



# EASO work programme 2016

Rev.4 – December 2016

## EASO work programme 2016

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## I. EASO's priorities in 2016

### I.1. Introduction

The EASO annual work programme outlines the priorities, objectives and activities to be executed by EASO in accordance with the assigned duties. The work programme translates the organisation's strategy into annual objectives and provides the basis for the yearly activity-based budgetary planning.

In the wake of the recent tragic incidents in the Mediterranean, on 20 April, at the joint meeting of Foreign and Interior Ministers, Migration, Home Affairs and Citizenship Commissioner Avramopoulos presented a 10-point plan outlining immediate actions to be taken in response to the crisis in the Mediterranean. The European Council, on 23 April 2015, issued a statement <sup>(1)</sup> outlining various measures — several of them involving EASO — aimed at preventing further loss of life at sea and at tackling the root causes of the human emergency that the EU is facing. This was followed by a European Parliament Resolution on 29 April 2015 <sup>(2)</sup>. On 13 May 2015, the European Commission adopted the European Agenda on Migration <sup>(3)</sup>, which outlines a series of steps that the EU should take to build a coherent and comprehensive approach to reap the benefits and address the challenges deriving from migration.

Following the European Council Conclusions of 25 and 26 June 2015<sup>4</sup>, at the 8 and 9 July 2015 informal JHA Council Member States in principle supported the European Commission's proposal to use the emergency response mechanism under Article 78(3) of the Treaty on the Functioning of the European Union to relocate Syrian and Eritrean applicants for international protection from Italy and Greece. Likewise, Member States supported a Commission recommendation for a European resettlement scheme. On 14 September 2015 and 22 September 2015, the Council adopted Decision (EU) 2015/1523<sup>5</sup> and (EU) 2015/1601<sup>6</sup> respectively, establishing provisional measures in the area of international protection for the benefit of Italy and Greece.

On 18 March 2016, the EU-Turkey Statement was signed. EASO has been mandated to support its implementation in Greece by supporting the Greek Asylum Service in carrying out specific steps of the procedure. EASO experts conduct interviews and draft opinions to ensure systematic individual assessment within the context of the EU-Turkey Statement. Furthermore, EASO will support the implementation of the 1:1 scheme established to substitute irregular and dangerous migrant crossings from Turkey to the Greek islands with the legal channel of resettlement from Turkey to the EU. For every Syrian being returned to Turkey, another Syrian will be resettled from Turkey to the EU.

All these developments have significant implications on EASO activities, mainly in Italy and Greece through the so-called 'hotspots' approach, in particular on registration of applications for international protection, joint processing of asylum applications, referral of potential outgoing Dublin take-charge requests, and assistance with the relocation of applicants for international protection from Italy and Greece. A key clearing house role for EASO in the resettlement of 20,000 refugees is also foreseen.

Furthermore, the June 2015 European Council Conclusions also call on EASO to coordinate the implementation of the "safe country of origin" provisions in the Asylum Procedures Directive. EASO will have an enhanced role in the monitoring of the CEAS, establishment of a new dedicated network of reception authorities, a pilot project on shared reception, development of quality criteria for reception centres in cooperation with the Commission, clearing house for national COI, and creation

<sup>(1)</sup> Special meeting of the European Council, 23 April 2015 — statement: <http://www.consilium.europa.eu/en/press/press-releases/2015/04/23-special-euco-statement/>. This part of the European Agenda on Migration incorporates and further develops the initiatives included in the Roadmap that the Commission presented as a follow up to the Statement of the European Council of 23 April.

<sup>(2)</sup> P8\_TA-PROV(2015)0176 <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+TA+P8-TA-2015-0176+0+DOC+PDF+V0//EN>.

<sup>(3)</sup> COM (2015) 240 final.

<sup>(4)</sup> EUCO 22/15

<sup>(5)</sup> Council Decision (EU) 2015/1523 of 14 September 2015 establishing provisional measures in the area of international protection for the benefit of Italy and of Greece, OJ L 239, 15.9.2015, p. 146–156.

