internal security challenges (including the impact of the war in Ukraine) and with the growth of technological responses to these challenges – including through the use of digitalisation and artificial intelligence. These have added to increasing calls on the Agency to step-up its work in related policy areas, increase the regularity of its surveys and reinforce its engagement with new technological developments – as on artificial intelligence and digitalisation in the area of law enforcement and justice.

To meet increased demand for its work, FRA introduced economies of scale and tailored the structure of the Agency to reallocate where possible human and financial resources. Thus, a number of projects and deliverables requested by the Agency's stakeholders were de-prioritised. This includes for the period 2023/24 redesigning the immigrants survey to apply an online methodology while reducing its scope and country coverage. For the majority of projects in the fields of police and judicial cooperation in criminal matters – including the project on Remote Biometric Identification for Law Enforcement Purposes and the project on the Digitalisation of Justice – the Agency is only in a position to undertake data collection in typically 5-10 Member States and cannot comprehensively research the situation in all Member States. This impacts negatively on the Agency's ability to report on the situation of fundamental rights compliance across the whole the EU in line with its mandate under the Agency's Founding Regulation.

ANNEX V: Human resources - qualitative

A. RECRUITMENT POLICY

Implementing rules in place

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

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

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

- Advisers: undertake duties such as coordination, representation, analysis and advice, which represent a high added value for the Agency. They require special qualities of the person concerned and, in particular, special expert knowledge and special experience and the capacity to provide guidance of high added value. Typically, these posts would be filled by Temporary Agents in the bracket AD13-AD14.
- Middle Managers: 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.
- Administrators/ Officers: play a key role in general processes, draft reports, implement policies, analyse and advise the hierarchy in specific areas, coordinate specific areas of work or represent FRA in external activities. Typically, these posts would be filled by Temporary Agents in the bracket AD5-AD8 and Contract Agents FGIV. Seconded National Experts also perform similar tasks..
- Assistants: provide support in the drafting of documents and assistance in the implementation of policies and procedures in areas such as administration, procurement, finance, human resources, research, communication, under the supervision of a higher level function. Typically, these posts would be filled by Temporary Agents in the bracket AST1-AST9 and by Contract Agents Function Group III.
- Administrative agents: provide secretarial and/or clerical support in operational and administrative areas. Typically, these posts would be filled by Contract Agents Function Group II.

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

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

a) Temporary agents on long term employment

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

- for posts covering tasks of a permanent nature as resulting from the mandate and Work Programme of the Agency; and
- to safeguard continuous expertise in the specific areas of human rights
- Long-term temporary agents will be recruited at the levels indicated below in order to permit a long-term career development:
- AST/SC1 to AST/SC2 for the secretaries and clerks function group (AST/SC)7
- AST 1 to AST 4 for the assistant function group (AST)
- AD 5 to AD 8 for the administrator function group (AD).

The determining factor in deciding on the appropriate entry point is the level of experience that the candidate needs in order to assume the responsibilities of the role.

Long-term temporary agents will also be recruited at the level of AD 9 to AD11 and in exceptional cases at grade AD 12 for middle management, and grades AD 13 and AD 14 for adviser positions. Recruitment of middle managers at grades AD9-AD11, and in exceptional cases at grade AD12 shall remain within the limits of 20% of recruitments per year over a rolling period of five years for long-term employment within the Agency.

Temporary agent posts are filled through the following processes:

- internal selection
- inter-agency mobility
- open selection

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

In case it is decided to fill in a position via the inter-agency procedure, this is done by running it in parallel with the internal and open selections. An inter-institutional is advertised in the institutions and Agencies.

The open selection procedure is advertised through a short notice on the EPSO website, EU Agencies website and social media platforms (e.g. LinkedIn, Twitter, etc.). The full detailed vacancy notice is published on FRA's website and intranet with all necessary instructions. Candidates apply through the online recruitment system. Normally, there is a four-week deadline for submission of applications. Long-term temporary agents are offered a contract of an indefinite period.

Temporary agents on short/medium term employment

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

b) Contract agents on long term employment

Contract agents are engaged by the Agency mainly to carry out support roles and for assistance with operational activities. In deciding on the posts to be filled by contract agents on long term employment the Agency takes into consideration if there are posts available in the authorised establishment plan and whether there are needs to be fulfilled based on the Agency's working priorities, as well as new tasks requested by key stakeholders.

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

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

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

The selection procedures for the recruitment of Contract Agents follow the EB Decision 2019/03. In addition, the Agency signed in

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

2010 a Service Level Agreement with the European Personnel Selection Office by which it may use the database of successful candidates to fulfil vacant contract agent positions.

Contract agents on short/medium term employment

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

- to work with specific, time limited projects, and
- to cover needs such as staff going on maternity and parental leave and staff on long sick leave.
- In deciding on the posts to be filled by contract agents on short/medium term of employment, the following factors are considered:
 - there is a short- or medium-term project where the appointment of a permanent resource is not justified
 - there are staff members in long absence due to extended illness, maternity leave, unpaid leave, etc., and
 - A post is being created on a pilot basis and a contract agent is employed until the success of the new post can be assessed.
 - They are offered an initial fixed-term contract whose duration is based on the duration of the tasks to be performed. The contract may be renewed for a second fixed-term should the duration of the specific project is extended. All renewals of contract will depend on the business needs for the function occupied and available budgetary provisions

c) Seconded national experts

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

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

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

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

d) External service providers

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

B. APPRAISAL OF PERFORMANCE AND RECLASSIFICATION

Implementing rules in place

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

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

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

FRA adopted by analogy in December 2013 the Commission Decision C(2013)8985 of 16 December 2013 on appraisal of the Temporary Agents, and in October 2016 the model decision of the Commission Decision C(2015)1456 of 4 March 2015 on the

appraisal of Contractual Agents. These include also the changes introduced by the amended Staff Regulations that came into force on 1 January 2014 (e.g. the appraisal report should include an overall assessment on whether the jobholder's performance has been satisfactory).

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

FRA continuously monitor the reclassification rates so as to respect as much as possible the rates indicated in Annex IB of the Staff Regulations

The outcome of the appraisal exercise also leads to the learning and development plan based on the identified needs in order to cater for career development. A learning and development plan is designed every year based on these specific needs and in line with FRA's strategic priorities and its learning and development policy. The latter integrates the policy on the financial support scheme of studies for its staff members. It is FRA's policy that all staff is given equal access to appropriate training according to the needs and budget availability. In-house, local and external training courses take place as well as e-learning. In 2018 the average number of training days per staff was 10. In 2019 the same average number of training days per staff like the previous year was reached, including language training.

Table 1 - Reclassification of temporary staff/promotion of officials

At the time of writing, the 2023 reclassification exercise was finalised.

| Grades | Average seniority in the grade among reclassified staff | | | | | | |
|---------|---|-----------|-----------|-----------|-----------|-----------------------------|--|
| | Year 2019 | Year 2020 | Year 2021 | Year 2022 | Year 2023 | Actual average over 5 years | Average over 5 years (Annex IB SR) (According to decision C(2015)9560) |
| AD05 | - | - | - | - | - | | |
| AD06 | - | 6.00 | 3.63 | 2.38 | 3.75 | 3.94 | 2.8 |
| AD07 | 4.15 | 5.43 | 5.00 | 11.34 | 3.00 | 5.78 | 2.8 |
| AD08 | - | 6.00 | 4.75 | 5.81 | 5.13 | 5.42 | 3 |
| AD09 | - | 5.00 | 4.00 | 5.00 | - | 4.67 | 4 |
| AD10 | 5.50 | - | 5.47 | 6.50 | - | 5.82 | 4 |
| AD11 | - | - | - | 7.00 | 4.00 | 5.50 | 4 |
| AD12 | - | - | - | - | - | - | 6.7 |
| AD13 | - | - | - | - | - | - | 6.7 |
| AD14 | - | - | - | - | - | - | |
| AST1 | - | - | - | - | - | - | |
| AST2 | - | - | - | - | - | - | |
| AST3 | - | - | - | - | - | - | |
| AST4 | - | 4.50 | - | 6.82 | 3.33 | 4.83 | 3 |
| AST5 | 4.33 | 5.94 | 3.64 | - | | 4.64 | 4 |
| AST6 | 5.50 | 4.00 | - | 4.63 | 4.00 | 4.53 | 4 |
| AST7 | - | - | - | - | 3.50 | 3.5 | 4 |
| AST8 | - | - | 4.00 | 5.00 | - | 4.5 | 4 |
| AST9 | - | - | - | - | - | - | |
| AST10 | - | - | - | - | - | - | |
| AST/SC1 | - | - | - | - | - | - | |
| AST/SC2 | - | - | - | - | - | - | |
| AST/SC3 | - | - | - | - | - | - | |

| | | | | | | | |
|---------|---|---|---|---|---|---|--|
| AST/SC4 | - | - | - | - | - | - | |
| AST/SC5 | - | - | - | - | - | - | |

Table 2 - Reclassification of contract staff

The 2023 reclassification exercise was finalised by the date of the present document.

| Function Group | Grade | Staff in activity at 01.01.2023 | How many staff members were reclassified in 2023 | Average number of years in grade of reclassified staff members | Average number of years in grade of reclassified staff members according to decision C(2015)9561 |
|----------------|-------|---------------------------------|--|--|--|
| CA IV | 17 | - | - | - | Between 6 and 10 years |
| | 16 | 8 | 1 | 4.00 | Between 5 and 7 years |
| | 15 | 6 | 3 | 4.33 | Between 4 and 6 years |
| | 14 | 5 | 2 | 3.68 | Between 3 and 5 years |
| | 13 | - | - | - | Between 3 and 5 years |
| CA III | 12 | - | - | - | |
| | 11 | 2 | - | - | Between 6 and 10 years |
| | 10 | 5 | - | - | Between 5 and 7 years |
| | 9 | 1 | 1 | 4.08 | Between 4 and 6 years |
| | 8 | - | - | - | Between 3 and 5 years |
| | 7 | - | - | - | |
| CA II | 6 | 1 | - | - | Between 6 and 10 years |
| | 5 | 1 | - | - | Between 5 and 7 years |
| | 4 | - | - | - | Between 3 and 5 years |
| CA I | 2 | - | - | - | Between 6 and 10 years |
| | 1 | - | - | - | Between 3 and 5 years |
| Total | | 29 | - | - | |

HR implementing rules foreseen for adoption Year 2023

Commission Decision on prevention of and fight against sexual and psychological harassment – possibly a model decision to be drafted and adopted

Commission Decision on absences as a result of sickness or accident – adoption by analogy or opting out and adoption of a model decision in case of an ex ante agreement

Note: the adoption of further Implementing rules depends on the decisions that may be taken by COM which are unknown by FRA when drafting the present document.

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 2020 the Agency has not published any post internally.

Mobility among agencies (Inter-agency Job Market)

With the entry into force of the new policy on the engagement of temporary agents 2f, the inter-agency job market forms an integral part of the new policy. In 2020 FRA published zero posts through the inter-agency job market.

Mobility between the agencies and the institutions

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

Traineeship

Following the revision of the Rules governing the Traineeship at FRA entered into force on 11 May 2023, FRA offers traineeships starting on 1 October and on 1 April for a period of 6 months. Trainees are awarded a monthly grant corresponding to 25% of an AD5/step 1 temporary agent salary, reflecting the policy for trainees at the European Commission. The traineeship programme is addressed mainly to recent university graduates. It aims to provide trainees with an understanding of the objectives and activities of the Agency, a practical experience and knowledge of the day-to-day work of the FRA and the possibility to put their learning into practice and contribute to the Agency's mission. In October 2023 FRA offered traineeship to 18 trainees.

As part of the general Traineeship Programme particular provisions are foreseen for candidates with ROMA background and for those with disabilities.

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 traineeship programmes at FRA may be consulted under the following links: [Rules governing the traineeship at FRA](#)

GENDER REPRESENTATION

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

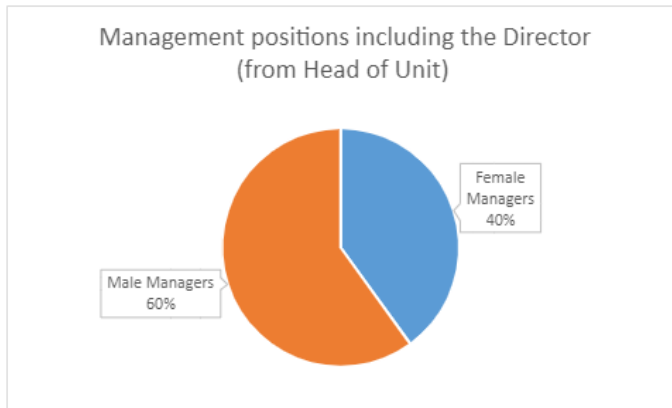
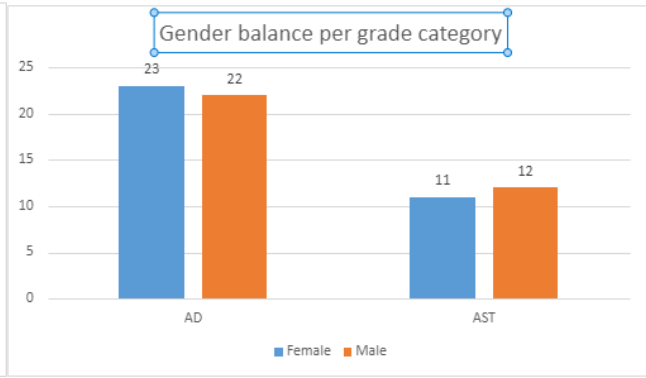
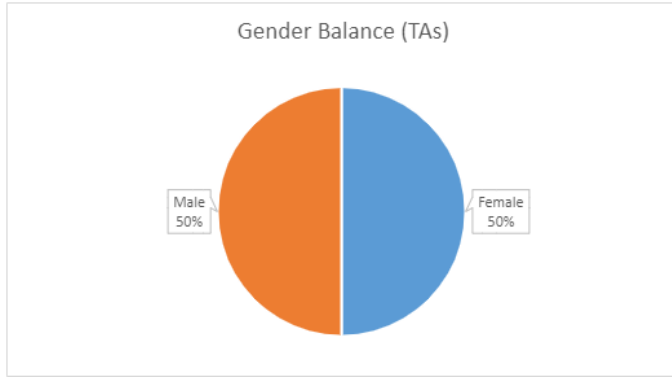
| | | Official | | Temporary | | Contract Agents | | Grand Total | |
|--------------------|--------------------------------|----------|----|-----------|------|-----------------|------|-------------|------|
| | | Staff | % | Staff | % | Staff | % | Staff | % |
| Female | Administrator level | 0 | 0% | 23 | 34% | 10 | 36% | 33 | 34% |
| | Assistant level (AST & AST/SC) | 0 | 0% | 11 | 16% | 6 | 21% | 17 | 18% |
| | Total | 0 | 0% | 34 | 50% | 16 | 57% | 50 | 52% |
| Male | Administrator level | 0 | 0% | 22 | 32% | 8 | 29% | 30 | 31% |
| | Assistant level (AST & AST/SC) | 0 | 0% | 12 | 18% | 4 | 14% | 16 | 17% |
| | Total | 0 | 0% | 34 | 50% | 12 | 43% | 46 | 48% |
| Grand Total | | 0 | 0% | 68 | 100% | 28 | 100% | 96 | 100% |

