



ANNUAL WORK PROGRAMME 2009

European Union Agency for Fundamental Rights

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1 Who we are and what we do

Programme Focus

The purpose of the Charter of Fundamental Rights is to strengthen the protection of fundamental rights in the light of changes in society, social progress and scientific and technological developments. In this way the Charter and international human rights standards aim to develop societies in which the potential of all those living together in the 27 EU countries can be more fully realized. The Fundamental Rights Agency was established to help realize these goals. Its multi annual framework addresses pertinent issues in relation to the full realization of inclusive societies and inter alia covers barriers on the grounds of discrimination, lack of access to justice and issues related to the protection of the private sphere.

The FRA will address in 2009 a variety of related fundamental rights including the situation of irregular migrants, Roma, ethnic minorities, and the disabled mentally ill. These will be complemented by cross-cutting activities on legal aid, democratic participation and data protection. In addition, certain horizontal activities of a more general nature will be undertaken. These are aimed at raising awareness of fundamental rights across the board, developing the capacity to embed fundamental rights through education, training and networking with FRA's stakeholders and the broader human rights movement. Taken together they provide a baseline for the Agency to broaden its work more fully into the fundamental rights areas, while signalling its ongoing commitment to tackling racism and xenophobia, and bring added value to the work of the European Union.

Working methods – a new integrated approach

To meet the challenges of promoting and protecting fundamental rights over the short to medium term, FRA's working methods must be efficient, effective and form a seamless line from inception to dissemination to ensure effective implementation and maximise impact. In this light the Agency introduces in this Work Programme a new integrated approach to the planning and implementation of its activities. In short, projects have three main components: (a) research and analysis, (b) communication and awareness raising, and (c) and networking and education. In addition a number of horizontal activities will allow the Agency to cover comprehensively a broad spectrum of fundamental rights issues and respond to needs that might arise during the year.

Stakeholder consultation and feedback are integral parts of the Agency's working methods. In particular, the Agency will coordinate its activities with those of the Council of Europe, in accordance with Article 9 of its Regulation and with the Agreement on cooperation between the Agency and the Council of Europe. In designing, developing and implementing its research and communication activities the Agency takes into account the past and ongoing standard-setting work of the Council of Europe and the outcome of its monitoring, as well as its relevant research and communication work. In addition, the Agency's working methods include multi-annual rolling projects to allow it to address more resource demanding issues.

The Charter of Fundamental Rights and the Multi-annual Framework of the Agency

The Agency situates its work in the wider context of the Charter of Fundamental Rights of the European Union, which is divided into the six chapters of **Dignity; Freedoms; Equality; Solidarity; Citizens' Rights** and **Justice**.

The Agency fulfils its tasks, as defined by its Regulation, by developing specific projects and horizontal activities within the thematic areas of its five-year Multi-annual Framework, which fall broadly under the chapters of the Charter of Fundamental Rights. The thematic areas of the Multi-Annual Framework are of a cross-cutting nature, as they have implications on fundamental rights in different chapters of the Charter. As an illustration, the project on 'Protecting, respecting and promoting the rights of disabled mentally ill persons in the European Union' is placed under the chapter heading 'equality' but its content is cross-cutting with the chapter on 'dignity', in relation to mental integrity, and with the chapter on 'solidarity', in relation to health care. In this regard, chapter headings and projects should not be considered in isolation but as part of an inter-related and inter-dependent whole under the charter. The chapters of the Charter on 'dignity' and 'solidarity' are not explicitly singled out under specific activities in the 2009 Work Programme but their scope is included within the work of various projects.

European Union Charter of Fundamental Rights

Freedoms – Equality – Citizen's Rights – Justice

Thematic areas of the Multi-annual Framework
Asylum, immigration and integration of migrants
Information society and, in particular, respect for private life and protection of personal data
Visa and border control
Racism, xenophobia and related intolerance
Discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds (multiple discrimination)
The rights of the child, including the protection of children
Participation of the citizens of the Union in the Union's democratic functioning
Access to efficient and independent justice
Compensation of victims

According to Article 5 of its Regulation, the Agency may also carry out other tasks at the request of the European Parliament, the Council or the Commission that could be outside these thematic areas.

In accordance with Article 9 of its Regulation and with the Agreement on cooperation between the Agency and the Council of Europe, the Agency will coordinate its activities set out in this Annual Work Programme with those of the Council of Europe. In particular, the Agency bases its work on the past and ongoing standard-setting work of the Council of Europe and the outcome of its monitoring, as well as its relevant research and communication work.

The Agency cooperates with governmental organisations and public bodies competent in the field of fundamental rights in the Member States, including the National Human Rights Institutions, the Equality Bodies, and Ombudsmen institutions. In addition, the Agency cooperates with the Organisation for Security and Cooperation in Europe (OSCE), especially the Office for Democratic Institutions and Human Rights (ODIHR), the United Nations and other international organisations.

In addition to the issues and activities related to the specific thematic areas outlined in the Multi-annual Framework, the Agency also carries out work on fundamental rights in general and undertakes activities which cut across the various thematic areas (transversal and horizontal tasks). These activities relate to research activities, but, primarily, they relate to supporting greater knowledge and a broader awareness of fundamental rights such as human rights education and awareness-raising, and more generally to development related to human rights promotion and protection in the European Union.

2 *Activities for 2009*

In 2009, the Agency will develop its work in the following thematic areas of its Multi-annual Framework, which broadly correspond to four chapters of the European Union Charter of Fundamental Rights (CFR), as outlined below:

The Agency implements projects within one or more years. As the Work Programme is annual, for some projects, one component, for example 'research', may not feature here, since it was carried out under the Annual Work Programme and Budget of previous years. As an illustration, the research component of the project "Good Practice Handbook for preventing and combating ethnic profiling" was completed in 2008, while follow-up communication and networking activities are scheduled to be implemented in 2009. Consequently, it is only these latter activities that feature in this Annual Work Programme, whereas the research component was included in the previous Annual Work Programme.

- Information society and, in particular, respect for private life and protection of personal data; (*CFR Freedoms*)
- Asylum, immigration and integration of migrants; (*CFR Freedoms*)
- Racism, xenophobia and related intolerance; (*CFR Equality*)
- Discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds (multiple discrimination); (*CFR Equality*)
- The rights of the child, including the protection of children; (*CFR Equality*)
- Participation of the citizens of the Union in the Union's democratic functioning; (*CFR Citizens' rights*)
- Access to efficient and independent justice. (*CFR Justice*)

Please note: The projects proposed in the 2009 Draft Annual Work Programme, as a result of input by key stakeholders or because they follow-up to past work, exceed the current financial and human resource capacity of the Agency. Therefore, the MB should select the most significant projects, as appropriate. In order to assist the MB in its selection the operational services have marked projects as '**first priority**' – projects that follow-up to past work, correspond to key EU priorities and are considered essential to complete work in a specific area – and as '**second priority**' – projects which, although essential, could be postponed to next year.

Performance indicators

The Agency has developed performance indicators in order to assess the results of its work. These indicators will allow the Agency to assess the quality, the quantity and, where appropriate, the timeliness of its activities in consideration of the needs of the Agency's stakeholders. These indicators will also constitute a benchmark for future planning and evaluations of the Agency's work. In addition, they will be reassessed in the future.