<sup>(6)</sup> Council Decision (EU) 2015/1601 of 22 September 2015 establishing provisional measures in the area of international protection for the benefit of Italy and Greece, OJ L 248, 24.9.2015, p. 80–94.

of a Dublin network to facilitate communication and coordination between Dublin units and Dublin-related issues.

Resulting from an initiative from the Dutch Presidency, Council Conclusions on Asylum Decision Practices were adopted on 21 April 2016. According to these Conclusions, EASO is invited, inter alia to set up a structure for a senior-level policy network aimed at jointly interpreting COI and developing country guidance. Moreover, in cooperation with the policy network, EASO is invited to start a pilot exercise on common policy development based on an elaborated common COI report on Afghanistan.

On 6 April 2016, the Commission adopted a Communication entitled "Towards a reform of the Common European Asylum System and enhancing legal avenues to Europe",<sup>7</sup> in which it set out its priorities for improving the Common European Asylum System (CEAS). The need for reform has been widely acknowledged, including by the European Parliament<sup>8</sup> and the European Council.<sup>9</sup>

On 4 May 2016, the proposal for a new EASO Regulation, the proposal of the reform of the Dublin system and proposal amending the Eurodac system were presented as part of a first package of reform of the CEAS. A second stage of legislative proposals reforming the Asylum Procedures and Qualification Directives, as well as the Reception Conditions Directive followed on 13 July, ensuring the full reform of all parts of the EU asylum system, including to avoid the disruption of the Dublin mechanism by abuses and asylum shopping by applicants for and beneficiaries of international protection.

In this context, in 2016 EASO will continue playing a central role as the EU centre of expertise on asylum. The Agency will support Member States and Associate Countries participating in EASO<sup>(10)</sup>, as well as the EU Institutions, in achieving these objectives through advanced practical cooperation measures, expertise, common analyses, studies and evidence-based policy input.

The 2016 work programme is drawn up within the general framework established in the EASO multiannual work programme 2016-2018, which comprises the strategic context and the objectives of EASO for this period. This document foresees the activities on the basis of which the estimates of revenue and expenditure and the establishment plan are prepared.

The 2016 work programme is structured in sections defining the main areas of work of EASO: operational support; monitoring of the CEAS; permanent support; external dimension; and the EASO horizontal activities. Indicative lists of public procurement procedures and of publications and translations are incorporated as Annexes of the work programme.

The EASO 2016 work programme constitutes the framework financing decision for the implementation of the identified activities. It provides for each activity performance indicators, an indicative timeline and the allocated human and financial resources.

Nevertheless, in view of the nature of EASO's work and the need to respond in a timely and proactive manner to changing scenarios, circumstances and priorities, the Management Board authorises the Executive Director to decide upon changes to the work programme 2016, including its financial implications, and to retain the necessary flexibility to respond to these changing scenarios accordingly. The implementation of the work programme remains the responsibility of the Executive Director.

The European Commission, the Justice and Home Affairs agencies and the EASO Consultative Forum have been consulted during the drafting phase of this document. Inputs were received on the outline of the work programme from the European Commission, different civil society organisations (International Institute of Humanitarian Law, Save the Children, Evangelische Kirche in Deutschland, Forum Réfugiés-Cosi, European Association for the defense of human rights, Asylum Research

<sup>7</sup> COM(2016) 197 final.

<sup>8</sup> See for example European Parliament resolutions of 12 April 2016 on the situation in the Mediterranean and the need for a holistic EU approach to migration (2015/2095(INI)); of 10 September 2015 on migration and refugees in Europe (2015/2833(RSP).

<sup>9</sup> EUCO 19.02.2016, SN 16/16.

<sup>(10)</sup> For the purpose of this document, the EU Member States and the associated countries participating in EASO are referred to jointly as 'EU+ countries'.

Consultancy and the Dutch Council for Refugees) and JHA Agencies. All contributions were duly taken into account in the preparation of the work programme to the furthest possible extent.

The implementation of the work programme 2016 will also take into consideration the findings and recommendations drawn by the external evaluation undertaken in 2014 and 2015.

The Management Board adopted the work programme by written procedure on 24 September 2015 subject to the positive opinion of the European Commission. The opinion of the European Commission was received on 30 September 2015. The work programme as adopted by the Management Board was in line with it.