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

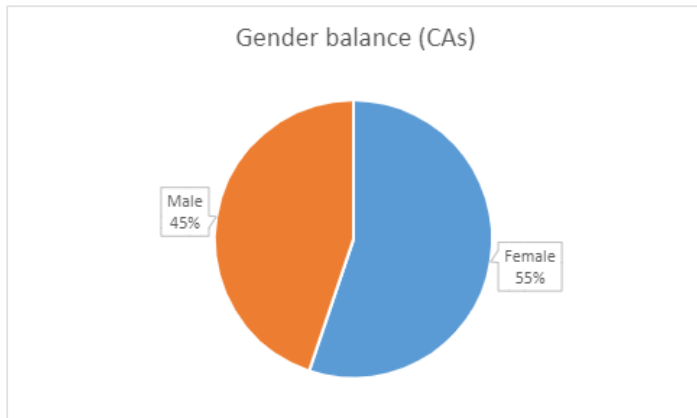
| | 2017 | | 2022 | |
|------------------------|--------|-----|--------|-----|
| | Number | % | Number | % |
| Female Managers | 1 | 20% | 2 | 40% |
| Male Managers | 4 | 80% | 3 | 60% |

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

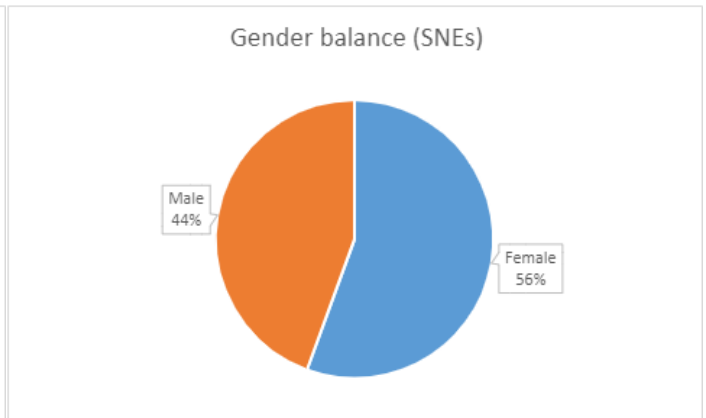
1. Temporary Agents



2. Contract Agents



3. Seconded National Experts (SNEs)



D. GEOGRAPHICAL BALANCE

Explanatory figures to highlight nationalities of staff (split per Administrator/CA FG IV and Assistant /CA FG I, II, III)

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

| Nationality | AD + AC FG IV | | AST/SC- AST + CA FGI/CA FGII/CA FGIII | | TOTAL | |
|-------------|---------------|---|---------------------------------------|--|--------|------------------|
| | Number | % of Total Staff members in AD and FG IV categories | Number | % of Total Staff members in AST SC/AST and FG I, II and III categories | Number | % of total staff |
| AT | 11 | 17% | 9 | 28% | 20 | 20.6% |
| BE | 0 | 0% | 2 | 6% | 2 | 2.1% |

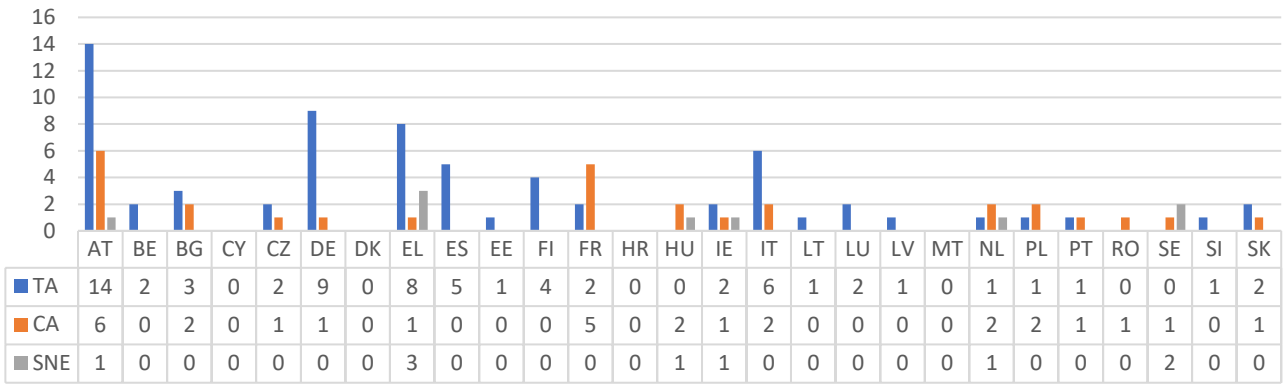
| | | | | | | |
|--------------|-----------|-------------|-----------|-------------|-----------|-------------|
| BG | 4 | 6% | 1 | 3% | 5 | 5.2% |
| CY | 0 | 0% | 0 | 0% | 0 | 0.0% |
| CZ | 3 | 5% | 0 | 0% | 3 | 3.1% |
| DE | 9 | 14% | 1 | 3% | 10 | 10.3% |
| DK | 0 | 0% | 0 | 0% | 0 | 0.0% |
| EL | 5 | 8% | 4 | 13% | 9 | 9.3% |
| ES | 4 | 6% | 1 | 3% | 5 | 5.2% |
| EE | 1 | 2% | 0 | 0% | 1 | 1.0% |
| FI | 2 | 3% | 2 | 6% | 4 | 4.1% |
| FR | 4 | 6% | 3 | 9% | 7 | 7.2% |
| HR | 0 | 0% | 0 | 0% | 0 | 0.0% |
| HU | 2 | 3% | 0 | 0% | 2 | 2.1% |
| IE | 2 | 3% | 1 | 3% | 3 | 3.1% |
| IT | 6 | 9% | 2 | 6% | 8 | 8.2% |
| LT | 1 | 2% | 0 | 0% | 1 | 1.0% |
| LU | 1 | 2% | 1 | 3% | 2 | 2.1% |
| LV | 0 | 0% | 1 | 3% | 1 | 1.0% |
| MT | 0 | 0% | 0 | 0% | 0 | 0.0% |
| NL | 2 | 3% | 1 | 3% | 3 | 3.1% |
| PL | 3 | 5% | 0 | 0% | 3 | 3.1% |
| PT | 0 | 0% | 2 | 6% | 2 | 2.1% |
| RO | 1 | 2% | 0 | 0% | 1 | 1.0% |
| SE | 0 | 0% | 1 | 3% | 1 | 1.0% |
| SI | 1 | 2% | 0 | 0% | 1 | 1.0% |
| SK | 3 | 5% | 0 | 0% | 3 | 3.1% |
| TOTAL | 65 | 100% | 32 | 100% | 97 | 100% |

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

| Most represented nationality | 2018 | | 2022 | |
|------------------------------|--------|-------|--------|-------|
| | Number | % | Number | % |
| AT | 18 | 17,6% | 20 | 20,6% |
| Total | 102 | 100% | 97 | 100% |

In 2022, the workforce of FRA covers 23 nationalities representing out of a total of 27 Member States . FRA will continue its effort to develop and to increase the number of nationalities.

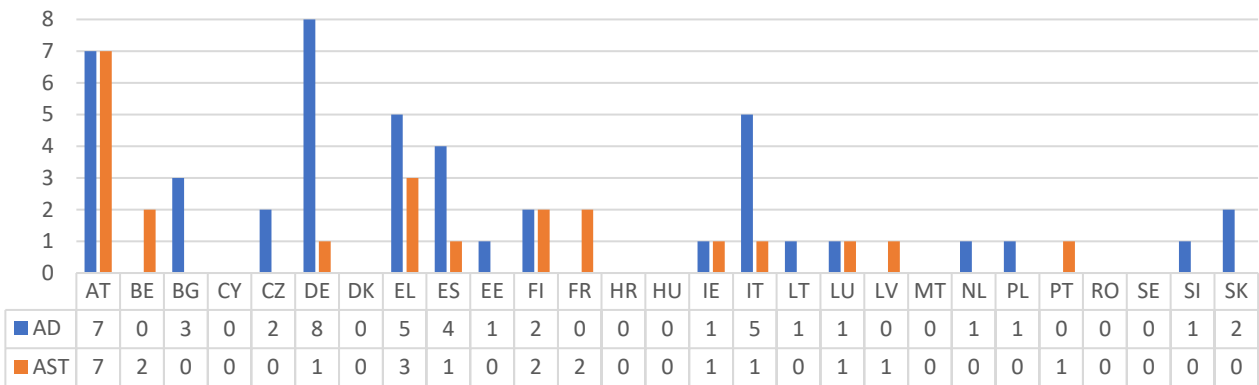
Geographical balance 2022 Of total staff



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

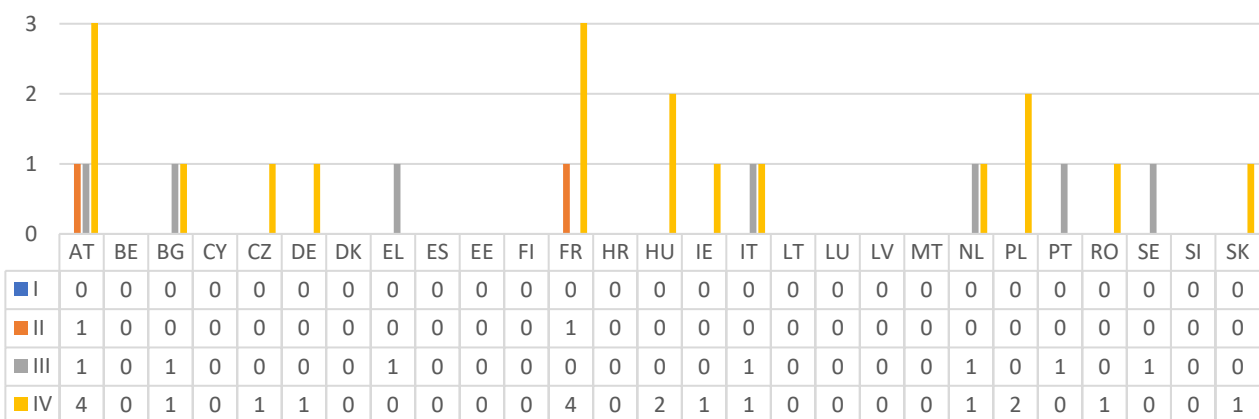
Temporary Agents: a total of 20 nationalities as shown below

Geographical balance 2022 (TAs)

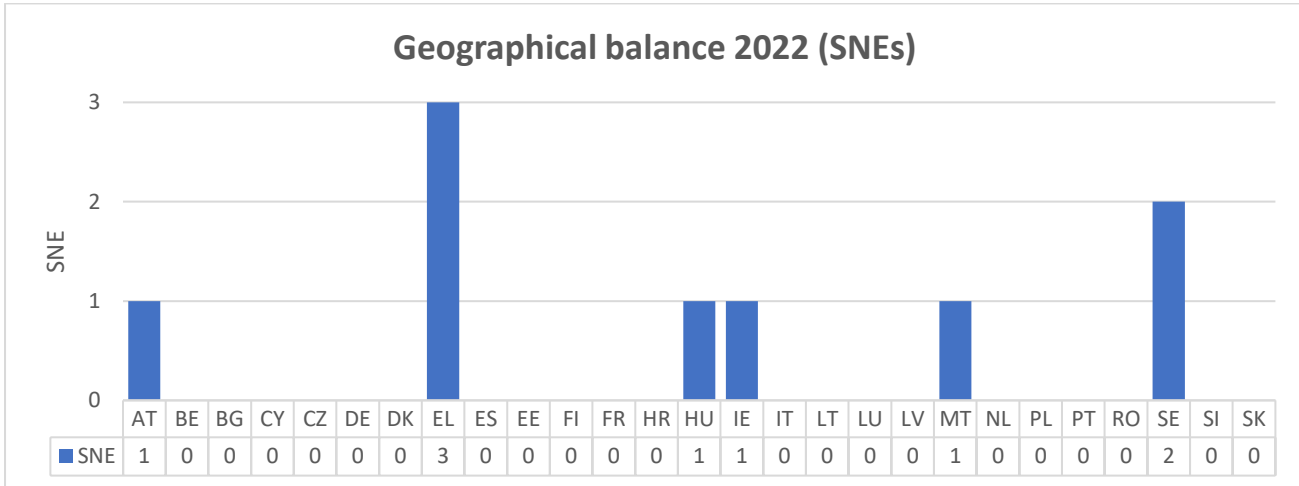


Contract Agents: a total of 15 nationalities as shown below

Geographical balance 2022 (CAs)



Seconded national experts: a total of 6 nationalities as shown below



E. SCHOOLING

| | | | | |
|--|-----|--|----|---|
| Agreement in place with the European School(s) of: No European School(s) exists in AUSTRIA | | | | |
| Contribution agreements signed with the EC on type I European schools | Yes | | No | X |
| Contribution agreements signed with the EC on type II European schools | Yes | | No | X |
| Number of service contracts in place with international schools: | 3 | | | |
| Description of any other solutions or actions in place: Having regard to the Guidelines on Staff Policy in the European Regulatory Agencies as adopted by the European Commission on 16 December 2005 (C(2005)5304) and in particular to point 2.3.3 thereto, the European Union Agency for Fundamental Rights is implementing the MB Decisions [No. 2013/06] on childcare facilities costs for pre-school children of FRA staff http://fra.europa.eu/sites/default/files/mb-decision-childcare-2013.pdf . and No. 2013/07] on Education costs for children of FRA staff http://fra.europa.eu/sites/default/files/mb-decision-education-cost-2013_07_education_cost.pdf] by concluded Service Level Agreement(s) with service providers for the pre-schooling and schooling services. | | | | |

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

F. LEARNING AND DEVELOPMENT

For FRA learning and development is an on-going process and an investment in people. In order to encourage growth and development FRA has devoted an average of 10 learning and development days to the staff and an annual budget allocated per staff member. Besides that, FRA annually organises wide range of Learning and Development activities including mandatory training (such as on the prevention of psychological and sexual harassment; unconscious bias as well as on ethics and integrity). These are complimented by various workshops and language training for integration of staff and also staff partners/spouses into the host city and for the third language requirements. Additional profession training is made available in online language courses, as well as via the Commission EU Learn portal etc.

G. STAFF WELLBEING

FRA acknowledges that wellbeing at work contributes to a positive working environment, improved staff engagement, improved health and productivity, increases job satisfaction, quality of life-work integration and improved overall organisational performance. Periodic,

wellbeing surveys are conducted at the FRA and the 2020 edition was concluded in July 2020 with actions that were implemented following an internal assessment of their feasibility.

Wellbeing is also included as a part of Learning and Development, where different trainings are provided that are connected with the wellbeing of staff, such as psychological and sexual harassment prevention, resilience, mindfulness etc. FRA staff invests in wellbeing activities that are a part of the working time such as running group, choir, theatre group etc.

H. TELEWORK

FRA acknowledges the need to provide a variety of working tools and solutions for its workforce and from this perspective has adopted by analogy via EB decision 2022/03 on 14 September 2022 the Commission Decision C(2022)1788 on working time and hybrid working. The new legal framework facilitates 'hybrid working', a combination of working at the office and teleworking, where both modalities are considered equivalent. The adoption of the decision is part of a modernising trend in organisations following the COVID 19 pandemic, focusing on result-based management and objective-driven performance to increase efficiency of operations.