The Agency will investigate the possible methods to receive feedback on the performance of its work. For example, this could take the form of open access web surveys that target a wide audience, as well as closed access electronic surveys that will be addressed to representatives of specific target groups. The same surveys can be repeated to gauge any developments and trends in responses over time.

2.1 Freedoms

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

2.1.2 Asylum, immigration and integration of migrants

Specific objectives of the MAF Thematic Area

1. Collect and disseminate objective and comparable data;
 2. Contribute to ensuring respect of Fundamental Rights in Community legislation and its implementation;
 3. Promote a Fundamental Rights driven approach to immigration and disseminate this to key stakeholders;
 4. Contribute to the development of effective mechanisms and procedures to secure the rights of Roma and traveller EU citizens regarding free movement;
 5. Raise public awareness regarding the fundamental rights of migrants, asylum seekers and refugees; and
 6. Develop and foster a close working relationship with European Union Institutions, EU Member States, the Council of Europe, other international organisations, civil society and the research community.
- ***“Protecting, respecting and promoting the rights of irregular immigrants in voluntary and involuntary return procedures”***

→ ‘First priority’

The debate surrounding the return of irregular immigrants shows that it is imperative to ensure that any community legislative instruments in this area fully conform to fundamental rights principles. Member States gradually implement existing Community acquis (and in particular the recently agreed “Return Directive”). The FRA will examine existing relevant legislation and practice, in the light of the “Return Directive”, taking into account best practices in the field. Consideration will be given to the 2005 Council of Europe Committee of Ministers guidelines on “forced return”. This project will contribute towards the achievement of specific objectives number 1, 2, 3 and 5.

Research activities

The Agency will examine on the basis of a comparative legal study the existing EU legal framework and the specific legal provisions and practices of the EU Member States, particularly regarding children, in order to identify weaknesses, as well as examples of best practice in this regard and develop a compendium of best practice, thus providing useful guidance to EU Member States for adopting the highest standards of protection of fundamental rights in the development of any future community instrument.

Communication & awareness-raising activities

Print of comparative report and a compendium of best practices in three languages (en, fr, de).

Other communication and awareness raising activities, as necessary.

Networking and educational activities

Preparatory networking activities will be carried out for the project in-house.

Performance indicators

- relevance of the information and the analyses provided; and
- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	€200,000
Communication & awareness-raising	0.6	—	—	0.6	€175,000
Networking and Education	0.3	—	0.3	0.6	—
Total	1.4	0.2	0.3	1.9	€375,000

- ***“The situation of irregular immigrants in the EU”***

- ***‘First priority’***

Various estimates put the rapidly increasing number of irregular immigrants in the European Union to almost 8 million, unequally distributed among Member States. Irregular immigrants are largely invisible to public authorities putting an enormous strain on civil society actors, health care and educational establishments and professionals, as well as local authorities, who work often with limited resources to ensure irregular migrants' fundamental rights, such as access to health care, education and training, fair working conditions, and housing. In order to support the Community and its Member States in their efforts to develop coherent and effective policies addressing irregular immigrants, while respecting their fundamental rights, the Agency will develop a project in order to enhance our understanding of the phenomenon and to identify key issues paying particular attention to the situation of irregular migrant women and children. The Agency will take into account relevant work by the European Commission, and will coordinate this work with the European Migration Network (EMN). This project will contribute towards the achievement of specific objectives number 1, 5 and 6.

Research activities (rolling programme over two years)

The Agency will develop a comprehensive comparative study of the fundamental rights situation of irregular immigrants focusing particularly on the areas of health, education, housing and employment and with a special emphasis on the situation of irregular migrant women and children. The study will be based on data and information from official and unofficial sources, as well as academic research, and will collect best practice examples for the areas mentioned above.

Budget: €600,000 over three years

Communication & awareness-raising activities

No activities planned for 2009.

Networking and educational activities

The FRA will organise an expert meeting of selected key stakeholders including, representatives from migrant and asylum organisations at the national and European level, experts and international organisations to discuss the Agency's strategy, provide input into the projects, examine policy options, links to the work of existing networks (such as the NHRIs project on migration) and a rolling 3 year programme incorporating communication and awareness-raising activities.

FRA will examine with the NHRI network the synergies between their work on migration issues by hosting a meeting of NHRIs involved in the migration project as well as including NHRIs in the stakeholder consultations and discussions on FRA's migration related projects.

Performance indicators

- relevance of the data collected and the analyses provided;
- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience; and
- participation rate in expert meeting.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	€200,000
Communication & awareness-raising	—	—	—	—	—
Networking and Education	—	—	0.3	0.3	€20,000
Total	0.5	0.2	0.3	1.0	€220,000

- ***“Respecting and promoting the right to freedom of movement for Roma EU citizens”***
→ *‘First priority’*

Responding to concerns over the respect of the right of EU citizen's with Roma ethnic origin to freedom of movement in the EU the FRA published in July 2008 a report on the incidents concerning Roma in Ponticelli, Naples. In 2008 the FRA together with the office of the OSCE's High Commissioner for National Minorities and the Office of the Council of Europe's Commissioner for Human Rights initiated a common project consisting of a programme of activities related to Roma migration and freedom of movement issues. The FRA project examined the recent movements of Roma populations within the European Union analysing push and pull factors, the social situation of the Roma with a particular emphasis on the situation of children, and how authorities have been able to deal with the issue, for example through integration measures and other positive initiatives. In addition, the project examined issues related to access to justice and respect of the fundamental rights of Roma as citizens of the European Union. This project will contribute towards the achievement of specific objectives number 4 and 6.

Research activities

2008 Work Programme and Budget.

Communication & awareness-raising activities

Print summary comparative report, including 5 Case Studies, in EN, and in DE and FR depending on the overall outcome of the project exercise.

Communication and awareness raising activities, as necessary.

Networking and educational activities

In 2009, the three organisations (FRA, CoE and OSCE) will hold supporting events to the publication of their respective studies to disseminate results.

Performance indicators

- relevance of the data collected and the analyses provided;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- relevance to the subject of the supporting event, based on the participants' feedback;
- relevance to the subject of the meetings and activities, based on the participants' feedback;
- participation rate in the supporting events; and
- number of journalists participating in the supporting events.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	—
Communication & awareness-raising	0.3	—	—	0.3	€50,000
Networking and Education	0.5	—	0.5	1.0	€50,000
Total	1.3	0.2	0.5	2.0	€100,000

Asylum, immigration and integration of migrants	Priority	Budget
Protecting, respecting and promoting the rights of irregular immigrants in voluntary and involuntary return procedures	First	€375,000
The situation of irregular migrants in the EU	First	€220,000
Respecting and promoting the right to freedom of movement for Roma EU citizens	First	€100,000
Total 'First' priority		€695,000
Total 'Second' priority		€0

2.2 Equality

2.2.1 Racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance

Specific objectives of the MAF Thematic Area

1. Collect and disseminate objective and comparable data;
 2. Mapping of existing initiatives;
 3. Promote dialogue of potential target groups with the Community and its Member States; and
 4. Raise public awareness regarding the fundamental rights of specific target groups.
- ***“Reporting on the situation concerning racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance”***

The Agency collects information and data on racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance through its Racism and Xenophobia Information Network (RAXEN), which also provides an overview of policies and initiatives promoting equality and diversity in Member States. The deliverables resulting from this work constitute the background material for a comparative analysis of the situation concerning racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance, which will be presented in the Agency’s Annual Report and on its online documentation resources. The most significant information will also feed into the FRA’s Bulletin. This project will contribute towards the achievement of specific objectives number 1, 2 and 4.