Following the formal adoption of the work programme by the Management Board, increased financial and human resources were allocated to EASO with the adopted EU Budget for 2016. As already noted at the time of the adoption of the work programme, this increase in financial and human resources led to the first amendment of the work programme. That version allocated all financial and human resources and aimed to further adjust EASO's activities, where necessary, to the increased challenges of 2016.

Due to the intensity of EASO's operational activities related to the hotspots and relocation, additional financial resources were made available by the Commission to EASO already in the first quarter of 2016. These resources are allocated in key areas, mainly in the operations in Italy and in Greece, in the development of tools for relocation, in the Dublin network and in the communication activities related to relocation. The second revision of the EASO Work Programme 2016, adopted by the Management Board in March 2016, reflected the abovementioned changes and adjusted the Work Programme to the current situation.

The EASO role in the implementation of the EU-Turkey Statement in Greece, includes the deployment of hundreds of experts and interpreters, together with the contracting of ancillary services which exponentially increases the EASO operational expenditures well above any previous budget estimates. Consequently, at the beginning of April 2016, EASO again requested additional funds to the Commission. The latter asked EASO to apply for Emergency Assistance - AMIF funds to cover the costs stemming from the implementation of the EU-Turkey Joint Action Plan. EASO therefore applied for an EMAS grant. Following negotiations, an EMAS grant was awarded to EASO on 6 June 2016. These funds are expected to be sufficient only to bridge a few months until a further increase of the contribution from the EU general budget will be agreed with the Commission.

In consideration of the above and in order to secure sufficient appropriations until the end of the year, EASO conducted a Mid-Year Budget Review (MYBR). This exercise allowed EASO to evaluate the budgetary impact of the activities carried out in the first half of the year and assess the operational and administrative budgetary requirements until the end of 2016. The results of the MYBR foresee the need for additional financial resources in 2016 in the region of €15.8M.

The third revision of the EASO Work Programme 2016 added the new tasks assigned to EASO through the EU –Turkey Statement and subsequent Council Conclusions, removed some activities that had to be discontinued due to increased focus on operational support, reflected changes made to the new organisation structure of EASO, and included the EUR 20.0M of EMAS funds and the additional EU general budget contribution amounting to EUR 15.8M.

The current (fourth) version of the EASO Work Programme 2016, which was adopted by the Management Board on 5 December 2016, includes an additional EUR 2,197,909.83 in revenues and budget transfers executed since the adoption of the third amendment of the EASO budget 2016.

## **I.2. EASO's mission**

EASO's mission is to contribute to the implementation and development of the CEAS by providing support and facilitating, coordinating and strengthening practical cooperation among EU+ countries as an independent centre of expertise on asylum.

### I.3. EASO's principles

In fulfilling its mission, EASO observes the following principles:

- providing comprehensive and timely support to requesting Member States;
- stimulating quality and efficiency of the asylum and reception systems of Member States;
- acting as an independent and impartial centre of expertise;
- providing accurate and up-to-date data, analysis and assessments on asylum-related matters;
- supporting Member States in taking up their responsibilities in the field of asylum and in showing solidarity with Member States whose asylum systems are under pressure;
- facilitating and stimulating joint and common practical cooperation measures in the field of asylum, thereby fostering mutual trust among Member States;
- providing evidence-based input to EU policymakers on asylum;
- cooperating with EU institutions, EU agencies and bodies, international organisations and civil society.

### I.4. EASO's Key Performance Indicator

EASO's overall Key Performance Indicator represents the agency's ability to meet the objectives set out in the annual work programme.

Consequently, EASO's Key Performance Indicator is represented by a qualitative indicator aiming at demonstrating the impact of EASO's support in the coherent implementation of the CEAS, taking into account:

- the tasks laid down in the EASO Regulation, the recast EU asylum acquis and other related EU documents and the progress of EASO in implementing activities to fulfil these tasks;
- the requests made by the EU+ countries, the European Commission, the Council of the EU, the European Parliament and other EU institutions, agencies and bodies to develop and execute additional EASO activities in order to support the implementation of the CEAS;
- the evaluative opinions given by the EU+ countries, the European Commission, the Council of the EU, the European Parliament, other EU institutions, agencies and bodies and other EASO partners on EASO's work.