ANNEX VI: Strategy for achieving efficiency gains

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

- to further optimise current business processes through mapping and re-engineering of processes;
- to further optimise its current internal practices and further adopt cloud technologies allowing task automation – 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;
- to continue its participation to inter-institutional public procurement procedures of the Commission services as well of the Agencies network – efficiencies through shared procedures and resulting in increased buying power and hence resulting prices for services and goods;
- simplify the rules and procedures to be applied for financial and human resources management, this facilitating the achievement of efficiency gains – achieved also by adopting the Commission’s Hermes-Ares-Nomcom (HAN) platform which allows to perform electronic workflows, digital signatures and filing of documents more efficient
- carry out a qualitative assessment of the efforts to increase efficiency;

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

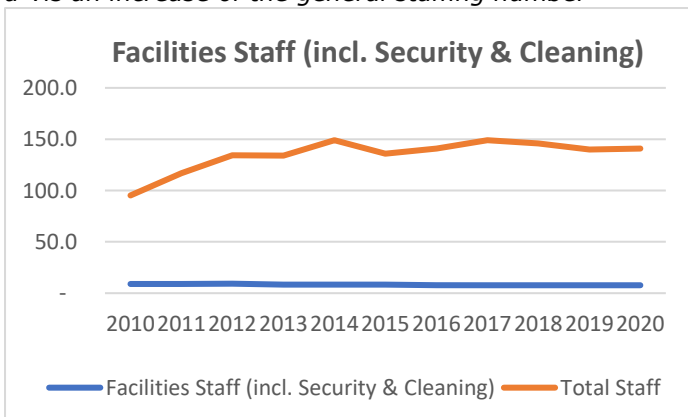
Cluster I: Digital Services and Facilities

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

The Agency further optimised its resources through the adoption of cloud services in 2020 and hence it is possible to provide more services with the same resources. A hybrid cloud services adoption is expected to be finalised in Q4 2023 as the Agency plans to migrate the remaining on premises applications to the cloud. The Agency already implemented cloud-based data analytics for administrative reporting needs. Furthermore, it adopted the Commission’s Hermes-Ares-Nomcom (HAN) platform replacing its on premises custom based solutions.

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 staffing number



| Year | Facilities Staff (incl. Security & Cleaning external contractor) | Total Staff |
|------|--|-------------|
| 2010 | 1.2 | 95.2 |
| 2011 | 1.1 | 116.7 |
| 2012 | 1.5 | 134.3 |
| 2013 | 1.8 | 133.9 |
| 2014 | 1.8 | 149.0 |
| 2015 | 1.7 | 136.0 |
| 2016 | 1.6 | 141.0 |
| 2017 | 1.6 | 149.0 |
| 2018 | 1.6 | 146.0 |
| 2019 | 1.6 | 140.0 |
| 2020 | 1.6 | 141.0 |
| 2021 | 1.6 | 141.0 |
| 2022 | 1.6 | 141 |

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

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

| Year | Facilities Staff (incl. Security & Cleaning) | Total Staff |
|------|--|-------------|
| 2010 | 9.0 | 95.2 |
| 2011 | 9.0 | 116.7 |
| 2012 | 9.3 | 134.3 |
| 2013 | 8.3 | 133.9 |
| 2014 | 8.3 | 149.0 |
| 2015 | 8.3 | 136.0 |
| 2016 | 7.8 | 141.0 |
| 2017 | 7.8 | 149.0 |
| 2018 | 7.8 | 146.0 |
| 2019 | 7.8 | 140.0 |
| 2020 | 7.8 | 141.0 |
| 2021 | 7.8 | 141.0 |
| 2022 | 7.8 | 141.0 |

- The Agency redesigned its ICT systems to allow the IT to better utilise cloud services by setting up a hybrid infrastructure and hence reduce costs related to the management and maintenance of its on premise datacentre infrastructure. Cloud services implementation is well advanced and legacy applications were replaced by cloud based solutions. While adopting the cloud services the Agency does so by respecting the related data protection regulation.
- Further utilisation of the Commission ICT systems related to Human Resources Management (Sysper) and asset management (ABAC Assets) as well as for Mission Management (MiPS). Moreover, the Agency adopted Hermes-Ares-Nomcom(HAN) Commission solution for document registration and electronic workflows offering integration with EUSign.
- Mission requests are reduced while use of video conference technologies increased. An indicator is the increased number of video and web conferencing requests over the last two years.
- Use of Interinstitutional framework contracts, e.g. ICT, Facilities, Audiovisual and other administrative services.
- Over the last years, the Agency took measures to reduce its facilities related costs by optimising internal facilities management, changed its electricity provider, and enhanced its data centre cooling system. These changes reduced facilities management costs by an overall 10% and maintained this reduced consumption throughout the last years.
- More specifically in the area of environmental management, the Agency undertook the following actions to reduce its environmental impact:
 - The Agency changed the electricity provider to one that produces electricity from renewable sources.
 - Premises heating is provided by district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating.
 - The datacentre cooling system is heat-exchange based system, which reduced electricity consumption to more than 60%.
 - The Agency implements a recycling “waste material” programme and also ensures that any old equipment is properly recycled or reused (where applicable).

Cluster II: Finance & Contracting

- The Agency has introduced some enhancements in the reporting for financial execution, accounting and project manager. A new version of MATRIX is in place and the use of Power BI has provided a more reliable, agile and faster consultation system.
- With the reinforced use of online tools (namely ARES, as mentioned above), the financial circuits became better secured for validations and filing.. There is also an increase of use of electronic invoices as well as accepting those in pdf sent to a specific functional email address, making the payment delays shorter.
- Treasury services are managed by DG BUDG facilitating its management.
- The use of inter-institutional framework contracts is very wide, representing important synergies and economies of scale.
- The use of new modules from e-tendering, and soon of the PPMT, will ease the planning, launch and follow-

up of the procurement procedures.

Cluster III: Quality Management System

- The continuous development of the implemented Quality Management System, built on the principle of Plan Do Check Act, offers avenues for refining the effectiveness and efficiency of the Agency's internal processes. Beginning of 2023 an extensive revision of financial and accounting procedures took place providing the opportunity for simplifying the workflows, and optimising the tasks performance and the use of the internal resources. A specific re-design activity took place to frame the process of implementation Communication and networking projects.
- The financial circuits been simplified in payments and de-commitments with a reduction in the chain of control OVAs. This will increased the level of efficiency while maintaining the necessary level of compliance which will be periodically assessed..
- In the process for project implementation, the planning phase has been simplified with a new integrated approach. This will allow a standardised implementation of the projects and an increase of productivity via the reduction of coordination meetings replaced with the use of existing project management system.
- A process for ex post controls has been designed following a risk based approach with the introduction of quality techniques using a robust analysis of statistical data retrieved during the budget execution. This will allow the execution of controls on a sample of selected transactions combining different dimensions of risk. A significant increase of productivity is expected by reduction of the working hours for controls otherwise performed on samples of all the budget lines.

Cluster IV: Planning, Monitoring, Evaluation and Reporting

Efficiency gains are crucial in the public sector and require a meticulous approach that involves specific tools, methodologies, and concrete steps to boost productivity. Planning, monitoring, evaluation, and reporting of activities are essential to achieving this goal. At FRA, we have established several mechanisms to ensure that these aspects are well integrated and streamlined:

- Efficiency Through Consolidation: The Integrated Planning Approach.

By bringing all planning, monitoring, reporting, and evaluation activities into one cyclical process, IPA eliminates redundancies and ensures that every stage of programming is interconnected. This holistic strategy reduces overlaps, streamlines workflows, and optimizes resource allocation. This approach fosters synergies and coherence, both internally and with external stakeholders. Recent enhancements to the IPA reflect our organizational restructuring, emphasizing cross-unit collaboration. We've also simplified the process, offering clearer decision-making pathways and well-defined roles. This approach not only optimizes resource utilization but also aims to reduce workload and boost productivity.

- Efficiency Through Precision: The Performance Measurement Framework.

The Performance Measurement Framework provides a comprehensive set of indicators that allow FRA to set precise targets and measure performance against them. By offering insights on crafting and leveraging KPIs, the framework ensures that resources are directed towards initiatives that yield the highest impact, thereby maximizing return on investment. The PMF is an instrumental tool that guides the planning, monitoring, and evaluation of FRA's performance to gauge the results and milestones of FRA's interventions. The framework offers insights on crafting KPIs to evaluate our activities annually and over multiple years. An impending review of the PMF will further amplify our capability to harness KPIs, particularly in upcoming programming documents and activity reports. This focus will underscore FRA's tangible outputs, audience engagement, and contributions to broader outcomes.

- Efficiency Through Transparency: The Consolidated Annual Activity Report.

The Consolidated Annual Activity Report (CAAR) serves as a transparent account of FRA's accomplishments concerning strategic priorities, multi-annual objectives, thematic areas, and operational activities. By providing a granular perspective on performance metrics in the 'Core Business Statistics' annex, stakeholders can easily assess the effectiveness of initiatives. This transparency fosters trust, encourages stakeholder engagement, and ensures that feedback loops are short and actionable, leading to rapid improvements.

- Efficiency Through Continuous Improvement: The evaluation mechanisms.

Regular evaluations ensure that FRA's projects are always aligned with best practices and evolving needs. By identifying challenges early and rectifying them, FRA ensures that projects remain on track, resources are utilized

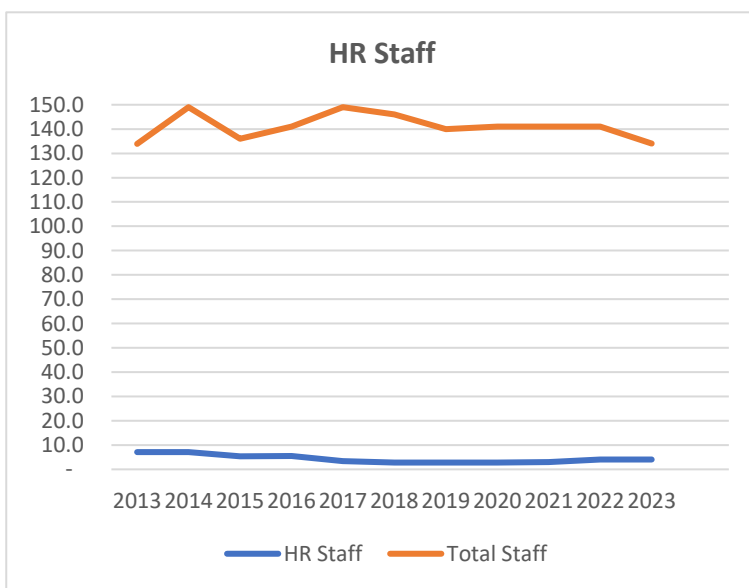
effectively, and desired outcomes are achieved with minimal wastage. We employ ex-ante, interim, and ex-post evaluations for our projects, ensuring timely identification and rectification of challenges. These evaluations serve as learning tools, fostering accountability and enhancing our methodologies. The insights gleaned from these evaluations are deliberated upon internally, engaging diverse stakeholders. Summaries of these evaluations are then incorporated into the Annual Activity Report, ensuring transparency and accountability.

Cluster V: Human Resources Management

A number of initiatives have been undertaken in recent years to improve overall organisational fitness, efficiency and productivity:

- Optimisation of the Agency’s organisational structure: the Agency went through a readjustment of its organisational structure in April 2022. The purpose of the adjustment was to adapt the Agency’s internal functioning to the new requirements resulting from the amended founding Regulation and to adapt to changing circumstances. In particular, the adjustment allows the Agency to focus on its core mandate and freed some resources to address new strategic demands that may arrive in the area of police cooperation and judicial cooperation in criminal matters.
- Increased use of inter-institutional framework contracts and SLAs: the Agency makes use of a number of contracts and SLAs to support the small HR function with key HR processes, in particular SLAs with DG HR and PMO.
- IT tools: in 2023, the Agency continued implementing SYSPER by launching new modules like the ethics, the one for the career continuation, unpaid leave and the probation report. The implementation of SYSPER has brought efficiencies in a number of HR processes linked to career and working conditions. Further benefits are expected when additional modules are onboarded, which depends on the availability of resources in DG HR to handle the pending requests of agencies, as the Agency does not yet have access to the reporting module of SYSPER to properly manage HRM reports and until the appraisal and promotion modules are in production, the Agency is required to keep its previous e-HR tool updated in parallel. In 2022, the Agency finalised the development and implementation of a new recruitment tool, to facilitate the administrative work linked to recruitment processes
- Competency mapping: Following the development of a Competency Framework in 2021, in 2023 the Agency conducted a staff skills mapping to assess the current competencies in-house against the aspirational competency levels and with the aim to support learning and development where gaps are identified.

These efficiencies, such as modernisation of HR tools, optimisation of processes, and SLAs with PMO enabled the Agency to decrease the number of staff working within the HR domain. Nonetheless, the Agency faces increasing demands on HR services year on year which are not met by increased staff resources in the HR field.



| Year | HR Staff | Total Staff |
|------|----------|-------------|
| 2013 | 7.1 | 133.9 |
| 2014 | 7.1 | 149.0 |
| 2015 | 5.3 | 136.0 |
| 2016 | 5.5 | 141.0 |
| 2017 | 3.4 | 149.0 |
| 2018 | 2.8 | 146.0 |
| 2019 | 2.8 | 140.0 |
| 2020 | 2.8 | 141.0 |
| 2021 | 3 | 141.0 |
| 2022 | 4 | 141.0 |
| 2023 | 4 | 134.0 |

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

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

However, while the Agency has obtained an extra capacity by improving several processes and generated via other efficiency initiatives, the demand for human resources has constantly increased. This is due to the need to address face the complexity of our work and the ever-growing workload linked to FRA core activities.

Although FRA will continue its efforts towards further efficiency gains, we expect that in 2024-2026 the demands for human resources and the expected capacity increases will not be balanced and FRA will have to request additional workforce from the budgetary authorities or apply negative priorities.

REDEPLOYMENT

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

ANNEX VII: Environmental management

1. Context of the Agency and its environmental management strategy

The Agency actively looks in its environmental management approach, which is part of its annual Facilities Management work plan. On an annual basis the Agency looks in optimising the use of existing environmental measures as well as at the possibilities to introduce new environmental management measures.

2. Overview of the agency's environmental management system

The Agency is currently in the process of prospecting the market for new premises following the approval of the budget committees of the European Parliament and the Council. In its proposal to the committees the Agency indicated that of the main requirements is that the new premises should meet high environmental standards such as BREEAM and LEED which will allow it to meet the requirements of the EU Green Deal.

In its present premises, the Agency implemented a number of actions to reduce its environmental footprint the last years even if it is not EMAS registered. This is due to the limited resources available to it, human and financial, as well as to the condition of the building that it rents. Finally, acquiring an environmental management system certification was not considered to be a priority. Having said that the Agency took a pragmatic approach in considerably improving its environmental footprint by introducing measures as indicated under section 3. In this regard it participates in an inter-institutional framework contract which will enable the Agency to undertake an assessment and plan its future actions.

3. Environmental aspects, indicators and targets

The list of practical measures and indicators employed in the current premises, where possible, are described below:

- **Energy and water consumption:** The Agency changed its electricity provider to a provider that produces energy from renewable sources. Furthermore, it changed its datacentre cooling system from a purely electricity one to an environmental friendly one, which operates based on the "heat exchange" principle. Meaning that if the outside temperature is below 25 degrees the datacentre is not cooled using electricity. This means that for about 7-8 months per year, the Agency makes use of renewable sources to operate the datacenter cooling system. Moreover, the Agency is in the process of replacing its light bulbs to LED technology bulbs. The Agency monitors the implementation of these measures by keeping stable or reducing the annual water and energy consumption.
- **Waste management:** The Agency takes measures to reduce internally generated waste and to recycle the generated waste. Different recycle bins are installed allowing staff to also contribute by sorting out daily waste. Furthermore, the Agency ensures when the contractor is asked to dispose waste, it also provides certificates that it was done in an environmental friendly manner and in accordance with the national regulations.
- **Paper use:** The Agency is promoting the use of recycled paper for internal use. Also all its paper publications are using recycled and environmentally friendly material. Finally, the Agency is working in digitising its internal processes to reduce use of printing paper.
- **Building emissions to air:** Measures to reduce building emissions are linked to the heating system. It is provided by the district heating system (Fernwärme) instead of electricity, gas or fossil fuelled heating, hence reducing emissions.
- **Professional mobility:** The Agency promotes the use of bicycle amongst its employees by offering a secure parking space inside its building. Also it supports and promotes the use of videoconference technologies, hence eliminating the need of mission travelling. Over the last years the use of videoconference is considerably increased. This results in CO2 emissions reductions due to the reduced number of missions.
- **Green Public Procurement (GPP):** The Agency follows the practices of the Commission Services when publishing tenders, which include provisions linked to GPP. For example, in tenders related to Facilities the use of environmentally friendly products is requested.