Research activities

→ ‘First priority’

In response to the request of the President of the European Parliament in August 2008, the Agency will develop during 2009 a comparative report on the situation concerning ethnic and racial discrimination in the European Union updating its 2007 ‘Racism Report’.

As follow up to its 2004 report on anti-Semitism, the Agency will continue to publish an annual update with the latest available data and information.

Communication & awareness-raising activities

No activities foreseen in 2009.

Networking and educational activities

RAXEN NFPs will meet in Vienna to discuss issues related to their reporting tasks.

Performance indicators

- relevance of the data collected and the analyses provided;
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience; and
- stakeholders’ perception of the Agency’s work.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	1.0	1.0	—	2.0	€ 500,000
Communication & awareness-raising	—	—	—	—	—
Networking and Education	—	—	—	—	€50,000
Total	1.0	1.0	—	2.0	€550,000

- **Human Rights Education – lessons from the Holocaust**

- 'First priority'

The Agency will move to the next phase of its educational training project with Yad Vashem bringing together trainers and educationalists to test educational material developed by both organisations. This activity will take into account results from the 2008 project on Holocaust education and the extensive work carried out by the Council of Europe and the Education working group of the Task Force for international cooperation on Holocaust Education, remembrance and research. This project will contribute towards the achievement of specific objectives number 3 and 4.

Research activities

No activities foreseen in 2009

Communication & awareness-raising activities

No activities foreseen in 2009

Networking and educational activities

Meeting and activities with trainers and educationalists testing the educational kit developed by the FRA and Yad Vashem.

Performance indicators

- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- relevance to the subject of the meetings and activities, based on the participants' feedback; and
- participation rate in meetings and activities with trainers and educationalists.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	—

Communication & awareness-raising	—	—	—	—	—
Networking and Education	0.3	0.2	—	0.5	€40,000
Total	0.8	0.4	—	1.2	€40,000

2.2.2 Discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds

Specific objectives of the MAF Thematic Area

1. Collect and disseminate objective and comparable data;
 2. Mapping of the existing initiatives;
 3. Promote dialogue of potential target groups with the Community and its Member States; and
 4. Raise public awareness regarding the fundamental rights of specific target groups.
- ***“Protecting, respecting and promoting the rights of disabled mentally ill persons in the European Union”***
→ ***‘First priority’***

Mental health is crucial to the overall well-being of individuals, societies and countries. The magnitude, suffering and burden in terms of disability and costs for individuals, families and societies are staggering. Stigma and prejudice contribute to the fundamental abuse of human rights that sadly continue to be seen in some of the outdated large psychiatric institutions and social care homes in some Member States. The issue of mental health raises important human rights concerns regarding the legal powers for compulsory admission of those considered dangerous either to themselves or others, though the use of such powers has become relatively rare in most countries. Various legal safeguards on compulsory treatment exist in EU Member States and NGOs have for a long time campaigned in many countries against compulsory treatment schemes.

Inequitable access to mental health care for some disadvantaged groups is another concern for many EU Member States facing considerable challenges in addressing geographical and social inequalities of distribution and access to care. A number of special groups have also been identified as of particular concern: children, the very old, homeless, prisoners, ethnic minorities and migrants.

The protection and promotion of good mental health are high on the agenda of the European Union, which is considering a strategy on mental health, as well as of the Council of Europe. Following a large-scale consultation on a Commission Green Paper “Promoting the mental health of the population – Towards a strategy on mental health for the EU”, issued in October 2005, a EU high level conference launched the European Pact for Mental Health and Well-being on 13 June 2008. It is designed to act as a framework for exchange and co-operation between Members States, stakeholders in the relevant sectors, and the research community in order to help addressing common challenges and tackling health inequalities. Within the framework of the Council of Europe, Recommendation (2004)10 of the Committee of Ministers to

member states concerning the Protection of Human Rights and Dignity of Persons with Mental Disorder, as well as various recommendations and guidelines of the Committee on the Rehabilitation and Integration of People with Disabilities (Partial Agreement – CD-P-RR) to promote community living for children with disabilities and de-institutionalisation as well as to help families to take care of their disabled child at home, have been adopted. Furthermore, the Steering Committee on Bioethics (CDBI) is considering the possibility of drawing up an Additional Protocol to the Convention on Human Rights and Biomedicine concerning the protection of the fundamental rights and dignity of persons with mental disorders. This project will contribute towards the achievement of specific objectives number 1 and 2.

Research activities (rolling programme over two years)

In 2009, the Agency will develop a legal study to examine existing legal and other instruments, policies, measures and practices for the protection, promotion and respect of the rights of disabled mentally ill persons focusing particularly on whether or to which extent mentally ill people are considered legally disabled, and therefore benefit from the prohibition of discrimination. In 2010, the Agency plans to develop a sociological study of the situation of the mentally ill across the EU, bringing together data and information from official and unofficial sources, as well as academic research.

Budget: €500,000 over two years

Communication & awareness-raising activities

No activities foreseen in 2009.

Networking and educational activities

Preparatory networking activities will be carried out for the project in-house.

Performance indicators

- relevance of the data collected and the analyses provided;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups; and
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	€200,000
Communication & awareness-raising	—	—	—	—	—
Networking and Education	0.1	—	—	0.1	€25,000
Total	0.6	0.2	—	0.8	€225,000

- **“Multiple and intersectional discrimination on grounds of gender, age and ethnic origin in the EU Member States”**
→ ‘First priority’

Multiple discrimination occurs when an individual is subjected to discrimination on more than one ground, while intersectional discrimination occurs when discrimination involves more than one ground, but the grounds interact with each other in such a way that they are inseparable. The Race Equality Directive refers to multiple discrimination, noting, as an illustration, that women are often victims of multiple discrimination. The experience of discrimination faced by Europe’s women, ethnic minorities, and older people, among other disadvantaged groups, is well recognised. However, while academic theoretical research on multiple and intersectional discrimination is growing as a field for research, primary and evidential data collection on the intersection and cross-cutting themes of discrimination is under-developed. Where more than two elements of discrimination are being explored it is usually with regard to women and ethnic minorities, and most often in the field of employment. However, what is less well recognised is the significant intersection of age, ethnic origin and gender dimensions, and the combined impact of ageism, sexism and racism particularly in the areas of employment and health. In order fully to understand the multiple dimensions of this phenomenon and consider appropriate responses in terms of legislation, policy and practice, the FRA will develop a major research project with a quantitative and qualitative dimension that will span over three years. The scope of the project might be extended over this three-year period to include: multiple discrimination against young people, additional combinations of grounds of discrimination such as race and religion or disability and sexual orientation, and areas such as access to housing, social security, education, goods and services. This project will contribute towards the achievement of specific objectives number 2 and 3.