The work programme identifies a number of specific objectives which are structured according to SMART ('specific, measurable, achievable, realistic, time-bound') principles. In order to measure EASO's performance, indicators are developed for each objective, together with the expected output and timeframe.

### I.5. EASO's priorities in 2016

Key to the further development of the CEAS is sufficient capacity in EU+ countries' national asylum systems. EASO, as the EU centre of expertise on asylum, will have a more central role in coordinating these capacity-building measures through tailor-made operational support and practical cooperation activities, including coordination of the relocation from Italy and Greece, training, COI and activities on quality and on external dimension.

In 2016 EASO will incorporate the additional tasks entrusted to it by the European Agenda on Migration, the relevant European Council Conclusions and the European Parliament Resolutions mentioned in section 1.1. and will align its priorities with these documents. EASO will also implement the activities foreseen for the agency in the EU-Turkey Statement, including the 1:1 scheme.

EASO will increase its operational support, in particular to Italy and Greece with main focus on the hotspots and on the implementation of the relocation decisions. In parallel, EASO will continue organising advance practical cooperation activities for EU+ countries, the European Commission and other stakeholders. The practical cooperation activities will include conferences, workshops, expert meetings and specialised networks). EASO will provide high-quality information and analysis to EU+ countries. It will streamline the methodology and activities to promote practical cooperation in the field of asylum and will continue developing high-quality practical tools.

### **EASO's priorities for 2016**

- **Hotspots**

- EASO, in fully cooperation and coordination with the European Commission and the other involved Agencies, will contribute to the new 'Hotspot' approach and will increase the presence of its staff and of teams of Member States experts on site, aiming to support in particular Italy and Greece in addressing the increased pressure on their asylum systems.

(see concrete activities under Section II.1)

- **EU-Turkey Statement**

EASO will support the Greek Asylum Service in the implementation of the EU-Turkey Statement through various activities.

- **Relocation**

- EASO will support the relocation measures agreed at EU level, such as the relocation of 160 000 persons in clear need of protection from Italy and Greece.

(see concrete activities under Section II.1)

- **Coherent implementation of CEAS – Information and Analysis**

- EASO will enhance its capacity to collect and exchange accurate and up to date information and documentation on the functioning of the CEAS and will further develop an Early warning and Preparedness System (EPS) to provide analysis of trends.

- EASO will produce more common Country of Origin Information (COI) and promote its effective use.

- EASO will explore the production of information relevant for the possible designation of safe countries of origin.

- EASO will lead the development of a new systematic monitoring tool on the CEAS implementation (IDS).

(see concrete activities under Section II.2)

- **Coherent implementation of CEAS – Improving the quality of asylum processes**

- EASO will continue developing tools and guidelines aiming to improve the quality of asylum processes and decisions.

- EASO will support the better identification of vulnerable persons, including in the context of Hotspots and while implementing relocation.

- EASO will establish a Dublin Network, a dedicated network of the national Dublin Units, aiming to foster mutual cooperation and consistent application of the Dublin system, including for the purposes of relocation.

(see concrete activities under Section II.3)

- **Coherent implementation of CEAS – Reception conditions**

- EASO will establish a dedicated network of the national reception authorities to foster the exchange of information and best practices.

(see concrete activities under Section II.3)

- **Coherent implementation of CEAS – Training**

- EASO will strengthen the role of common training and professional development in the field of asylum.

- EASO will stimulate judicial dialogue in the field of asylum.

(see concrete activities under Section II.3)

- **External dimension**

- EASO activities in the Western Balkans will be carried out through enhanced cooperation with EU agencies and international organisations (e.g. Frontex, Europol AND EUROJUST) to respond to the needs in the region by providing capacity building, as well as operational support if appropriate, taking into account existing regional arrangements.

- EASO will further support the external dimension of the CEAS, including the resettlement of 20 000 persons in need of protection.

(see concrete activities under Section II.4)

Furthermore, EASO will strengthen synergies at horizontal level among all relevant stakeholders of its cooperation network. EASO will develop further its query system to address issues related to policies and practices regarding the functioning of the CEAS. Further efforts will be dedicated to involve in an effective manner the civil society and to enlarge the outreach of the EASO external communication.