In the ongoing procedure for the new premises the environment requirements are present and of high standards.

4. Actions to improve and communicate environmental performance

To further improve the environmental management approach of the Agency, the Agency is planning to undertake the following actions:

1. **Donations:** For 2023 the Agency is donating electric and office equipment to charity organisations who in return are reusing equipment in their community projects. Hence, contributing to the reduction of waste disposal.
2. **Printing use:** Eliminated the use of personal printers currently assigned to a large number of its staff and prompt them to make use of the general printing facilities, if printing is required. The reduction of printing services is also evident from the reduction of related costs by more than 50% in comparison to the pre pandemic period.

In terms of communicating the environmental objectives amongst its staff, the Agency will continue to raise awareness to its staff through information sessions linked to Facilities management, which also includes environmental aspects.

Staff are encouraged to follow certain practices like switching off lights, monitors before leaving the office and posters are placed through the building to encourage staff to actively contribute to reducing the environmental footprint of the Agency by taking the stairs instead of the elevators, using bicycles by offering adequate parking space or avoid unnecessary printing.

In accordance with the Commission 's guidance on energy consumption, the Agency took measures to reduce the electricity and heating consumption in its premises by changing its practices. In this line of development, information sessions were also organised to inform staff on the changes and to explain how they can contribute in reducing energy consumption

ANNEX VIII: Building policy

| | Name, location and type of building | Other Comment |
|---|---|--|
| Information to be provided per building: | Schwarzenbergplatz11, Vienna, AT-1040, Austria | Following the approval received by the EP and Council budget committees the Agency launched a procedure for the identification of new premises. This currently ongoing. |
| Total Surface area (in square metres) | 5,546 | It should be noted that the offices are accommodated in an old building which is renovated keeping its original layout and does not provide any luxurious modern amenities. In addition, the price per m2 for the net office space (i.e. 3704 m2) is on the lower end of the average prices in central Vienna areas. |
| Of which office space | 3,704 | |
| Of which non-office space | 1,842 | |
| Annual rent (in EUR) | 856723,56 EUR | None |
| Type and duration of rental contract | Lease agreement for an initial period of 10 years with the provision for an indefinite period. | Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building. |
| Host country grant or support | In the past based on a letter of intent the Agency received from the Austrian authorities, the host country a subsidy for the rent. Currently, there is no such commitment from the Austrian Authorities. | None |
| Present value of the building | N/A | None |

| | Building Name and type | Location | SURFACE AREA(in m ²) | | | RENTAL CONTRACT | | | | | Host country grant or support |
|---|---|-----------------|----------------------------------|------------|-------|-----------------|--------------------------|-----------------|----------------------|--|-------------------------------|
| | | | Office space | non-office | Total | Rent (€/Year) | Duration of the contract | Type | Break out clause Y/N | Conditions attached to the breakout clause (if applicable) | |
| 1 | Schwarzenbergplatz 11, stand alone building | Vienna, AT-1040 | 3704 | 1842 | 5546 | 1003962,4 | indefinite | Lease agreement | Y | Following the expiration of the 10 years lease agreement, the Agency is presently renegotiating its lease agreement with the building owner with the view to modernise the building facilities and depending on the outcome these discussions it may decide to relocate to another building. | 60000 contribution |

Building projects in planning phase:

The Agency is currently looking for new premises. The Agency submitted its request for new premises to the European Parliament and Council budget authorities and received their agreement in March 2023. The procedure for the identification of new premises is currently in progress and it is expected to be finalised within 2024.

ANNEX IX: Privileges and immunities

| Agency privileges | Privileges granted to staff | |
|--|--|---|
| | Protocol of privileges and immunities / diplomatic status | Education / day care |
| The Agency is recognised as an international organisation. | The Director, the Heads of Units, the Heads of Sector and two designated senior staff members with grades AD9 or above, have been granted diplomatic status. They can claim VAT reimbursement and register tax free vehicles every two years. | In the absence of a European School and a European Sector in Austria the Agency has adopted two social measures: one regarding financial support to nursery schools and day care centres, and another one to Multilingual 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) which are non-Austrians can register a tax free vehicle every two 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. Non-Austrian staff members are also exempt from the broadcasting levy (GIS). | - |

ANNEX X: Evaluation of the FRA

Consistent with past practices, FRA is committed to evaluating its work under the Single Programming Document 2024 - 2026 with the dual objective of demonstrating accountability for resource utilization and to ensure continuous organizational improvement and learning.

In line with the Better Regulation Guidelines, evaluation activities at FRA are evidence-based assessments of the extent to which an intervention:

- is *effective* in fulfilling expectations and meeting its objectives;
- is *efficient* in terms of cost-effectiveness and proportionality of actual costs to benefits;
- is *relevant* to current and emerging needs;
- is *coherent* (internally and externally with other EU interventions or international

agreements); and

- has *EU added value* — i.e. produces results beyond what would have been achieved by Member States acting alone.

Evaluations provide an independent and objective judgment, supporting decision-making and contributing to strategic planning and the design of future interventions.⁸ Depending on the stage of the project's life cycle during which the evaluation activities are conducted, there are different types of evaluation at FRA such as:

- Ex-ante, interim and;
- Interim/Ex-post evaluations;

According to the Financial Rules of the European Union Agency for Fundamental Rights ex-ante evaluations support the preparation of interventions and shall identify and analyse the issues to be addressed, the added value of Union involvement, objectives, expected effects of different options and monitoring and evaluation arrangements. Interim or ex-post evaluations shall assess the performance of the programme or activity, including aspects such as effectiveness, efficiency, coherence, relevance and EU added value. They shall be undertaken periodically and in sufficient time for the findings to feed back into the planning cycle for the preparation of related programmes and activities.

In line with its Founding Regulation, FRA has an obligation to regularly evaluate its activities, prepare an action plan to follow up on the conclusions of evaluations, and report annually to the Management Board on the results of its evaluations.

The selection process for evaluations to be conducted in 2024 is based on various factors such as the expenditure scale of interventions, their strategic relevance, the likelihood of interventions to influence policy making or potential for leveraging partnerships, learning potential through innovative approaches, as well as the timeliness and feasibility of conducting an evaluation.

Evaluations planned for 2024

Ex-Ante evaluations:

- A.2.4 Fundamental rights aspects of social protection in the EU
- A.2.5 Fundamental rights in corporate sustainability and due diligence

Ex-Post evaluations:

- A.1.1 EU Survey on immigrants and descendants of immigrants
- B.1.1 Third FRA survey on discrimination and hate crime against Jews
- D.1.2 Fundamental Rights Forum 2023
- A.1.2 EU LGBTI Survey III (third priority)

⁸ European Commission. 2021. Better Regulation Guidelines.

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

Internal Control systems

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

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

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

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

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

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

Management Board

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

Director

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

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

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

Units

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

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

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

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

General Principles for the assessment of the Internal Control

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

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

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

Therefore, before assessing the internal control system, the Agency sets its own baseline for each principle, as best adapted to its specificities and risks. These baselines are a starting point of known effective internal control from which regular monitoring and specific assessments can be implemented.

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

Antifraud strategy

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

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

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

The last revision of the anti-fraud strategy in 2021 took into account the lessons learnt in the implementation of the strategy over the previous years, the latest trends and developments in the legislative framework and guidance received by the European Anti-Fraud Office.

The implementation of the internal control systems creates has reinforced an overall environment in which fraud is prevented by the integrated application of different measures embedded in the Agency processes. Furthermore, the permanent contribution of the Internal Audit activities (IAS) and the Court of Auditors visits provides an independent assessment on the existing level of assurance.

Aiming to keep the risk of fraud at the minimum level allowing a sound financial management of its resources, the Agency, through the revision has strengthen the areas of prevention and detection continuing to raise awareness with regard to fraud matters among staff members and contractors, facilitating detection of possible fraudulent behaviours.

The current revision considers that the preventive actions undertaken so far are still applicable and will also apply the principle of proportionality, according to which the achievement of the strategy should not require disproportionate and excessively expensive inputs and should not jeopardise the operational activities.

Objectives

During the past years of implementation FRA achieved the strategic objectives to reinforce a culture of high ethical behaviour and to strengthen the existing controls in a perspective of fraud prevention.

After the successful set up of this ethics framework, taking into account the proportionality principle and the available resources the Agency is now in a position to focus on continuous follow up and improvement of the measures taken, with special attention to communication and awareness raising and a regular review of key policies and procedures.

On the basis of the above considerations within the structure of internal controls and taking into account the risk assessment, the Agency has identified the following strategic objectives.

1. Continuously reinforce an anti-fraud culture based on awareness within the organisation.
2. Focus efforts on potential fraud risk management in identified areas of the organisation.
3. Maintain an effective system for internal reporting and detection of activities detrimental to the Union's interests
4. Regular follow up and monitoring of the existing ethics framework.

The relevant action plan is being implemented.

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

| General Information | | | | | Financial and HR impacts | | | | |
|---|-------------------|-----------|-------------|------------------------------|---|----------------|-----------|-----------|---|
| Actual or expected date of signature | Total amount | Duration | Counterpart | Short description | | 2023 | 2024 | 2025 | |
| Service-level agreement | | | | | | | | | |
| 1 Programme level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 | | | | | | | | | |
| 1 | 14/12/2017 | 1,500,000 | 2017-2024 | EEA and Norway Grants-FMO | Programme Level Cooperation: Advice to Programme Operators and strategic assessments to the Donors and FMO | Amount | 214,286 | 214,286 | 0 |
| | | | | | | Number of CA | 2 | 2 | 0 |
| | | | | | | Number of SNEs | 3 | 3 | 0 |
| 2 Cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman’s capacity-building | | | | | | | | | |
| 2 | Signed 15/11/2021 | 294.028 | 2021-2024 | Greek Ombudsman | Project Level Cooperation: Providing assistance to the Greek Ombudsman on fundamental rights | Amount | 94,088.96 | 14,701.40 | 0 |
| | | | | | | Number of CA | 0 | 0 | 0 |
| | | | | | | Number of SNEs | 0 | 0 | 0 |
| 3 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Technical assistance to the Romanian Prosecutor’s Office attached to the High Court of Cassation and Justice (Romanian Public Ministry) to improve responses to cases of hate crime and hate crime victims, and for creating a supportive and safe environment for child victims | | | | | | | | | |
| 3 | Q1 2022 | 800,000 | 29 months | Romanian Prosecutor’s office | Project Level Cooperation: Ensuring an effective and accessible criminal justice system for victims of crime with a specific focus on victims of hate crime | Amount | 374,000 | 187,000 | 0 |

| | | | | | | | | | | |
|--|------------|-------------|----------------------------|-----|---|-----------------|----------------|------------|------------|---------|
| | | | | | and child victims | | | | | |
| | | | | | | Number of TA/CA | 0 | 0 | 0 | |
| | | | | | | Number of SNEs | 0 | 0 | 0 | |
| 4 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021. Supporting National Human Rights Institutions in monitoring fundamental rights and the fundamental rights aspects of the rule of law for PL, SK, HR, SI, BG, CY, LA | | | | | | | | | | |
| 4 | 30/06/2022 | €541,652.48 | Until end of February 2024 | FMO | NG/EEA Grants Reg. Project "Supporting NHRIs in 7 MSs: PL, SK, SI, HR,BG,CY, LA." | Amount | 259,860 | 0 | 0 | |
| | | | | | | Number of CA | 0 | 0 | 0 | |
| | | | | | | Number of SNEs | 0 | 0 | 0 | |
| Total Service-level agreement | | | | | | | Amount | 942,234.96 | 415,987.40 | 187,000 |
| | | | | | | | Number of CA | 2 | 2 | 0 |
| | | | | | | | Number of SNEs | 3 | 3 | 0 |

ANNEX XIII: Risks Year 2024

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

- risk
- type
- possible consequence
- likelihood of occurrence on a five level scale is assessed as very low (1), low (2) medium (3) or high (4) very high (5)
- potential impact (objectives, financial, reputation) on a five level scale limited (1), moderate (2), significant (3) or severe (4), critical (5) Following the analysis of existing controls and in the cases where the residual risk still needs to be reduced, specific actions have been identified.

Risk typology

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

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

| Risk details | | Assessment of the risks | | | Management of the risks | | | | |
|--------------|--|---|--------------------------|------------------|-------------------------|------------------|-------------------|--------------|---|
| Risk Type | Description of the risks | Potential impact | | | | | | | |
| | | Possible consequences | Likelihood of occurrence | Objectives | Financial | Reputation | Residual risk L*1 | Action owner | Action |
| E | Unpredictable increase of the costs due to global external factors like geopolitical crisis and uncontrolled increase of the inflation rates. | The current increasing trend of inflation may determine a high impact on the planned energy costs for running of the building, In addition major surveys employing significant financial resources may see an uncontrolled increase of the prices. Insufficient financial resources may hinder or limit the achievement of objectives for key operational projects. | High 4 | Significant 3 | Significant 3 | Significant 3 | High 12 | ALL | Maintain high vigilance on the current trends and elaborate mitigating measures for re-prioritisation of financial resources. |
| E | IT / Cybersecurity | Cybersecurity risks are increasing due to the cyber landscape threats. In addition The Agency has the legal obligation to implement the Regulation on measures for a high common level of cybersecurity at the Union's institutions, bodies and agencies | High 4 | Significant 3 | Significant 3 | Significant 3 | High 12 | CS | Continue cooperation with CERT-EU and following its recommendations. -Undertake cybersecurity vulnerability assessments when possible. -Raising staff awareness through frequent communication and information session. |
| E | In case of increased duration of Ukraine war and related political/social events leading to specific requests to the Agency (e.g. request for opinions etc.) | - unable to react due to non-availability of resources and lack of coordination, or - pressure on internal staff etc.) | High 4 | Significant 3 | Significant 3 | Significant 3 | High 12 | ALL | Redeployment of resources Regular high level dialogue with the EC services to ensure coordination in case of delays. Close monitoring with contractors to ensure coordination in case of delays |

| | | | | | | | | | |
|--|---|---|---------------------|--------------------------|--------------------------|--------------------------|---------------------|------------|--|
| | <p>Several EU law instruments in the field of asylum, borders and immigration assign specific tasks to FRA. e.g cooperation with EU agencies (FRONTEX, EUAA, eu-LISA, EUROPOL) by bilateral cooperation arrangements (CEPOL, EUROJUST, EUROPOL); Schengen Evaluations National programmes under the Asylum, Migration and Integration and the Integrated Border Management Fund which require corresponding human and financial resources</p> | <p>Criticism from stakeholders and institutions. Excessive workload</p> | <p>Medium 3</p> | <p>Significant 3</p> | <p>Significant 3</p> | <p>Significant 3</p> | <p>Medium 9</p> | <p>ALL</p> | <p>Redeployment of resources Map competency and available resources to implement eventual corrective measures.</p> |
|--|---|---|---------------------|--------------------------|--------------------------|--------------------------|---------------------|------------|--|

ANNEX XIV: Strategy for cooperation with international organisations, third countries and the EEA and Norway Grants

Cooperation with international organisations

FRA's cooperation with international organisations is based on specific provisions of [Council Regulation \(EC\) no 168/2007](#) (Founding Regulation) and of [Council Regulation \(EU\) 2022/555](#) (Amending Regulation). This cooperation is consistent with the list of actions established by the Common Roadmap on EU Agencies.⁹ The cooperation between the Agency and international organisations covers the full range of its areas of activity and serves to:

- ensure complementarity and synergy with international organisations active in the field of human rights;
- develop cooperation and coordinate activities to that effect;
- share expertise and knowledge within the international human rights system; and
- contribute to the overall effort of EU institutions and bodies to achieve greater coherence between external policies pertaining to human rights and internal policies pertaining to fundamental rights.