Budget: €600,000 over three years

Research activities

The project will be initiated in 2009 with work in-house in order to develop appropriate, innovative and robust methodological approaches for its research work in 2010.

Communication & awareness-raising activities

No activities foreseen in 2009

Networking and educational activities

The FRA will initiate the project in 2009 by organising meetings with selected key stakeholders from EU institutions, Member States, civil society and the Council of Europe to feed into the development of its projects and related FRA opinions. This is expected to contribute to promoting a better understanding among public institutions and service provider organisations of their role in addressing specific grounds of discrimination and multiple discrimination.

Performance indicators

- relevance of the information gathered and the analyses provided;
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- relevance to the subject of the meetings, based on the participants’ feedback; and
- participation rate in the meetings with selected key stakeholders.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	—
Communication & awareness-raising	—	—	—	—	—
Networking and Education	—	—	—	—	€50,000
Total	0.5	0.2	—	0.7	€50,000

- **“The situation regarding racism in sport in the European Union and positive initiatives to combat it.”**
→ ‘First priority’

The project aims to collect the available data and information concerning the phenomenon of racism in and around sport events and activities, as well as good practices combating it across the European Union. The material collected will be analysed comparatively with a view to develop a comprehensive report, relevant educational and awareness-raising material and dissemination activities (e.g. conference). In order to avoid duplication and ensure added value the project will engage actively with selected key stakeholders at EU and national level and especially with the Council of Europe. In particular, the project will take into account ECRI's General Policy Recommendation no. 12 on combating racism and racial discrimination in the field of sport, the Council of Europe Recommendation (2001)6 of the Committee of Ministers to member states “On the prevention of racism, xenophobia and racial intolerance in sport” and the European Convention on Spectator Violence and Misbehaviour at Sports Events and in particular at Football Matches CETS No.120. This project will contribute towards the achievement of specific objectives number 4.

Research activities

2008 Work Programme and Budget

Communication & awareness-raising activities

Print of comparative report and of a compendium of Best Practices in three languages (en, fr, de)

Networking and educational activities

FRA will follow up its activities in 2008 related to equality and sport (Racism in sport project, football and racism seminar and events) by hosting meetings of its stakeholders to examine ways to use the results of its 2008 study and activities to maintain the momentum and prepare a programme of activities for the 2010 World Cup and EURO 2012. In addition, in order to examine the possibility of supporting the establishment of a players group and organisations to address issues specific to the European Union and engage in communication and networking activities with the Agency.

Performance indicators

- relevance of the data collected and the analyses provided;
- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience;

- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- relevance to the subject of the meetings, based on the participants' feedback; and
- participation rate in meetings with stakeholders.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	—
Communication & awareness-raising	0.4	—	—	0.4	€86,000
Networking and Education	0.1	0.1	—	0.2	€35,000
Total	1.0	0.3	—	1.3	€121,000

- **“The housing situation of Roma and Travellers in the EU”**
→ ‘First priority’

The Agency initiated a research project in 2008 on the housing situation of Roma and Travellers. Following the completion of the project in 2009 communication and networking activities will be carried out to disseminate the results. This project will contribute towards the achievement of specific objectives number 1 and 4.

Research activities

2008 Work Programme and Budget.

Communication & awareness-raising activities

Print of comparative report, of 6 Case Studies and of a “Data in Focus” Report in three languages (en, fr, de) and of a summary for a broader public in selected official languages of the EU.

Networking and educational activities

Activities related to this project are covered by other horizontal and project related networking activities regarding Roma.

Performance indicators

- relevance of the data collected and the analyses provided;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups; and
- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	—
Communication & awareness-raising	0.6	—	—	0.6	€137,500
Networking and Education	—	—	—	—	—
Total	1.1	0.2	—	1.3	€137,500

- **"Good Practice Handbook for preventing and combating ethnic profiling"**
→ 'First priority'

In 2008 the FRA conducted research on the theme of ethnic profiling with respect to different areas of law enforcement, immigration, customs and border control. The research was based on primary and secondary data collection. Interviews took place with key stakeholders – ministries, law enforcement agencies etc. – on current practices and identification of any 'good practices' in the area of recognition of and appropriate responses to profiling. The Good Practices Handbook, which will be published in 2009, aims at supporting officials, as well as others active in this field, to prevent and actively combat ethnic profiling. It will include examples of good practices from a range of sources, and suggest models for effective intervention to recognise identify and prevent illegitimate profiling practices. This project will contribute towards the achievement of specific objectives number 3 and 4.

Research activities

2007 Work Programme and Budget.

Communication & awareness-raising activities

Print the 'Ethnic Profiling: Good Practices Handbook' in three languages (en, fr, de)

Other communication and awareness raising activities, as necessary.

Networking and educational activities

The FRA will organise an expert meeting with selected key stakeholders from EU institutions, Member States, civil society and relevant international organisations to discuss the Ethnic Profiling Good Practices Handbook and EU-MIDIS findings on minorities' experiences of police stops, which will serve to contextualise the experience of profiling and responses to it with respect to practices across the EU.

In addition, FRA will establish a network of organisations and experts competent on data protection issues to support the work of the Agency related to data protection and give feedback on its activities in this area.

Finally, based on the outcome of this study, and building on the results of the 2007 Ethnic Profiling Good Practices project, the Agency will develop training material for law enforcement officers in cooperation with the EU Agencies CEPOL and FRONTEX.

Performance indicators

- relevance of the data collected and the analyses provided;

- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- relevance to the subject of the expert meeting, based on the participants' feedback; and
- participation rate in expert meeting with selected key stakeholders.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.3	0.2	—	0.5	—
Communication & awareness-raising	0.3	—	—	0.3	€55,000
Networking and Education	0.5	0.2	—	0.7	€20,000
Total	1.1	0.4	—	1.5	€75,000

- **“Engaging with Roma women”**
→ ‘First priority’

The Agency will continue its work with the International Roma Women Network (IRWN), a grassroots 200 member network of Roma women activists, which came into being after an extensive research project, carried out jointly by the OSCE High Commissioner on National Minorities, EUMC and the Council of Europe on the access of Romani women to public health care. This project will contribute towards the achievement of specific objectives number 4.

Research activities

No research activities foreseen in 2009.

Communication & awareness-raising activities

No communication & awareness-raising activities foreseen in 2009.

Networking and educational activities

Following up to past networking activities, the FRA will organise a meeting with its IGO partners (Council of Europe and OSCE) in relation to strengthening Roma and Traveller Women networks particularly on issues related to health and social life.

Performance indicators

- participation rate in the meeting with the IGO partners; and
- relevance to the subject of the meeting, based on the participants' feedback.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	—	—	—	—	—
Communication & awareness-raising	—	—	—	—	—
Networking and Education	—	—	—	—	€25,000
Total	—	—	—	—	€25,000

- **“EU-MIDIS: European Union Minorities and Discrimination Survey”**
→ ‘First priority’

This project was developed to address the lack of reliable and comparable criminal justice data on racist crime in the EU, which is due to the different, and in many cases non-existent, data collection systems in the EU Member States. Based on a 2005 feasibility study the Agency after consultation with experts carried out during 2006/2007 a pilot project in order to develop cost effective tools and appropriate scientific methodologies for the collection of comparable quantitative data on experiences of racist discrimination, racist and general crime and other issues. Following up on this pilot project, the Agency launched in late 2007 and completed in 2008 a full scale survey on discrimination and victimisation across the EU examining the experiences and attitudes of immigrants and other minorities. This project will contribute towards the achievement of specific objectives number 1 and 4.

Research activities

2008 Work Programme and Budget.

Communication & awareness-raising activities

Print of survey results report and of three “Data in Focus” Reports in three languages (en, fr, de) and of a summary for a broader public in all official languages of the EU. In addition a CD-ROM containing multiple reports, information and data and an online database in SPSS compatible format will be produced.

Networking and educational activities

Presentation of the results of the EU-MIDIS survey in the context of an event in cooperation with the EU Presidency.

Performance indicators

- relevance of the data collected and the analyses provided;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- number of journalists participating in the event in cooperation with the EU presidency; and
- number and extent of press reports and articles.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	1.5	0.2	—	1.7	—
Communication & awareness-raising	0.8	—	—	0.8	€234,000
Networking and Education	—	—	—	—	€50,000
Total	2.3	0.2	—	2.5	€284,000

- **“Pilot Media Project”**
→ ‘First priority’

The pilot media project constitutes another effort to improve data comparability. Based on a 2006/2007 feasibility study and consultation with experts the Agency completed this project in 2008. The pilot analysed how migrants and minorities are represented in a sample of print media in selected Member States and examined how issues of diversity are treated with a view to develop innovative methodologies and training material for journalists. This project will contribute towards the achievement of specific objectives number 1 and 4.

Research activities

2007 Work Programme and Budget.

Communication & awareness-raising activities

Print training material in three languages (en, fr, de).

Networking and educational activities

Preparatory networking activities will be carried out for the project in-house.

Performance indicators

- relevance of the data collected and the analyses provided; and
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.3	0.2	—	0.5	—
Communication & awareness-raising	0.3	—	—	0.3	€31,700

Networking and Education	—	—	—	—	—
Total	0.6	0.2	—	0.8	€31,700

- **“Co-operation with Equal Treatment Public Bodies”**

- **‘First priority’**

All of the projects undertaken under the Equality thematic area may fall within the ambit of the work of the Equal Treatment Bodies. The Agency requires close cooperation and feedback from the Equal Treatment Bodies to ensure that the work it is undertaking is relevant and can be adapted for national level purposes. The Agency requires close cooperation to identify upcoming issues and ensure that the Agency remains attune to developments at the national level. In addition, the Agency’s European level focus provides a good opportunity for synergy and complementary work with the national level bodies. This project will contribute towards the achievement of specific objective number 3.

Research activities

No activities foreseen in 2009.

Communication & awareness-raising activities

No activities foreseen in 2009.

Networking and educational activities

The Agency shall organise a meeting with the public body or bodies responsible for Equal Treatment in the Member States to examine modalities of cooperation in general and within specific projects, to provide input into the Agency’s work programme, to provide feedback on the work of the Agency and to identify areas of common activities.

Performance indicators

- participation rate in the meeting with Equal Treatment Public Bodies; and
- relevance to the subject of the meeting, based on the participants’ feedback.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	—	—	—	—	—
Communication & awareness-raising	—	—	—	—	—
Networking and Education	0.2	0.2	—	0.4	€40,000
Total	0.2	0.2	—	0.4	€40,000

- **“Racism and social marginalisation: potential pathways to violent radicalisation”**
→ ‘First priority’

This project was launched in late 2007 to explore, using quantitative survey research focusing on youth in selected Member States, the relationship between racist discrimination and abuse, social marginalisation, and the development of attitudes and support for the use of violence and criminal activities. The project follows on from qualitative, interview-based research commissioned by DG JLS on the study on violent radicalisation. The FRA project sets out to address some of the current gaps with respect to the interrelated themes of youth experiences of racism and discrimination; marginalisation, social exclusion and alienation; attitudes supporting the use of violence.

As the research is based on a standardised survey applied in different schools in three Member States the findings will produce directly comparable results. This project will contribute towards the achievement of specific objectives number 3 and 4.

Research activities

2007 Work Programme and Budget.

Communication & awareness-raising activities

Print of comparative report in three languages (en, fr, de) and development of an online database in SPSS compatible format.

Networking and educational activities

The Agency shall organise a meeting with key stakeholders including the European Commission, Member States, members of the Local Communities Network and civil society to discuss the results of the project and the next steps for action.

Performance indicators

- relevance of the data collected and the analyses provided;
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- relevance to the subject of the meeting, based on the participants’ feedback; and
- participation rate in the meeting with key stakeholders.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.3	0.2	—	0.5	€ 5,000
Communication & awareness-raising	0.4	—	—	0.4	€ 65,000
Networking and Education	0.1	0.1	—	0.2	€35,000
Total	0.8	0.3	—	1.1	€105,000

- **“Media Diversity Toolkit”**

- **‘First priority’**

The Agency is now in the process of establishing itself as an important actor in the media diversity field. The relative success of the Media Diversity toolkit and the first training programme for journalists in association with the European Broadcasting Union (EBU) has further consolidated the position of the Agency in the field and as a partner of the EBU. The training programme continues to be developed and the Agency is now reaching out to a wider range of media organisations, which is particularly important as new media begins to play a more important role in general. This activity will ensure that the Agency continues to develop the toolkit and rolls it out in 2009. This project will contribute towards the achievement of specific objective number 4.

Research activities

No activities foreseen in 2009

Communication and awareness raising activities & Networking and educational activities

The Agency will continue to develop its training programme with the European Broadcasting Union on training journalists on issues related to diversity. The Agency’s Diversity Toolkit will be translated into a variety of languages further increasing the potential to engage with a wider range of media in 2009. In addition, the Agency will examine the options for broadening the toolkit into other areas related to discrimination and diversity.

Performance indicators

- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- relevance to the subject of the training programme, based on the participants’ feedback; and
- participation rate in the training programme in cooperation with EBU.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	—	—	—	—	—
Communication & awareness-raising	—	—	—	—	€30,000
Networking and Education	—	—	—	—	—
Total	—	—	—	—	€30,000

2.2.3 The rights of the child, including the protection of children

Specific objectives of the MAF Thematic Area

1. Collect and disseminate objective and comparable data; and
2. To communicate effectively to stakeholders the indicators developed by the Agency.

- ***“Indicators for the implementation, protection, respect and promotion of the rights of the child”***
→ ***‘First priority’***

This project was launched in late 2007 and its research component completed in 2008. The final report identifies indicators for the rights of the child through research involving a detailed literature survey, an intensive structured consultation process with key stakeholders and experts, as well as a study of existing secondary data at national and EU level. This project will contribute towards the achievement of specific objectives number 1 and 2.