As required by the Founding Regulation (Art. 8 and 9), FRA cooperates systematically with the Council of Europe, the United Nations (UN), and the Organization for Security and Co-operation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR). The Agency engages on an ad-hoc basis with other international or regional organisations and entities active in the promotion of human rights, mainly the World Bank, the Organisation for Economic Co-operation and Development (OECD), and the International Organisation for Migration. The Agency is an International Partner Organisation with the EEA and Norway Grants.

Cooperation with the Council of Europe

The cooperation between the Agency and the Council of Europe is founded on the European Community's and the Council of Europe's agreement on cooperation between the two entities.¹⁰ The aim of this cooperation agreement is to avoid duplication and to ensure both complementarity and added value between the Agency and the Council of Europe and its entities, mainly: the Secretariat, the Parliamentary Assembly (PACE), the European Court of Human Rights (ECtHR), the Commissioner for Human Rights, the European Committee of Social Rights, the European Commission against Racism and Intolerance, the Special Representatives, inter-governmental committees and groups of experts, and human rights monitoring committees. The Agency and the Council of Europe jointly produce an annual report of their cooperation, which is presented and discussed in the FRA Management Board and Council of Europe's Rapporteur group on External Relations.

In 2024–2026, cooperation between the Agency and the Council of Europe will be marked by:

- participation of the independent person nominated by the Council of Europe in FRA Management and Executive Boards;
- participation of representatives of the Council of Europe Secretariat as observers in meetings of the FRA Management Board;
- consultations between FRA and the Council of Europe in the preparation of the FRA programming documents, the annual FRA Fundamental Rights Report and other FRA reports, as relevant;
- participation in each other's meetings and events to ensure coordination and sharing of expertise, including cooperation on the Agency's flagship event – the Fundamental Rights Forum;
- further development and promotion of the joint series of handbooks on European law and human rights;
- an annual visit by the FRA Director to the Council of Europe and participation in exchanges of views with the Council of Europe Committee of Ministers, its Rapporteur Group on External Relations and the Steering Committee for Human Rights. These exchanges focus on the cooperation between the two organisations;
- biennial FRA-Council of Europe senior management team meetings.

Upon invitation, the Agency will continue to participate in and contribute to inter-governmental committees and expert groups of the Council of Europe, as well as in hearings and other activities of the Parliamentary Assembly. In particular, the Agency will continue engaging with the Committee on Artificial Intelligence; the Steering Committee for the rights of the child, the soon to be established "Consultation Group on children of Ukraine" and the Committee of Experts on Combating Hate Crime.

FRA, the Council of Europe and the ECtHR will continue developing, producing and translating joint handbooks on European law and human rights. Existing handbooks deal with data protection; asylum, borders and immigration; non-discrimination; the rights of the child; or access to justice. Upcoming handbooks include one on European law relating to cybercrime and fundamental rights, with discussions ongoing about the possibility of developing one on social and economic rights. These handbooks are in high demand

⁹ List of Actions established by the Common Roadmap on EU Agencies, point 44: Ensure the relations with stakeholders (e.g. the United Nations and other international organisations, sister agencies in third countries and Member States' agencies) are coherent with their mandate, the institutional division of tasks in international relations, EU policies and priorities, and Commission's actions.

¹⁰ Agreement between the European Community and the Council of Europe on cooperation between the European Union Agency for Fundamental Rights and the Council of Europe (hereafter the EU-CoE Agreement), OJ L 186, 15.7.2008, p. 7.

among legal professionals, and their translation fills gaps in the provision of training materials for practitioners in the official languages of the EU.

The Agency cooperates with the Council of Europe in enhancing the [EU Fundamental Rights Information System \(EFRIS\)](#). This online tool brings together data and information from existing human rights databases maintained by the Council of Europe and the United Nations. Relevant experts from the Council of Europe will continue participating in the EFRIS Advisory Group, as envisaged in the exchange of letters for cooperation on EFRIS signed by the FRA Director and the Council of Europe Secretary-General in 2021.

A new area of cooperation between the Agency and the Council of Europe centres on the implications for human rights of the war in Ukraine. In particular, this cooperation focuses on the targeted dissemination of respective findings and outputs on the matter.

Cooperation with the United Nations

The Agency maintains an effective and structured working relationship with the UN Human Rights Office (OHCHR). This cooperation strengthens coherence and synergy between the Agency and the OHCHR, helping to improve the protection and promotion of human rights and fundamental rights in the EU in the context of their activities, in line with their respective annual work programmes.

The Agency provides human rights monitoring mechanisms and Special Rapporteurs within the UN system with relevant evidence upon request, including in particular the Committee on the Elimination of Racial Discrimination and the Committee on the Rights of Persons with Disabilities; and the UN Special Rapporteur on Human Rights Defenders. In particular, the latter draws on the Agency's participation in the EU Framework on monitoring the UN Convention on the Rights of Persons with Disabilities, which the EU is party to. The Agency engages on an ad-hoc basis with other UN bodies, funds and specialised agencies, to provide them with its expertise, as appropriate. This chiefly includes the UN Refugee Agency (UNHCR) and the UN Development Programme (UNDP).

Cooperation between FRA and the UN in the period 2024-2026 will include the biennial dialogue between the management team of the Agency and that of the OHCHR (planned for 2024), as well as an annual visit by the FRA Director to meet with senior representatives Office of the High Commissioner for Human Rights.

The UN is also a partner in the Agency's EFRIS tool, with OHCHR participating in the EFRIS Advisory Group. Data and information from UN monitoring mechanisms and the ILO is retrievable through EFRIS.

The UN is also a strategic partner of the Agency's Fundamental Rights Forum, through the participation of OHCHR in the Forum's advisory board.

Cooperation with OSCE-ODIHR

The Agency cooperates with the OSCE in its [human dimension](#), where it relates to the areas of activity of the Agency. In this respect, FRA cooperates mainly with ODIHR; with the OSCE Secretariat, including the offices of the Senior Adviser on Gender Issues and of the Special Representative and of the Coordinator for Combating Trafficking in Human Beings; the OSCE High Commissioner on National Minorities; and the Representative on Freedom of the Media.

The Agency contributes to the work of the OSCE Chairmanships and their thematic Personal Representatives as relevant. It also participates in meetings and seminars of the Human Dimension Committee and those relating to Human Dimension Implementation. The Agency and ODIHR work together to help states improve their ability to record and collect hate crime data through national workshops.

On request, the Agency contributes to the NHRI Academy, an annual training initiative for National Human Rights Institutions (NHRIs) from the OSCE region organised by ODIHR and the European Network of NHRIs (ENNHRI).

The OSCE is a strategic partner of the Agency's Fundamental Rights Forum, through the participation of ODIHR in the Forum's advisory board.

Engagement with third countries

The Agency's geographical coverage is the EU, as well as candidate countries and countries with a Stabilisation and Association Agreement that have observer status in the Agency's work. Albania, North Macedonia and Serbia currently have that status. In the period 2024–2026, other Western Balkan countries, as well as Ukraine and Moldova, may gain observer status, which would allow for the inclusion of these countries in FRA's areas of activity.

The Agency's international activities are coordinated with the European Commission and the European External Action Service (EEAS), which may request the Agency to share its findings, expertise and methodologies with third countries or outside of the EU. Any such activities are conducted in line with an existing working arrangement to ensure coordination and coherence with the EU's overall external policy priorities.

Precedence is given to multilateral fora where the Agency can simultaneously provide its evidence and expertise to several non-EU countries. Examples of the Agency's international activities include participation in EU Human Rights Dialogues with third countries or regions, in the annual EEAS NGO Forum on human rights, or in the Western Balkans Task Force. Delegations from third countries sometimes visit the Agency. The Agency has regularly been invited to participate in the EU-Israel Dialogue on combating racism, xenophobia and antisemitism.

Cooperation with EEA and Norway Grants

The Agency cooperates with the EEA and Norway Grants as a strategic partner on fundamental rights issues. The cooperation aims to support the design and implementation of EEA and Norway Grants funded programmes and projects in EU beneficiary states of

the Grants. The cooperation also serves to raise awareness on fundamental rights, combating social exclusion and discrimination, and supporting related civil society initiatives.

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

FRA cooperates with the Grants in different ways:

- The Agency advises on and participates in two of the Grants' programmes, namely in Czechia on 'Human Rights, Roma Inclusion and Domestic and Gender-based Violence' and in Greece on 'Roma inclusion and empowerment'.
- FRA provides advice within specific projects, including in Czechia, Greece, and Romania, in cooperation with national authorities in those countries. It also implements a project under the Grants' Regional Cooperation Fund in support of National Human Rights Institutions in seven EU Member States, in cooperation with ENNHRI.
- Strategic communication and cooperation on EU fundamental rights related events, such as joint conferences with the EU Council Presidencies.
- The Grants are a strategic partner of the Agency's Fundamental Rights Forum, supporting the participation of civil society and National human rights institutions, Ombuds Institutions and Equality Bodies, and through their participation in the Forum's advisory board.
- FRA and the Grants achieve synergies by joining forces on communication initiatives, such as on initiatives to communicate the importance of civil society work for human rights.

FRA provides strategic advice on fundamental rights issues to the Donors and Financial Mechanism Office of the Grants, including on key fundamental rights aspects of the Grants' programming in EU Beneficiary States. FRA provides strategic advice to the FMO and to the Donors through written and oral inputs, including workshops.

At the end of 2024 activities under the Grants' current financial mechanism will conclude as the mechanism will end.

ANNEX XV: Performance Framework

The programming for FRA is done in two levels. The first level is the strategic level which is outlined in Section 2 of this document (multi-annual programme). It identifies the medium to long-term strategic priorities and objectives of the FRA. The second level is the operational level which is outlined in Section 3 of this document (Annual Work Programme). This level includes the projects, activities and outputs are planned and implemented on an annual basis.

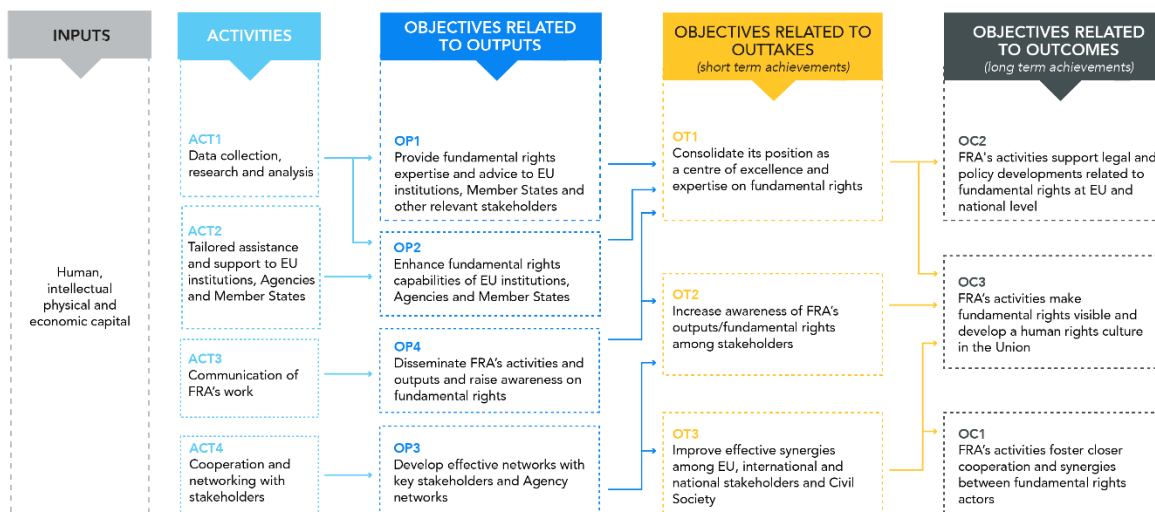
Like many other EU agencies, FRA is therefore faced with the task of providing the best possible proof of the effectiveness of its work and communicating this in a readily understandable way, not just for individual projects, but also on a strategic level. FRA's Performance Framework serves as a comprehensive system for planning, monitoring and reporting on the Agency's performance against its intended results.

Performance planning

The FRA is committed to implementing in 2024 a range of activities that are instrumental in contributing to the accomplishment of its objectives. These activities include, but are not limited to, research, analysis, and the production of reports, which are aimed at providing valuable insights into fundamental issues related to fundamental rights across the EU. Additionally, the FRA engages with a diverse range of stakeholders, including civil society organizations, policymakers, and other relevant actors, to ensure that its activities are grounded in an in-depth understanding of the most pressing issues affecting the EU. It should be noted that each FRA activity or output plays a crucial role in contributing towards the achievement of multiple objectives, thereby reinforcing the interconnectedness of various aspects of the FRA's work.

Performance monitoring & reporting

The Performance measurement Framework (PMF) includes a variety of indicators that can be used to assess the results and achievements of the Agency's planning (multi-annual and annual programming). As illustrated in the intervention logic, there is a logical relationship between the inputs, the activities, the outputs, the outtakes and the outcomes of the Agency.



As a critical step in assessing the effectiveness of its work, FRA establishes specific targets for each performance indicator included in the Performance Measurement Framework (PMF), that are linked to both the multi-annual and annual programming. The performance monitoring and reporting against these indicators is carried out through various methodologies and at different intervals. These include monitoring through FRA's internal project management tool, conducting user satisfaction surveys, organizing interviews and focus groups, conducting external evaluations of projects, and carrying out mid-term reviews of multi-annual strategies. The FRA uses these methods to gather comprehensive and accurate performance data, which is then analysed to assess the progress made towards meeting the established targets and to identify areas where improvements can be made.

The Consolidated Annual Activity Report provides a comprehensive description of the results achieved every year in accordance with the reporting requirements of the European Commission.