Research activities

2007 Work Programme and Budget.

Communication & awareness-raising activities

Print of comparative report in three languages (en, fr, de).

Networking and educational activities

The Agency shall organise follow-up meetings with key stakeholders to discuss the proposed indicators and the next steps for action.

Performance indicators

- relevance of the data collected and the analyses provided;
- number of downloads from the Agency’s website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- relevance to the subject of the follow-up meetings, based on the participants’ feedback; and
- participation rate in follow-up meetings with key stakeholders.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	—
Communication & awareness-raising	0.5	—	—	0.5	€50,000
Networking and Education	0.2	0.1	—	0.3	€20,000
Total	1.2	0.3	—	1.5	€70,000

Financial Resources by Area of Activity	Priority	Budget
Racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance		
Reporting on the situation concerning racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance	First	€ 550,000
Human Rights Education – lessons from the Holocaust	First	€ 40,000
Total 'First' priority		€590,000
Total 'Second' priority		€0
Discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds		
Protecting, respecting and promoting the rights of disabled mentally ill persons in the European Union	First	€225,000
Multiple and intersectional discrimination on grounds of gender, age and ethnic origin in the EU Member States	First	€50,000
The situation regarding racism in sport in the European Union and positive initiatives to combat it	First	€121,000
The housing situation of Roma and Travellers in the EU	First	€137,500
Good Practice Handbook for preventing and combating ethnic profiling	First	€75,000
Engaging with Roma women	First	€25,000
EU-MIDIS: European Union Minorities and Discrimination Survey	First	€284,000
Pilot Media Project	First	€31,700
Co-operation with Equal Treatment Public Bodies	First	€40,000
Racism and social marginalisation: potential pathways to violent radicalisation	First	€105,000
Media Diversity Toolkit	First	€30,000
Total 'First' priority		€1,124,200
Total 'Second' priority		€0
The rights of the child, including the protection of children		
Indicators for the implementation, protection, respect and promotion of the rights of the child	First	€70,000
Total 'First' priority		€70,000
Total 'Second' priority		€0

2.3 Citizens' Rights

2.3.1 Participation of the citizens of the Union in the Union's democratic functioning

Specific objectives of the MAF Thematic Area

1. Collect and disseminate objective and comparable data;
2. Promote participation in democratic processes; and
3. Empowerment of target groups such as elderly persons, persons with disabilities, the homeless, the illiterate.

- ***"Mapping the resource capacity of human rights NGOs across the EU"***
→ *'First priority'*

Civil society plays a key role in the democratic functioning of the European Union and its Member States. Human rights NGOs active in the defence and promotion of human rights through their advocacy or research work are key actors in the field. As "non-governmental" these civil society organisations depend upon a variety of sources for their funding, which is often not adequate for their work. This study follows up on a 2008 project that investigated the capacity of human rights public bodies in order to develop a better picture of the resource capacity of human rights NGOs across the European Union. The study will take into account Council of Europe Committee of Ministers' Recommendation (2007) 14 on the legal status of non-governmental organisations in Europe. This project will contribute towards the achievement of specific objectives number 1 and 3.

Research activities

The Agency will use in-house resources to develop a short comparative study mapping the resource capacity of NGOs across the European Union. The resulting data and information will be used as input to the Agency's InfoPortal.

Communication & awareness-raising activities

Online information available on the Agency's InfoPortal using in house resources

Networking and educational activities

Preparatory networking activities will be carried out for the project in-house.

Performance indicators

- relevance of the data collected and the analyses provided; and
- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.3	0.2	—	0.5	—

Communication & awareness-raising	—	—	—	—	—
Networking and Education	—	—	—	—	—
Total	0.3	0.2	—	0.5	—

- **“Accessing the right to vote: problems and solutions for vulnerable categories of voters, including the homeless, the illiterate, members of minorities, and persons with disabilities”**

→ ‘Third priority’

The right to vote is a cornerstone of democracy. All EU citizens have the right to vote and to stand as a candidate at elections to the European Parliament and municipal elections in the Member State where they are residing. In anticipation of the June 2009 elections to the European Parliament, particular attention should be paid to the obstacles which remain to the effective exercise of this right for especially vulnerable categories of voters, and to the best practices which the EU Member States have put in place in order to overcome such obstacles.

Accessing the right to vote has another dimension regarding municipal elections, as participation in local elections can have a strong positive impact on the integration of immigrants. The participation of immigrants in the democratic process, particularly at the local level, which most directly affects their daily life, enhances their role as residents and as participants in society. Political rights can be a powerful tool in developing a sense of belonging, building confidence and civic responsibility. The 1992 Council of Europe Convention on the Participation of Foreigners in Public Life at Local Level sets important standards in this field. This project will contribute towards the achievement of specific objectives number 1, 2 and 3.

Research activities

The Agency will carry out a comparative study to examine legal measures facilitating the right to vote for vulnerable categories of voters and legal developments regarding the “civic citizenship” of third country nationals including the conditions under which they are currently allowed to vote in municipal elections in some Member States.

Communication & awareness-raising activities

No activities foreseen in 2009.

Networking and educational activities

The FRA will organise meetings with selected key stakeholders from EU institutions, Member States and the Council of Europe to discuss preparation of the study and a programme of work. The networking activities are also expected to contribute to sharing of good practice. The meetings will include FRA’s network of cities and regions. They provide FRA with a knowledge base on issues related to active citizenship and democratic participation at the local level. As part of its networking activities FRA will further develop its network of cities and regions with a view to examining ways and methods to improve civic participation in the democratic institutions at the local, national and European level.

Performance indicators

- relevance of the data collected and the analyses provided;

- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- relevance to the subject of the meetings with key stakeholders, based on the participants' feedback; and
- participation rate in the meetings with key stakeholders.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	—	—	—	—	€200,000
Communication & awareness-raising	—	—	—	—	—
Networking and Education	—	—	—	—	€75,000
Total	—	—	—	—	€275,000

Financial Resources by Area of Activity	Priority	Budget
Participation of the citizens of the Union in the Union's democratic functioning		
Mapping the resource capacity of human rights NGOs across the EU	First	€ 0
Accessing the right to vote: problems and solutions for vulnerable categories of voters, including the homeless, the illiterate, members of minorities, and persons with disabilities	Third	€ 275,000
Total 'First' priority		€0
Total 'Third' priority		€275,000

2.4 Justice

2.4.1 Access to efficient and independent justice

Specific objectives of the MAF Thematic Area

1. Collect and disseminate objective and comparable data; and
2. Promote access to efficient and independent justice for all.

- ***“Accessing efficient and independent justice”***

→ ***‘First priority***

Following on from the 2008 expert meeting on ‘access to justice’, which brought together judges, lawyers, magistrates and representatives from the European Commission and the Council of Europe working in the fields of criminal, civil and administrative law, the Agency will carry out a two year study on ‘access to justice’ in the area of legal aid. The project will be developed, in consideration of the work of the Council of Europe, as a two part project.

The background for the study is the Legal Aid Directive (2003), which provides for access to pre-litigation advice, legal assistance and representation in court. Member States should ensure exemption of costs or assistance with cost proceedings, including costs related to the cross border nature of any case. Under relevant Council of Europe recommendations, this assistance should be of high quality and efficient. It should aim at ensuring fully the rights of defence as defined by the European Convention of Human Rights and the European Court of Human Rights case law.