Performance planning

Following is a non-exhaustive list of activities and deliverables that FRA may undertake in 2024 to meet its new strategic priorities and objectives.

| Multi-annual programme 2024-2026 | | Annual Work Programme 2024 |
|--|--|---|
| Strategic priority | Strategic objective | 2024 Activities |
| 1. Support the upholding of fundamental rights standards in the development of new EU laws and policies. | 1.1 Produce information on fundamental rights issues and trends by collecting and analysing robust, reliable and comparable data and evidence on the state of the respect, protection and fulfilment of fundamental rights across the Union. | <ul style="list-style-type: none"> collecting and analysing objective, reliable and comparable information and data on fundamental rights issues undertaking fieldwork research through large-scale quantitative surveys and qualitative research analysing fundamental rights issues and trends over time and informing policymakers populating fundamental rights indicators with relevant data. |
| | | 2024 Outputs Anti-racism and non-discrimination Roma inclusion Social rights |
| | | <ul style="list-style-type: none"> Main results report and 2nd report 'Muslims-Selected findings from the EU survey about immigrants and descendants of immigrants. A report on EU LGBTI survey results providing comparable evidence and trends on LGBTI people's experiences and opinions. Two reports on social and fundamental rights implementation in EU's green transition and fundamental rights in the transition of the Green Deal Comparative report on child protection systems in the EU A report on fundamental and social rights in sustainability standards and due diligence Fieldwork research/mapping providing data and trends about Roma on discrimination experiences, hate motivated harassment and violence, and rights awareness, as well as on social inclusion and civic participation. 30 FRANET reports in the context of the research on 'Fundamental rights protection of persons with disabilities living in institutions' |
| | | Justice & Security Data and Digital Asylum and Migration <ul style="list-style-type: none"> Final report of the 'Third FRA survey on discrimination and hate crime against Jews' A report identifying trends and positive practices regarding procedural safeguards in European Arrest Warrant Proceedings. Field research, including specific remote biometric identification use-cases in the context of law enforcement in different EU Member States Focus paper on the results of the survey "Violence against women II" Fieldwork research to provide input to ongoing policy processes around the regulation of AI. A report on racism in policing A draft report on the impact of addressing terrorist content online on fundamental rights. A comparative report analysing fundamental rights risks in the use of remote biometric identification and face recognition technology. Desk research and fieldwork in selected EU Member States to examine concrete use cases of how digital solutions are being applied A comparative socio-legal report with practical insights on the 'GDPR experience of data protection authorities' Collect data and evidence on violence and related human rights abuses experienced by women displaced from Ukraine |
| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation <ul style="list-style-type: none"> Chapters on the 'freedom of assembly, association and expression' and 'Use of the Charter' in FRA's Fundamental Rights Report 27 FRANET country research reports and paper on political participation of persons with disabilities 30 FRANET country research on fundamental rights structures in EU Member States and candidate countries (observers in FRA's work) Three FRANET thematic reports pertaining to enlargement (Albania, North Macedonia, Serbia) Summary report on fundamental rights in Albania, North Macedonia and Serbia |
| Strategic priority | Strategic objective | 2024 Activities |
| | | <ul style="list-style-type: none"> providing evidence to support Commission reporting on the development of EU law and policy |

| | | |
|---|---|---|
| <p>1. Support the upholding of fundamental rights standards in the development of new EU laws and policies.</p> | <p>1.2 Provide decision-makers with independent advice and opinions to support them to advance policies that fully respect fundamental rights and are effective in protecting and fulfilling fundamental rights</p> | <ul style="list-style-type: none"> • ex-post ex-ante assessments on the effect of actions on the fundamental rights standards • advising on the application of fundamental rights conditionality in the disbursement of EU funds • Opinions and evidence-based expertise to EU institutions on fundamental rights aspects of new EU legislative proposals • Provision of advice, information and opinions in reaction to short-term developments and crises <p>2024 Outputs</p> <p>Anti-racism and non-discrimination Roma inclusion Social rights</p> <ul style="list-style-type: none"> - Informing the assessment and implementation of the EU LGBTIQ Strategy promoting Equality - Guidance on monitoring fundamental and social rights when implementing the EU Green Deal and environmental policies - Legal opinions on corporate sustainability reporting or due diligence - Information request on current issues (e.g. energy poverty) and written oral input for decision makers on national and European level <p>Justice & Security Data and Digital Asylum and Migration</p> <ul style="list-style-type: none"> - Providing expertise to policy makers communicating findings on hate crime against Jews - Providing written and oral input to policy makers, mainly at the EU level, on procedural safeguards in European Arrest Warrant Proceedings. - Providing guidance based on FRA's research on fundamental rights compliant 'digital justice' to inform the Commission's evaluation - Written/Oral Input providing guidance on how fundamental rights risks can be assessed before using high-risk artificial intelligence systems - Draft report/guidance on fundamental rights compliant 'digital justice' - Providing research findings on the impact of addressing terrorist content online on fundamental rights to inform the Commission's evaluations - Selected use cases informing about fundamental rights compliance of Remote Biometric Identification providing practical guidance for the law enforcement community and beyond - Written / Oral Input providing guidance on how fundamental rights risks can be assessed before using high-risk artificial intelligence systems - Written/Oral inputs provided to key stakeholders based. - FRA's research on Data and Digital - Evidence based advice provided to EU institutions, agencies and Member States in the context of 'Upholding fundamental rights at borders' <p>Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation</p> <ul style="list-style-type: none"> - Chapter in Fundamental Rights Report 2024 on freedom of assembly, association and expression (C.1.6 Civic space and national rule of law) - FRANET country research on civic space in EU Member States and Candidate countries - Oral and written contributions to EU institutions, agencies, bodies, offices and agencies, national authorities and international organisations - Provision of assistance and expertise in the context of cooperation with the Presidencies of the Council of the EU, Member States, human rights cities, local authorities and their networks, international organizations <p>Communicating Rights, Media and Events Web, Publishing and Promotion</p> <ul style="list-style-type: none"> - Providing evidence-based information through the Agency's annual Fundamental Rights Report to assist the EU and its Member States in decision-making processes. - Providing examples of rights-based promising practices that can be transferrable from one country to another. |
| <p>Strategic priority</p> | <p>Strategic objective</p> | <p>2024 Activities</p> |
| <p>1. Support the upholding of fundamental rights standards in the development of new EU laws and policies.</p> | <p>1.3 Carry out research and foresight studies on fundamental rights issues and future challenges, to help EU institutions and Member States anticipate threats to the enjoyment of fundamental rights and help them promote fundamental rights resilience</p> | <ul style="list-style-type: none"> • undertaking research and data collection to support policymakers' efforts to anticipate future developments better • Information to EU and national policymakers and others working in the fundamental right field • Assessment of mega-trends and possible future scenarios <p>2024 Outputs</p> <p>Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation</p> <ul style="list-style-type: none"> - Expert meeting on strategic foresight in the area of fundamental rights - Policy paper on strategic foresight in the area of fundamental rights (online) - Network of experts pooling knowledge on strategic foresight and fundamental rights |

| Strategic priority | Strategic objective | 2024 Activities |
|---|---|---|
| <p>2. Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies.</p> | <p>2.1 Support the implementation of EU laws and policies with advice, opinions, research and real-time assistance to EU institutions, Member States and other stakeholders</p> | <ul style="list-style-type: none"> Independent, targeted opinions and assistance at request of EU institutions and Member States; Mapping of the practical implementation of laws in Member States Formulate FRA opinions to inform impactful policymaking and consideration of fundamental rights standards. Legal analyses and mapping the practical implementation of EU law to address key concerns. Assessment of law implementation from the perspective of rights holders and duty bearers Targeted expertise to EU Member States through direct assistance, advisory support, capacity-building and practical tool development. |
| | | <p>2024 Outputs</p> |
| | | <p>Anti-racism and non-discrimination Roma inclusion Social rights</p> |
| | | <ul style="list-style-type: none"> - Providing evidence from the findings of the EU Survey on immigrants and descendants of immigrants - Informing relevant legal and policy developments on the EU and national level about the fundamental rights protection of persons with disabilities living in institutions - Written / Oral Input on EU laws in the areas of social and child rights |
| | | <p>Justice & Security Data and Digital Asylum and Migration</p> <ul style="list-style-type: none"> - National activities on antisemitism data collection/national strategies - Targeted support to the EU institutions, Member States and other stakeholders on the basis of survey results - Oral and written input to policy makers supporting the implementation of existing laws and policies in a targeted way (addressing terrorist content online on fundamental rights) - Short paper on victims of crime - Providing promising practices identified by a number of almost all Data Protection Authorities - Providing data and analysis on online hate subject to EU regulation. - Two thematic reports providing guidance and tools relating to fundamental rights at borders - Providing annual trends relating to specific fundamental rights issues on search and rescue and on return monitoring - up to 2 opinions (if requested) in the area of Migration and Asylum |
| Strategic priority | Strategic objective | 2024 Activities |
| <p>2. Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies.</p> | <p>2.2 Support the integration of the fundamental rights perspective in the application of relevant laws and policies at the EU and national levels</p> | <ul style="list-style-type: none"> Providing information on the impacts of EU law and policies on fundamental rights Provided input under specific EU instrument. Support and contribute to implementation of fundamental rights requirements at EU and national level Promote right-based approach to application of laws and policies in EU and national level Provide guidance on fundamental and social rights compliance of policies and legal provisions |
| | | <p>2024 Outputs</p> |
| | | <p>Anti-racism and non-discrimination Roma inclusion Social rights</p> |
| | | <ul style="list-style-type: none"> - Requests for data and evidence in the field of integrated child protections systems - Assist the EU High Level Group on Non-discrimination, Equality and Diversity, in particular its Subgroup on Equality Data and its Subgroup on LGBTIQ+ Equality. - Assist the EU High Level Group on combating hate speech and hate crime, in particular its Subgroup on NAPAR - Support the Working Group on hate crime reporting, recording and data collection (until end of current WG) |
| | | <p>Justice & Security Data and Digital Asylum and Migration</p> |

| | | <ul style="list-style-type: none"> - Providing input based on two focus papers based on policy relevance on emergency issues in the field of EU preparedness and crisis management - Provision of data on online hate and harassment |
|--|--|---|
| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation |
| | | <ul style="list-style-type: none"> - Information sessions (online) with NLOs and other representatives of national authorities on FRA outputs |
| Strategic priority | Strategic objective | 2024 Activities |
| 2. Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies. | 2.3 Support the integration of the fundamental rights perspective in the application of relevant laws and policies at the EU and national levels | <ul style="list-style-type: none"> • Real-time advice to EU and national stakeholders through our presence on the ground and field missions; • Promoting awareness through access to available resources (studies, handbooks, training materials in multiple languages); • Developing new tools and training materials to assist EU institutions and Member States to find practical solutions to challenges. • Civic space challenges addressed on the ground through the work with civil society |
| | | 2024 Outputs |
| | | Anti-racism and non-discrimination Roma inclusion Social rights |
| | | <ul style="list-style-type: none"> - Survey data explorer and results of the <i>EU LGBTI Survey III</i> - Country-sheet from survey results of the EU Survey on immigrants and descendants of immigrants |
| | | Justice & Security Data and Digital Asylum and Migration |
| | | <ul style="list-style-type: none"> - Draft Handboo on Access to justice updating the 2016 edition - aiming to present the most recent developments in the access to justice field. - Handbook supporting stakeholders from the judiciary at the national and international levels when dealing with cybercrime - Updated and extended database on Criminal Detention Conditions in the European Union - Input to weekly meetings to provide robust and up to date evidence on fundamental rights challenges. - 1 manual (labour inspectors) in the area of <i>'Migration and Asylum'</i> |
| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation |
| | | <ul style="list-style-type: none"> - Presentation/speech at events in the context of the project 'Civic space and national rule of law dialogues' |
| | | Communicating Rights, Media and Events Web, Publishing and Promotion |
| | | <ul style="list-style-type: none"> - Online database and Online tool / Digital app linked to other FRA projects and outputs - Research data explorer and Survey data explorer linked to other FRA projects and outputs |
| Strategic priority | Strategic objective | 2024 Activities |
| 3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision | 3.1 Promote fundamental rights at the EU and Member State levels by raising awareness among rights holders and duty bearers | <ul style="list-style-type: none"> • Raise awareness on fundamental rights focusing on people in vulnerable situations, minorities and other target groups; • Communication work with policymakers, implementers of fundamental rights, multipliers and civil society; • Cooperation with other fundamental rights players to improve support and understanding of rights, particularly among young people; |
| | | 2024 Outputs |
| | | Anti-racism and non-discrimination Roma inclusion Social rights |
| | | <ul style="list-style-type: none"> - Expert contribution provide input from a youth perspective on FRA's key documents - Communicating the results of FRA's Roma work based on the country reports with summaries of headline and secondary indicators |
| | | Justice & Security Data and Digital Asylum and Migration |
| | | <ul style="list-style-type: none"> - Providing legal practitioners with guidance and practical examples relating to cybercrime and fundamental rights to properly apply rules established at the EU |

| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation | |
|---|--|---|--|
| | | <ul style="list-style-type: none"> - On-demand training (both on-site and online) on the Charter in cooperation with multipliers and stakeholders - Annual CharterXchange event (virtual), in cooperation with the European Commission - Presentations to national CRPD monitoring frameworks on indicators for monitoring the implementation of the CRPD | |
| Strategic priority | Strategic objective | 2024 Activities | |
| <p>3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision</p> | <p>3.2 Develop research methods and tools on fundamental rights, including benchmarking, assessment, due diligence tools and fundamental rights indicators</p> | <ul style="list-style-type: none"> • Developing research methods, tools on fundamental rights that enhance the comparability, objectivity and reliability of data at the EU level; • Developing fundamental rights benchmarks and indicators to identify operational priorities and assess performance; • Contributing to the development of methodologies for online data collection on fundamental rights related topics; • Contributing to the development of indicators allowing to monitor the independence, mandates, powers, resources, activities and effectiveness of human right structures; • Supporting national frameworks in developing indicators to monitor implementation of regulation/legal instruments. | |
| | | 2024 Outputs | |
| | | Anti-racism and non-discrimination Roma inclusion Social rights | |
| | | <ul style="list-style-type: none"> - Mapping of existing data on the social impact of environmental policies and legislation and topic guides - Further refining research methodologies for sampling and surveying hard-to-reach or elusive populations – to be shared with Member States. - Delivery of key indicators from the EU LGBTI Survey to the European Commission and dissemination of key indicators - Promoting online LGBTI survey methodology surveying life and discrimination and victimisation experiences - Provision of on-demand support to the Commission and Member States (NRCPs and other actors) in the area of Roma inclusion monitoring - Cooperate with Eurostat and Member States around improving equality statistics in the EU in the framework of the envisaged task force and in the EU Subgroup on equality data - Indicators – checklists in the area of Roma inclusion | |
| | | Justice & Security Data and Digital Asylum and Migration | |
| | | <ul style="list-style-type: none"> - Set of indicators in the field of Upholding fundamental rights at borders - Survey questionnaire with technical documentation 'Violence against women II: filling the data gap ' - Survey questionnaire and technical documentation (Violence and related human rights abuses against women fleeing the war in Ukraine) - Provision on data on online hate subject to EU regulation - Methodology for monitoring hatred online violence against selected groups. | |
| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation | |
| | | <ul style="list-style-type: none"> - EFRIS online tool. Updated Charterpedia and 'Rule of law corner' in EFRIS - E-courses E-learning tool - Expanded Charter training material - Indicators on political participation of persons with disabilities in 2023 - Online presentation of information from the country research on fundamental rights structures in EU Member States and candidate countries | |
| Strategic priority | Strategic objective | 2024 Activities | |
| <p>3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision</p> | <p>3.3 Collaborate with partners, fundamental rights actors and multipliers in strengthening regional, national and local fundamental rights protection systems</p> | <ul style="list-style-type: none"> • Stakeholder meetings and events requiring FRA participation • cooperation with EEA and Norway Grants and with international partners, such as the UN, Council of Europe, and OSCE • partnership with national institutions, equality bodies, and other human rights actors • stronger partnership with civil society especially through Fundamental Rights Platform, • collaboration with NLOs and newly explored cooperation with national parliaments | |
| | | 2024 Outputs | |
| | | Anti-racism and non-discrimination Roma inclusion Social rights | |