This project will contribute towards the achievement of specific objectives number 1 and 2.

Research activities

The project will have two components: Alongside a ‘justice-centred’ or ‘rights-centred’ approach to access to justice, the project will also utilise a ‘people-centred’ and ‘service-centred’ approach to look at people’s experiences of access to justice.

In 2009: The first component will consist of a ‘mapping exercise’ with respect to existing legislation and procedures that are in place in Member States. It will serve to highlight gaps in access to justice with respect to all forms of discrimination and civil procedures. The project will draw on established minimum standards for legal aid, which have been drawn up by the Commission and the Council of Europe, to explore the actual take-up of procedures that are available to citizens as well as matters relating to the organisation, status, ethics, rights and obligations of the legal profession with respect to legal aid.

In 2010 the second component will consist of a sociological investigation looking firstly at complainants’ experiences of access to justice addressing the efficiency and equitability of ‘access to justice’ as a process, its outcomes and the services provided, and secondly at the institutional cultures of ‘access to justice’ and allocation of legal aid.

Budget: €400,000 over two years

Communication & awareness-raising activities

No communication and awareness raising activities are foreseen for 2009.

Networking and educational activities

The FRA will organise an expert group meeting to provide input to the access to justice project. In parallel, the project will explore communication, awareness-raising and human rights education options to target groups that are particularly affected by limited access to justice.

Performance indicators

- relevance of the data collected and the analyses provided; and
- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience.

Financial and human resources allocated to the project

	Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
Research	0.5	0.2	—	0.7	€200,000
Communication & awareness-raising	—	—	—	—	—
Networking and Education	0.3	0.1	—	0.4	€45,000
Total	0.8	0.3	—	1.1	€245,000

Access to efficient and independent justice	Priority	Budget
Accessing efficient and independent justice	First	€245,000
Total 'First' priority		€245,000
Total 'Second' priority		€0

3 *Horizontal activities covering all MAF areas*

Specific objectives

1. Collect and disseminate objective and comparable data;
2. Contribute to ensuring respect of Fundamental Rights in Community legislation and its implementation;
3. Promote a Fundamental Rights driven approach to EU and National policy makers;
4. Develop common indicators and standards in the field of Fundamental Rights;
5. Raise public awareness regarding the fundamental rights; and
6. To develop and foster a close working relationship with European Union Institutions, EU Member States the Council of Europe, other international organisations, civil society and the research community.

3.1 Networking and stakeholder cooperation

The Agency aims to position itself centrally among its key stakeholders to facilitate a stronger and more focused European dialogue on fundamental rights through networking activities, human rights education and development. In this context the FRA works closely together with the European Commission and the Council of Europe, particularly in developing joint activities and projects.

Existing and potential networks include inter alia the Fundamental Rights Platform, the Agency's National Liaison Officers, the National Human Rights Institutions, the Equality Bodies, Ombudsmen institutions and the Local Communities Network (LCN).

Through the Fundamental Rights Platform, the Agency cooperates with civil society as a means to strengthen the effectiveness of its work, to complement the Agency's expertise and experience and to provide a channel for suggestions and feedback with regard to its activities and products. The Agency cooperates with inter-governmental organisations in particular the Council of Europe, the OSCE and the United Nations. The Agency has established an inter-agency network to exchange and share information, avoid duplication and to reinforce action in common areas.

The FRA is particularly sensitive regarding the issue of accessibility for people with disabilities to its activities and takes the necessary steps to ensure that such individuals or groups are treated equally and facilitated access.

Meetings with the National Liaison Officers €80,000

Fundamental Rights Platform and associated networking €150,000

Performance indicators

- participation rate in the meetings organised by the Agency; and
- relevance to the subject of the meeting, based on the participants' feedback.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
2.2	—	1.0	3.2	€230,000

- **Human Rights Education**

The Agency will be supporting awareness-raising through human rights education. The aim is to ensure that not only are the needs of the stakeholders and targeted groups identified, but appropriate materials related to education and training are developed to ensure sustainability and longer term effectiveness. Human rights education and training will also support the Agency in contributing to greater knowledge and awareness of fundamental rights in the general public and citizens' active participation in democratic institutions.

The Agency will begin its work in related human rights education by hosting an expert meeting and commissioning a preparatory study investigating how human rights education, covering also aspects related to the memory of totalitarian crimes in the EU, slavery and other historical and contemporary manifestations of human rights abuses can best be linked to key target groups. The preparatory study shall be based on (1) a mapping of existing initiatives, (2) an institutional needs assessment, and (3) a targeted consultation with identified stakeholders.

Performance indicators

- number of downloads from the Agency's website as well as the number of copies requested in relation to the estimated size of the target group/audience;
- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups;
- participation rate in the meetings organised by the Agency; and
- relevance to the subject of the meeting, based on the participants' feedback.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
3.1	—	—	3.1	€100,000

- **Training for EU Correspondents**

The Agency will organise a training programme together with a journalist training centre on training journalists on fundamental rights issues.

Performance indicators

- participation rate in the training programme;
- relevance to the subject of the meeting, based on the participants' feedback.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
0.7	—	—	0.7	€20,000

- **Fundamental Rights Conference**

The European Union Agency for Fundamental Rights will host a Fundamental Rights Conference (FRC) under the Swedish Presidency of the European Union. The Conference is planned to be an occasion to bring together a variety of stakeholders from the international to the local level and from intergovernmental organisations, governments, service providers and victim support organisations to discuss, assess and devise ways to deal with issues related to fundamental rights. The Conference will focus on specific issues rather than fundamental rights in general, it will aim to be solution driven, pragmatic, action-oriented and support policy development and good practice at the European, national and local level.

Performance indicators

- participation rate in the Fundamental Rights Conference;
- relevance to the subject of the conference, based on the participants' feedback;
- number of journalists participating; and
- number and extent of press reports and articles.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
<i>0.2</i>	<i>0.4</i>	—	<i>0.6</i>	<i>€200,000</i>

3.2 Research and data collection

The Agency collects information and data on racism, xenophobia, anti-Semitism, Islamophobia, and related intolerance through its Racism and Xenophobia Information Network (RAXEN). The FRA Legal Experts network (FRALEX) provides the Agency with legal input based on robust, scientific analyses of relevant data, as well as case law and information on legal measures, policies and initiatives promoting fundamental rights in all EU Member States. The work of FRA with respect to thematic studies and surveys has been budgeted under the project headings. The appropriations here are intended to cover deliverables on issues or events which might arise during the current financial year (e.g. responses to requests by stakeholders, responses to unforeseen events, preparation of background material, and ad hoc expert meetings).

Performance indicators

These will be based on the nature of the request that will be received.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
<i>2.0</i>	<i>1.0</i>	—	<i>3.0</i>	<i>€250,000</i>

3.3 Communication and awareness-raising

Horizontal communication activities are intended to raise public awareness of fundamental rights and developing public information material. The FRA will develop innovative products aimed at specific target groups. It will also continue to work with the media and take advantage of media opportunities to profile the work of the Agency and support the public awareness of fundamental rights issues.