| | | |
|--|---|---|
| | | <ul style="list-style-type: none"> - Meetings where FRA presents FRA comparative report 'Towards integrated child protection systems' - consultative meeting with young people to obtain their ideas and input and In-person meeting of the Panel at FRA - Participation in EU level meetings as well as events organised by the Council of Europe and the Parliamentary Assembly (Roma inclusion) - Participation in events by international organisations and civil society 9Roma inclusion) |
| | | Justice & Security Data and Digital Asylum and Migration |
| | | <ul style="list-style-type: none"> - Set of indicators in the field of Upholding fundamental rights at borders - Meetings and presentations of Online content moderation project findings at policy level. |
| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation |
| | | <ul style="list-style-type: none"> - Meetings (online or in-person) with ENNHRI, Equinet, IOI and expert contributions to their seminars - Updated Charterpedia database. with new data on national case law - Providing input to other projects in the Agency to ensure that persons with disabilities and their concerns are considered in data collection, communication and other FRA activities. - Transnational workshop with NHRIs/Equality Bodies on implementing CPR enabling condition to share experiences on how to better implement the EU Charter in the context of EU funds - online and offline meetings with partners from project 'Civic space and national rule of law dialogues' - Annual General Meeting with the Fundamental Rights Platform (online) - Specific consultations to draw on input from civil society organisations across all of the Agency's areas of activity. - Two NLO meetings (one online, one in-person) – including one combined with a thematic expert working party |
| Strategic priority | Strategic objective | 2024 Activities |
| 3. Cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision | 3.4 Collaborate with partners, fundamental rights actors and multipliers in strengthening regional, national and local fundamental rights protection systems | <ul style="list-style-type: none"> • Stakeholder meetings and events requiring FRA participation • cooperation with EEA and Norway Grants and with international partners, such as the UN, Council of Europe, and OSCE • partnership with national institutions, equality bodies, and other human rights actors • stronger partnership with civil society especially through Fundamental Rights Platform, • collaboration with NLOs and newly explored cooperation with national parliaments |
| | | 2024 Outputs |
| | | Anti-racism and non-discrimination Roma inclusion Social rights |
| | | <ul style="list-style-type: none"> - Seminar / Workshop in the context of the project 'Youth engagement on fundamental rights in the EU – FRA's Youth Advisory Panel' - Partnership meetings with key stakeholders on social and child rights |
| | | Justice & Security Data and Digital Asylum and Migration |
| | | <ul style="list-style-type: none"> - Gather experts to exchange knowledge about fundamental rights concerns as well as benefits of the digitalisation of justice . |
| | | Human Rights Structures and Mechanisms Policy Analysis and Stakeholder Cooperation |
| | | <ul style="list-style-type: none"> - Participation in the EU CRPD Framework meetings and other relevant meetings representing the Framework - National rule of law dialogues in selected Member States - Webinars with civil society organisations on FRA's work |
| | | Communicating Rights, Media and Events Web, Publishing and Promotion |
| | | <ul style="list-style-type: none"> - cooperation with communicators from national human rights institutions, Equality Bodies and civil society organisations as well as support the events organised by the Presidencies of the Council of the EU. - Fundamental Rights Forum (innovative and solution-oriented debates among traditional and non-traditional human rights actors from the international, regional, national and local level) |

Performance monitoring

A key performance indicator is a quantifiable measure used to evaluate FRA's success in meeting objectives for performance. They are mainly linked to:

- **Outputs** – the outputs and services that FRA provides to its target groups, through the implementation of its projects and activities
- **Outtakes** – what beneficiaries do with FRA outputs, whether they find them helpful/relevant/timely
- **Outcomes** – long-term results in terms of the contribution of FRA's work to policy development and implementation, raising awareness of fundamental rights, building a human rights culture etc.

Output indicators measure FRA's effectiveness in producing and delivering FRA products and services to key stakeholders. All output indicators shall be measured through a numerical value and represent the core performance of the Agency on a yearly basis. The performance measurement process for output indicators in 2023 is the following:

| OUTPUTS OBJECTIVES | CRITERIA | INDICATORS | ATTRIBUTES | TARGET 2024 | |
|---|---|--|---|---|----------------------|
| Provide fundamental rights expertise and advice to EU institutions, Member States and other relevant stakeholders | Extent to which FRA has delivered fundamental rights expertise and advice | I1 Number of publications produced | <ul style="list-style-type: none"> • Fundamental Rights Report • Report • Paper • Summary • Legal opinion • "In brief/Factsheet" • Leaflet | <ul style="list-style-type: none"> • Flyer • Handbook • Guide/Manual • Easy-to-read report • Periodic update/Series • Country sheet/fiche • Case study | 50 main publications |
| | | I2 Number of research outputs produced | <ul style="list-style-type: none"> • Research Methodology • Research Guideline • Standard • Survey/Questionnaire • Set of Indicators | <ul style="list-style-type: none"> • Fieldwork research/mapping • FRANET report • Dataset • Data analysis | 250 |
| | | I3 Number of written/ oral input delivered | <ul style="list-style-type: none"> • Letter • Thematic analysis • Review of reporting tools • Review of strategies/resolutions/ other documents | <ul style="list-style-type: none"> • Review of research tools/methods • Review of training materials etc. • Articles • Other inputs given in the context of bilateral meetings | 150 |
| | Extent to which FRA's stakeholders have requested the Agency's expertise and advice on fundamental rights | I4 Number of formal requests for opinions on legislative proposals | <ul style="list-style-type: none"> • From the European Parliament • From the European Commission • From the Council | | 0 |
| | | I5 Number of requests for data and evidence | <ul style="list-style-type: none"> • From EU Institutions • From Member States • From EU Agencies | <ul style="list-style-type: none"> • From International Organisations • From other stakeholders | 50 |
| Enhance fundamental rights capabilities of EU institutions, Agencies and Member States | Extent to which FRA has delivered technical assistance and capacity building activities | I6 Number of technical assistance/ capacity building activities organised/ co-organised by FRA | <ul style="list-style-type: none"> • Training • Capacity building event (e.g. workshop, seminar, other) • Training and capacity building events participating only as an external expert | 25 | |
| | Extent to which FRA's stakeholders have requested the Agency's technical assistance on fundamental rights | I7 Number of requests for: • Technical assistance • Capacity building | <ul style="list-style-type: none"> • From EU Institutions • From Member States • From EU Agencies | <ul style="list-style-type: none"> • From International Organisations • From other stakeholders | 15 |
| | Extent to which FRA is present on the ground | I8 Number of country visits to Member States | | | 2 |
| Develop effective networks with key | Extent to which FRA organises relevant | I9 Number of meetings and events (<i>in-person</i>). | <ul style="list-style-type: none"> • Expert meeting • Stakeholder meeting | <ul style="list-style-type: none"> • Forum • Workshop • Roundtable | 100 |

| OUTPUTS OBJECTIVES | CRITERIA | INDICATORS | ATTRIBUTES | TARGET 2024 | |
|--|--|--|---|---|-----------|
| stakeholders and Agency networks | meetings and events with its key stakeholders | <i>virtual/hybrid events</i>) organised/ co-organised by the FRA | <ul style="list-style-type: none"> • Consultation meeting • Study visit • Conference | <ul style="list-style-type: none"> • Launch event • Networking event • Awareness raising event | 120 |
| | Extent to which FRA participates in external meetings and events organised by its key stakeholders | I10 Number of external meetings and events where FRA presented/ spoke/ formally intervened | <ul style="list-style-type: none"> • Formal presentation to EU institutions • Group meeting with EU institutions and Member states • Conference/Forum • Launch event | <ul style="list-style-type: none"> • Country mission • Workshop • Seminar • Networking event | |
| Disseminate FRA's activities and outputs and raise awareness on fundamental rights | Extent to which FRA produces communication material to maximise FRA outputs and awareness raising | I11 Number of communication material produced | <ul style="list-style-type: none"> • Video • Infographic • Q&A • Dataset • Tools • Database • News/Press release • Public Event • Flagship meeting | <ul style="list-style-type: none"> • Social media post • Live stream • Video message for conferences • Interview • Podcast • Promotional materials • FRA website • Campaigns/website campaign • FRA newsletter | 1000 |
| | Degree to which FRA's outputs effectively reach its stakeholders | I12 Number of FRA's outputs accessed/downloaded online ¹¹ | <ul style="list-style-type: none"> • Number of downloads • Number of unique visitors to FRA website • Number of unique visitors to FRA's event websites | <ul style="list-style-type: none"> • Number of accesses to FRA databases/online tools | 1,000,000 |
| | | I13 Number of printed publication copies disseminated | <ul style="list-style-type: none"> • Publications Office of the EU • Print disseminations through other channels | | 15,000 |
| | Extent to which FRA publications have been translated into other EU languages | I14 Number of translations of FRA's publications into other EU languages | <ul style="list-style-type: none"> • Into all official languages of the EU (24) • Into at least one other language | | 70 |

Outtake indicators measure the satisfaction of FRA customers with the work of the Agency (e.g. how stakeholders use FRA's outputs, whether they found them useful/relevant/timely, etc.) as well as the opinion of stakeholders on the Agency and its outreach activities (e.g. events, social media, etc.). Outtake indicators can be of a quantitative or qualitative nature (i.e. measured through numerical values and/or opinions).

| OUTTAKES OBJECTIVES | CRITERIA | INDICATORS | ATTRIBUTES | TARGET 2024 |
|---|--|--|---|--------------|
| Improve effective synergies among EU, international and national stakeholders and Civil Society | Extent to which FRA events are attractive to relevant stakeholders | I15 Number of participants in FRA's events | <ul style="list-style-type: none"> • Number of participants in FRA's in-person events • Number of participants in FRA's virtual events (unique viewers) through all channels (e.g., <i>event website, YouTube, Facebook</i>) • Number of unique viewers of event recordings through all channels (e.g., <i>event website, YouTube, Facebook</i>) | 10% increase |

| OUTTAKES OBJECTIVES | CRITERIA | INDICATORS | ATTRIBUTES | | TARGET 2024 |
|--|--|--|--|---|--|
| | | I16 Proportion of stakeholders attending FRA events who would attend similar FRA events in the future | <ul style="list-style-type: none"> • EU stakeholders • National authorities • Local stakeholders • National Human Rights Institutions • Equality Bodies | <ul style="list-style-type: none"> • Ombudspersons • Civil Society Organisations • International Organisations • Non-human rights actors | 80% |
| | Extent to which FRA engagement and exchange effort contributes to stakeholders' work | I17 Proportion of participants registered in the Fundamental Rights Platform who consider cooperation through the Platform to be useful for their work | | | 80% |
| Consolidate its position as a centre of excellence and expertise on fundamental rights | Extent to which FRA stakeholders have used/benefited from FRA's expertise on fundamental rights | I18 Number of references to FRA's work | <ul style="list-style-type: none"> • In policy documents • Legislation • Case law • Infringement procedures • Impact assessments | <ul style="list-style-type: none"> • Feasibility studies • Strategies • Speeches • Reports • Other types of documents | 200 |
| | | I19 Number of participants in FRA's technical assistance/ capacity building activities | <ul style="list-style-type: none"> • Number of people who took part in in-person FRA's technical assistance/capacity building activities • Number of people who attended FRA's virtual capacity building/technical assistance activities (unique viewers) through all channels • Number of unique viewers of recordings of capacity building/technical assistance activities through all channels | 10% increase | |
| | | I20 Proportion of stakeholders who have used FRA outputs | <ul style="list-style-type: none"> • Per type of use: • Policy making (at EU / national level) • Implementation of legislation and policies (at EU / national level) • Research purposes | <ul style="list-style-type: none"> • Awareness raising purposes • Advocacy purposes • Measuring the impact of a given intervention on fundamental rights • Other purposes | 60% |
| | Extent to which FRA stakeholders are satisfied with FRA activities and outputs | I21 Extent to which FRA's outputs are considered by stakeholders to be: <ul style="list-style-type: none"> • Useful • Relevant • Timely • Reliable | <ul style="list-style-type: none"> • By type of output: • Survey data • Capacity building activities • Reports • Papers • Summaries • Legal opinions | <ul style="list-style-type: none"> • Handbooks • Periodic update/series • Country sheet/fiche • Online tools • Expert advice/input • Set of indicators | Useful: 80 % Relevant: 80 % Timely: 80 % Reliable: 80 % |
| | Extent to which FRA is able to provide real-time expertise and advice in response to emergencies with an | I22 Proportion of stakeholders who believe that FRA has provided relevant and reliable real-time | | | 70% |

| OUTTAKES OBJECTIVES | CRITERIA | INDICATORS | ATTRIBUTES | TARGET 2024 |
|---|--|---|--|--------------|
| | impact on fundamental rights | expertise in response to an emergency | | |
| | Extent to which FRA's work has been discussed in the media | I23 Number of mentions to FRA in the media | <ul style="list-style-type: none"> Number of mentions in print media (e.g., newspapers, magazines etc.) Number of mentions in internet media (e.g., social networks, websites, blogs, etc.) | 4000 |
| | | I24 Tone of FRA's coverage (positive, neutral and negative) in social media | <ul style="list-style-type: none"> | 70% positive |
| Increase awareness of FRA's outputs/fundamental rights among stakeholders | Extent to which FRA's awareness raising and communication activities have resulted in more people engaging with FRA's work | I25 FRA's presence in social media ¹² | <ul style="list-style-type: none"> Number of FRA followers Number of impressions Number of likes Number of retweets/ re-shares Average number of comments per post Engagement rate Number of social media impressions | 10% increase |
| | | I26 Number of media enquiries (through FRA contact form) | | 10% increase |
| | | I27 Rate of increase/decrease in the number of FRA's newsletter recipients | <ul style="list-style-type: none"> Monthly subscription Weekly subscription | 10% increase |

Outcome indicators measure longer term changes in attitudes and behaviours directly attributable to FRA's work (e.g. contribution to policy development and implementation, visibility of fundamental rights, building a human rights culture, etc.). Outcome indicators can be of a quantitative or qualitative nature

| OUTCOMES OBJECTIVES | CRITERIA | INDICATORS | ATTRIBUTES | TARGET 2024-2026 |
|---|--|---|--|------------------|
| FRA's activities foster closer cooperation and synergies between fundamental rights actors | Extent to which FRA activities are effective in connecting relevant stakeholders / practitioners concerning fundamental rights | I28 Proportion of stakeholders who think that FRA is successful in promoting dialogue with key and new fundamental rights actors to respond to pressing human rights issues | <ul style="list-style-type: none"> At EU level At national level | 80% 50% |
| FRA's activities support legal and policy developments related to fundamental rights at EU and national level | Extent to which FRA activities contribute to the development and implementation of EU and national legislation and policies in a manner which reflects the desired impacts of the Agency | I29 Proportion of stakeholders who consider that FRA's activities contribute to the <u>development</u> of fundamental rights legislation and policies | <ul style="list-style-type: none"> At EU level At National level | 60% 50% |
| | | I30 Proportion of stakeholders who consider that FRA's activities contribute to the <u>implementation</u> of fundamental rights legislation and policies | <ul style="list-style-type: none"> At EU level At National level | 60% |

| | | | | |
|--|---|---|--|------------|
| | | I31 Proportion of stakeholders who believe that FRA's activities have positively contributed to EU priorities and policy agenda | | 80% |
| FRA's activities make fundamental rights visible and develop a human rights culture in the Union | Extent to which FRA activities contribute to raising awareness of fundamental rights in the EU | I32 Proportion of stakeholders who consider that FRA's activities contributed to making fundamental rights more visible | <ul style="list-style-type: none"> • At EU level • At National level | 80% 50% |
| | Extent to which FRA contribute to a human rights culture | I33 Proportion of stakeholders who believe that the FRA has contributed to developing a human rights culture | <ul style="list-style-type: none"> • At EU level • At National level | 80% 50% |
| | Extent to which FRA's presence on the ground is timely and contributes to national up-to-date expertise | I34 Proportion of stakeholders who believe that FRA's presence on the ground positively impacts the provision of up-to-date expertise on fundamental rights | | 60% |
| | Extent to which FRA activities contribute to strengthen the EU and national fundamental rights infrastructure | I35 Proportion of stakeholders who believe that the FRA has contributed to developing a fundamental rights infrastructure | <ul style="list-style-type: none"> • At EU level • At National level | 80% 50% |

KEY PERFORMANCE INDICATORS FOR THE DIRECTOR

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

| OBJECTIVE | KPI | TARGET |
|---|--|---|
| Work programme fully implemented throughout the year and such implementation is reflected in the Annual Activity Report for such a year | Timely submission of the draft Programming document to the Management Board and to the European Commission | December N-2 January N-1 December N-1 |
| | Percentage of completion of the activities of the AWP/Programming document | 90% |
| | Timely achievement of objectives of the Programming document | 90% |
| | Timely submission of documents foreseen for publication in the AWP/Programming document/Annual activity report and in particular of the (annual) Fundamental Rights Report, in cooperation with the Scientific Committee | 90% |
| Swift, timely and full use of the financial and human resources allocated by the budgetary authorities | Rate (%) of implementation of Commitment Appropriations | > 95% |
| | Rate (%) of cancellation of Payment Appropriations | < 5% |
| | Rate (%) of outturn (Total payments in year N and carry-forwards to Year N+1, as a % of the total EU funding and fee income, where applicable, received in Year N) | > 95% |
| | Rate (%) of payments executed within the legal/contractual deadlines | > 80% |
| Timely implementation in the adequacy and effectiveness of internal control systems | Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable') | 90% |
| | Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31st December) | < 5% of total posts |
| | Positive review of agency publications containing Opinions through the FRA Opinions Committee | 100% |
| | Delivery of positive opinions by the Scientific Committee on agency publications | 100% |
| | Ex-ante and ex-post evaluations of projects are implemented based on the Annual Evaluation plan | 80% |
| Evidence of the level of staff wellbeing | Organisation of satisfaction surveys / engagement surveys within the Agency | 1 every two years |
| | Annual average days of short-term sick leave per staff member | < 8 |

| | | |
|--|---|---|
| | Member of staff complaining under Article 90 (2) SR per 100 staff members | < 5 |
| External presentation of the Agency's activities and effective cooperation with the Agency's external stakeholders | Formal presentations to the European Parliament and Council (incl. its preparatory bodies) | > 4 |
| | Country visits to present the Agency's work | 4 |
| | Number of interviews or mentions of FRA Director in different media outlets | 12 in a year |
| | Cooperation meetings with the Agency's networks and partners including EU institutions, bodies and agencies, National Liaison Officers, international organisations, public bodies competent for human rights in the Member States (incl. NHRIs), and civil society (incl. participants in the Fundamental Rights Platform) | > 200 bilateral meetings > 15 stakeholder meetings at FRA 1 NLO meeting 1 major event (Fundamental Rights Forum) > 6 visits to EU institutions, bodies and agencies |

ANNEX XVI: Procurement plan Year 2024

A. EQUALITY, ROMA AND SOCIAL RIGHTS

A.1 Anti-racism and non-discrimination

A.1.1 EU Survey on immigrants and descendants of immigrants

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 58,000 (1st priority) and EUR 30,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination
 Subject matter of the contracts envisaged: N/A
 Type of contract: N/A
 Type of procurement: N/A
 Indicative number of contracts envisaged: N/A
 Indicative timeframe for launching the procurement procedure: N/A

A.1.2 – EU LGBTI Survey III

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 72,000 (1st priority) and EUR 12,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination
 Subject matter of the contracts envisaged: ICT communication services
 Type of contract: specific contract based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged: 1
 Indicative timeframe for launching the procurement procedure: 4th quarter of the year

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

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

A.1.3 Fundamental rights protection of persons with disabilities living in institutions

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 10,000 (1st priority) and EUR 110,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination
 Subject matter of the contracts envisaged: research
 Type of contract: direct contract
 Type of procurement: service
 Indicative number of contracts envisaged: 1
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

A.1.4 Additional activities in the area of 'Anti-racism and non-discrimination'

The overall budgetary allocation reserved for procurement contracts in 2022 amounts to EUR 27,000 (1st priority) and EUR 25,000 (3rd priority).

Budget line: B03600 Anti-Racism & Non-Discrimination

Subject matter of the contracts envisaged: technical assistance

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

A.2 Social Rights**A.2.1 Ensuring the right to environmental protection**

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 10,000 (1st priority) and EUR 110,000 (3rd priority).

Budget line: B03620 Social Rights

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

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

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

A.2.2 – Towards integrated child protections systems

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 30,000 (3rd priority)

Budget line: B03620 Social Rights

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

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

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

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.2.3 Youth engagement on fundamental rights in the EU – FRA’s Youth Advisory Panel

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 20,000 (1st priority) and EUR 33,000 (3rd priority)

Budget line: B03620 Social Rights

Subject matter of the contracts envisaged: N/A

Type of contract: N/A

Type of procurement: N/A

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

A.2.4 Fundamental Rights in corporate sustainability and due diligence

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 300,000 (1st priority) and EUR 155,000 (3rd priority)

Budget line: B03620 Social Rights

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: 27

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

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: 3rd quarter of the year

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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.2.5 Additional activities under the sector 'Social rights'

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 32,000 (1st priority) and EUR 250,000 (3rd priority)

Budget line: B03620 Social Rights

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

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 3

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

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: 27

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

A.3 Roma inclusion**A.3.1 Roma Survey**

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 2,373,190 (1st priority)

Budget line: B03610 Roma Inclusion

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

A.3.2 Additional activities under the sector 'Roma inclusion'

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 47,680 (1st priority) and EUR 23,000 (3rd priority)

Budget line: B03610 Roma Inclusion

Subject matter of the contracts envisaged: research

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B. JUSTICE, DIGITAL AND MIGRATION**B.1 Justice and Security****B.1.1 Third FRA survey on discrimination and hate crime against Jews**

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 15,000 (1st priority) and EUR 2,000 (3rd priority)

Budget line: B03010 Justice & Security

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

B.1.2 Antisemitism: Annual update of data collection and technical assistance

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 50,000 (1st priority) and EUR 2,000 (3rd priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.1.3 Procedural safeguards in European Arrest Warrant Proceedings

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to 0 (1st priority)

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: N/A

Type of contract: N/A

Type of procurement: N/A

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

B.1.4 Violence against women II: filling the data gap

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 116,000 (1st priority) and EUR 12,000 (3rd priority)

Budget line: B03010 Justice & Security

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

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

B.1.5 The impact of addressing terrorist content online on fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 54,000 (1st priority) and EUR 110,000 (3rd priority).

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

B.1.6 Digitalisation of justice: fundamental rights guidance

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 225,000 (1st priority) and EUR 88,000 (3rd priority).

Budget line: B03010 Justice & Security

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

B.1.7 Handbook on European law relating to access to justice

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 50,000 (1st priority) and EUR 200,000 (3rd priority).

Budget line: B03010 Justice & Security

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.1.8 Additional activities under the sector 'Justice and Security'

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 62,000 (1st priority) and EUR 210,000 (3rd priority).

Budget line: B03010 Justice & Security

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

Subject matter of the contracts envisaged: research

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.2 Data and Digital**B.2.1 Online content moderation – harassment, hate speech and (incitement to) violence against specific groups**

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 0 (1st priority) and EUR 30,000 (1st priority)

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: N/A

Type of contract: N/A

Type of procurement: N/A

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

B.2.2 GDPR – The Experience of Data Protection Authorities

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 10,000 (1st priority) and EUR 0 (3rd priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.2.3 Remote Biometric Identification for law enforcement purposes

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 15,000 (1st priority) and EUR 105,000 (3rd priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: research

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.2.4 Handbook on European law relating to cybercrime and fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 0 (1st priority) and EUR 120,000 (3rd priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: N/A

Type of contract: N/A

Type of procurement:

Indicative number of contracts envisaged: N/A

Indicative timeframe for launching the procurement procedure: N/A

B.2.5 Assessing high-risk artificial intelligence (AI)

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 14,000 (1st priority) and EUR 2,000 (3rd priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: research

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.2.6 Monitoring hate online – reporting trends

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 27,000 (1st priority) and EUR 5,000 (3rd priority).

Budget line: B03000 Data & Digital

Subject matter of the contracts envisaged: research

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

B.2.7 Additional activities under the 'Data and Digital Sector'

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 38,000 (1st priority) and EUR 62,000 (3rd priority).

Budget line: B03000 Data & Digital

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

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

B.3 Migration and Asylum

B.3.1 Tasks assigned to FRA by EU law in the field of asylum, borders, and immigration

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 30,000 (1st priority) and EUR 200,000 (3rd priority).

Budget line: B03020 Migration & Asylum

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: 2nd quarter of the year

B.3.2 Collecting data for EU preparedness and crisis management

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 240,000 (1st priority) and EUR 350,000 (3rd priority).

Budget line: B03020 Migration & Asylum
 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: 12
 Indicative timeframe for launching the procurement procedure: 2nd quarter of the year

B.3.3 Upholding fundamental rights at borders

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 80,000 (1st priority) and EUR 200,000 (3rd priority).

Budget line: B03020 Migration & Asylum
 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: 9
 Indicative timeframe for launching the procurement procedure: 3rd quarter of the year

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: 9
 Indicative timeframe for launching the procurement procedure: 4th quarter of the year

B.3.4 Fundamental rights implications of the Entry/Exit System (EES) and the European Travel Information and Authorisation System (ETIAS)

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 10,000 (1st priority) and EUR 190,000 (3rd priority)

Budget line: B03020 Migration & Asylum
 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

Subject matter of the contracts envisaged: research
 Type of contract: specific contract based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged: 1
 Indicative timeframe for launching the procurement procedure: 4th quarter of the year

B.3.5 Violence and related human rights abuses against women fleeing the war in Ukraine

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 10,000 (1st priority)

Budget line: B03020 Migration & Asylum
 Subject matter of the contracts envisaged: research
 Type of contract: direct contract
 Type of procurement: service
 Indicative number of contracts envisaged: 1

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

B.3.6 Additional activities under the sector 'Migration and Asylum'

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 80,000 (1st priority) and EUR 240,000 (3rd priority)

Budget line: B03020 Migration & Asylum

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 10

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

C. INSTITUTIONAL COOPERATION and NETWORKS

C.1 Human Rights Structures and Mechanisms

C.1.1 EU Fundamental Rights Information System – EFRIS

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 25,000 (1st priority) and EUR 25,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

C.1.2 Supporting national human rights structures

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 60,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

C.1.3 Providing assistance and expertise on the EU Charter of Fundamental Rights

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 130,000 (1st priority) and EUR 130,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

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: 30

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

C.1.4 Participating to the EU Framework to promote, protect and monitor the CRPD

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 5,000 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

C.1.5 Providing technical assistance to national bodies involved in assessing fundamental rights compliance of EU funds

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 40,000 (1st priority) and EUR 60,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

C.1.6 Civic space and national rule of law dialogues

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 120,000 (1st priority) and EUR 65,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

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: 30

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

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 4

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

C.1.7 Rule of law relevant national case law in the area of fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 0 (1st priority) and 300,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: study

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

Type of procurement: service

Indicative number of contracts envisaged: 30

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

C.2 Policy Analysis and Stakeholder Cooperation

C.2.1 Fundamental Rights Platform and cooperation with civil society

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 35,000 (1st priority) and EUR 30,000 (3rd priority)

Budget line: B03700 Human Rights Structures & Mechanisms

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

C.2.2 Cooperation with and advice to EU institutions, Member States and international organisations

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 105,000 (1st priority) and EUR 95,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

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

C.2.3 Bodies of the Agency

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 135,000 (1st priority) and EUR 103,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 3

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year 3rd quarter of the year : 4th quarter of the year

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 2

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year 4th quarter of the year

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 2

Indicative timeframe for launching the procurement procedure: 2nd quarter of the year 4th quarter of the year

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: technical assistance

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

C.2.4 Strategic foresight in the area of fundamental rights

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 15,000 (1st priority) and EUR 205,000 (3rd priority)

Budget line: B03710 Policy Analysis & Stakeholder Cooperation

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

D. COMMUNICATION and EVENTS

D.1 Communicating Rights, Media and Events

D.1.1 Raising awareness and effectively promoting rights

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 185,000 (1st priority) and EUR 110,000 (3rd priority)

Budget line: B03500 Communicating rights - Media & Events

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

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: promotion and communication activities

Type of contract: new Framework Contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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

D.1.2 Fundamental Rights Forum

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 126,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: B03500 Communicating rights - Media & Events

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

D.2 Web, Publishing and Promotion

D.2.1 Annual Reports

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 360,000 (1st priority) and EUR 120,000 (3rd priority)

Budget line: B03510 Web, Publishing & Promotions

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: 30

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

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 5

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

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

D.2.2 Production and dissemination of FRA outputs

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 470,000 (1st priority) and EUR 150,000 (3rd priority)

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: ICT communication services

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

Subject matter of the contracts envisaged: promotion and communication activities

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

Type of procurement: service

Indicative number of contracts envisaged: 3

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

E. Other activities under title III

E.1.1 Performance, Monitoring and Evaluation

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 120,000 (1st priority) and EUR 100,000 (3rd priority)

Budget line: B03800 Performance, Monitoring and Evaluation

Subject matter of the contracts envisaged: evaluation

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

Type of procurement: service

Indicative number of contracts envisaged: 1

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

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

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 0 (1st priority) and EUR 0 (3rd priority)

Budget line: B03800 Performance, Monitoring and Evaluation
 Subject matter of the contracts envisaged: N/A
 Type of contract: Choose an item. N/A
 Type of procurement: N/A
 Indicative number of contracts envisaged: N/A
 Indicative timeframe for launching the procurement procedure: N/A

E.1.3 Exploring operational implications of EU accession to the ECHR for FRA's work

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to EUR 0 (1st priority) and EUR 20,000 (3rd priority)

Budget line: B03800 Performance, Monitoring and Evaluation
 Subject matter of the contracts envisaged: N/A
 Type of contract: N/A
 Type of procurement: N/A
 Indicative number of contracts envisaged: N/A
 Indicative timeframe for launching the procurement procedure: N/A

O. Other activities under title IV

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

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to 0 EUR (1st priority) and EUR 107,143 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office
 Subject matter of the contracts envisaged: N/A
 Type of contract: N/A
 Amount: N/A
 Type of procurement: N/A
 Indicative number of contracts envisaged: N/A
 Indicative timeframe for launching the procurement procedure: N/A

F.1.2 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 – Strengthening the Greek Ombudsman's capacity-building

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to 0 EUR (1st priority) and EUR 84,838 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office
 Subject matter of the contracts envisaged: technical assistance
 Type of contract: direct contract
 Type of procurement: service
 Indicative number of contracts envisaged: 2
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year

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

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to 0 EUR (1st priority) and EUR 187,000 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office
 Subject matter of the contracts envisaged: technical assistance
 Type of contract: specific contract based on an existing framework contract
 Type of procurement: service
 Indicative number of contracts envisaged: 2
 Indicative timeframe for launching the procurement procedure: 1st quarter of the year

Subject matter of the contracts envisaged: research
 Type of contract: direct contract
 Type of procurement: service

Indicative number of contracts envisaged: 1

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

F.1.4 Project level cooperation under the EEA and Norway Grants Financial Mechanism 2014-2021 - Supporting National Human Rights Institutions in monitoring fundamental rights and fundamental rights aspects of the rule of law

The overall budgetary allocation reserved for procurement contracts in 2024 amounts to 0 EUR (1st priority) and EUR 170,000 (3rd priority)

Budget line: B04000 Cooperation with the Financial Mechanism Office

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

Subject matter of the contracts envisaged: study

Type of contract: direct contract

Type of procurement: service

Indicative number of contracts envisaged: 1

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