2009 is the International Year of Human Rights Learning and the European Year of Creativity and Innovation (linked to education). The FRA will integrate them to its Diversity Day Events, which will be expanded to four locations in addition to Vienna geographically spread over the European Union.

Performance indicators

- participation rate in the Diversity Day Events;
- relevance to the subject of the Diversity Day Events, based on the participants' feedback;
- appropriateness and potential effectiveness of the selected place of launch of the Diversity Day Events;
- number of journalists participating; and
- number and extent of press reports and articles.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
2.0	0.1	—	2.	€280,000

• **Communication and Public Information Products**

The Agency will adapt information produced by its research activities for its communication needs, in particular producing information material for the media, the general public and specific target audiences.

In 2009, the Agency will open the FRA InfoPoint, an information centre for the public in the new premises of the Agency. In this context, diverse information material (general information leaflets and handouts, audio files, video clips and other audio-visual material) will be produced, also to be used for other communication and awareness-raising events.

Performance indicators

- translation and availability in languages which will ensure the widest possible dissemination to the targeted groups; and
- number of visitors to the InfoPoint.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
3.0	—	—	3.0	€216,800

• **Web and documentation**

The Agency develops its website for general communication purposes and also for the dissemination of reports and data collected through its research activities through its online documentation resources. These consist of two interconnected electronic online resource databases (Database and InfoPortal). The databases are under constant technical development and are updated regularly. They will continue to be developed to cover fundamental rights. The Agency's studies and reports are also available online in electronic form on the Agency's webpage free of charge.

The development of the FRA's online documentation resources will entail data cleaning and improving national level InfoPortal entries, as well as gradually extending its capacity to include an EU level page with a brief comparative overview and links to key reports and research projects by EU organisations, the Council of Europe, and other major international organisations.

The Agency will consult with other database providers on human rights issues as part of its gradual incorporation of fundamental rights related information – e.g. with the European Migration Network (EMN) with which the Agency also cooperates closely in its work on children.

The Agency maintains a regularly updated library with relevant books and periodicals mainly for staff use.

Performance indicators

- number of visits from unique IPs to the Agency's website.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
3.0	—	—	3.0	€210,000

- Publication and Production**

In 2009 the Agency will publish a number of deliverables related to research outputs – as briefly listed under the different Chapter headings above. These variously represent work undertaken for research by a variety of contractors. Outputs or products will variously be in the form of full final reports, technical reports, executive summaries, data in focus reports, handbooks and CD-Roms. In addition, the Agency, publishes an annual report on fundamental rights issues covered by the areas of the Agency's activities and an Annual Report on the Agency's activities. The Agency also publishes the results and proceedings from its activities, a magazine, and products and information aimed at various target groups containing information of general human rights issues.

The Agency will continue to publish its S'cool Agenda as an Agency-associated product aimed at school children and youth.

Performance indicators

- number of downloads per publication from the Agency's website as well as the number of copies requested in relation to the size of the target group/audience.

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
3.0	—	—	3.0	€245,000

Financial Resources for the Horizontal Activities	Priority	Budget
Research and data collection	First	€250,000
Total 'First' priority		€250,000
Total 'Second' priority		€0

Communication and awareness-raising	Priority	Budget
Horizontal communication activities	First	€280,000
Communication and Public Information Products	First	€216,800
Web and documentation	First	€210,000
Publication and production	First	€245,000
Total 'First' priority		€951,800
Total 'Second' priority		€0

Networking and stakeholder cooperation	Priority	Budget
Networking and stakeholder cooperation	First	€230,000
Human Rights Education	First	€100,000
Training for EU Correspondents	First	€20,000
Fundamental Rights Conference	First	€200,000
Total 'First' priority		€550,000
Total 'Second' priority		€0

4 Bodies of the Agency

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

- Organisation of MB Meetings (3)
- Organisation of Executive Board Meetings (4)
- Organisation of Scientific Committee Meetings (4)
- Translations and interpretation

Temporary Agents	Contract Agents	Seconded National Experts	Total Staff	Budget 2009
1.0	—	1.0	2.0	€420,000

Financial Resources	Priority	Budget
Management Board meetings	First	€150,000
Executive Board meetings	First	€20,000
Scientific Committee meetings	First	€150,000
Translations and interpretation	First	€100,000
Total 'First' priority		€420,000
Total 'Second' priority		€0

5 *Summary of human resources by Area of Activity*

Human Resources by Area of Activity	Temporary Agents	Contract Agents	SNEs	Total
Information society and, in particular, respect for private life and protection of personal data	—	—	—	0.0
Asylum, immigration and integration of migrants	3.2	0.6	1.1	4.9
Visa and border control	—	—	—	0.0
Racism, xenophobia, anti-Semitism, islamophobia, and related intolerance	1.8	1.4	—	3.2
Discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds	9.4	2.5	—	11.9
The rights of the child, including the protection of children	1.2	0.3	—	1.5
Participation of the citizens of the Union in the Union's democratic functioning	—	—	—	0.0
Access to efficient and independent justice	0.8	0.3	—	1.1
Compensation of victims	—	—	—	0.0
Horizontal Activities	19.2	2.4	1.0	22.6
Bodies of the Agency	1.0	—	1.0	2.0
Total	36.6	7.5	3.1	47.2

6 Summary of financial resources by Area of Activity

Area of activity	Operational Human resources (Note 1)	Operational expenditure (Note 2)	Overheads (Note 3)	Total Cost Operational expenditure plus Overheads
Information society and, in particular, respect for private life and protection of personal data	—	—	—	—
Asylum, immigration and integration of migrants	4.9	€695,000	€1,256,559	€1,951,559
Visa and border control	—	—	—	—
Racism, xenophobia and related intolerance	3.2	€590,000	€820,610	€1,410,610
Discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds (multiple discrimination)	11.9	€1,124,200	€3,051,644	€4,175,844
The rights of the child, including the protection of children	1.5	€70,000	€384,661	€454,661
Participation of the citizens of the Union in the Union's democratic functioning	—	—	—	—
Access to efficient and independent justice	1.1	€245,000	€282,085	€527,085
Compensation of victims	—	—	—	—
Horizontal operational activities	22.6	€1,501,800	€5,795,559	€7,297,359
Bodies of the Agency	2.0	€420,000	€512,881	€932,881
Operational reserves	—	€250,000	—	€250,000
Total	47.2	€4,896,000	€12,104,000	€17,000,000

Note 1 – The operational Human Resources consist of the total number of Temporary and Contract Agents **directly** involved in operations.

Note 2 – The operational expenditure is the costs **directly** involved in the implementation of the projects of the Annual Work Programme. These costs may include outsourcing, printing, translations and other similar expenses.

Note 3 – The overheads are costs **indirectly** involved in the implementation of the projects of the Annual Work Programme. These include fixed costs such as salaries, rent, software licences and other similar costs. In addition, overheads include variable costs such as office equipment and supplies, ICT equipment, telecommunication costs and other similar expenses. The total overheads are distributed to each area of activity in proportion to the operational staff employed in each area of activity.