## II. EASO's activities

### II.1. Operational support

#### II.1.1. Italy and Greece

II.1.1. a. Italy		
<b>EASO Objective(s)</b>	<p>EASO will further develop its operational support based on the emerging needs of Italy to fully implement the EU Asylum Acquis and to respond to particular pressure on its asylum and reception systems. EASO will tailor its operational support to the specific arising needs as well as the requests from Italy.</p> <p>EASO will also provide operational support by deploying EU+ countries' experts in the form of Asylum Support Teams (ASTs) or by providing other support as required, including through Joint Processing, as per the European Agenda on Migration and the 'Hotspot' approach taken therein. EASO will cooperate with relevant bodies in the provision of such support, devoting special attention to operational cooperation with Frontex and other stakeholders. To ensure the efficient implementation on the ground EASO will provide the necessary logistics, equipment, furniture, materials, as well as the necessary services, such as interpreters, cultural mediators, transportation services, administrative support, etc.</p> <p>EASO will support the implementation of relocation measures in the area of international protection for the benefit of Italy, and will accompany the implementation of these measures with operational support.</p> <p>EASO will support the implementation of the Commission's plan on relocation together with the Italian authorities, by putting in place the emergency relocation procedure.</p>	
<b>New in 2016</b>	Support the implementation of relocation measures in the area of international protection for the benefit of Italy, in line with the European Agenda on Migration and the Hotspot approach.	
Performance		
EASO activities in 2016	When	Indicators
<b>Hotspots</b>		
<p>Provide operational support to Italy as per the European Agenda on Migration and the 'Hotspot' approach taken therein, including with respect to Relocation.</p> <p>Maintain the presence of experts in the Hotspots and implement activities in accordance with the Hotspot plan signed with the Italian authorities. Upon agreement of the Italian authorities the signed Hotspot plan can be extended until the end of 2016.</p>	Q1–Q4	<p>Hotspot Operating Plans (HOP) signed or implemented;</p> <p>Number of experts deployed;</p> <p>Number of support measures;</p> <p>Level of satisfaction of Italy with the support measures;</p> <p>Degree of adoption and implementation of the outputs of the support measures.</p>
<b>Relocation from Italy</b>		
Support the implementation of the Council Decisions on relocation from Italy, through coordinating the nomination of national contact points by Member States; facilitating exchange of information between the national contact points and the competent authorities in Italy; supporting Italy with the identification of applicants that could be relocated to	Q1–Q4	Number of persons relocated.

participating Member States, giving priority to vulnerable applicants; supporting the Italian authorities with the issuance of the necessary decisions to relocate identified applicants, including notification to the applicants.		
<b>Special Support Plan (SSP) Italy</b>		
<p>Participation of experts in Special Support Teams and other support measures in Italy in accordance with the Special Support Plan (SSP). Within the duration of the current SSP, EASO will continue to implement the measures agreed.</p> <p>Upon expiry of the current SSP, and upon request from and agreement with Italy, EASO will continue to provide and eventually step-up its support, as necessary, in the same and/or different areas of work.</p>	Q1–Q4	<p>Number of experts deployed;</p> <p>Number of support measures;</p> <p>Level of satisfaction of Italy with the support measures;</p> <p>Degree of adoption and implementation of the outputs of the support measures.</p>

### II.1. 1.b. Greece

<b>EASO Objective(s)</b>	<p>EASO will further develop its operational support based on the emerging needs of Greece to fully implement the EU Asylum Acquis and to respond to particular pressure on its asylum and reception systems. EASO will tailor its operational support to the specific arising needs as well as the requests from Greece.</p> <p>EASO will also provide operational support by deploying EU+ countries' experts in the form of Asylum Support Teams (ASTs) or by providing other support as required, including through Joint Processing, as per the European Agenda on Migration and the 'Hotspot' approach taken therein. EASO will cooperate with relevant bodies in the provision of such support, devoting special attention to operational cooperation with Frontex and other relevant stakeholders. To ensure the efficient implementation on the ground EASO will provide the necessary logistics, equipment, furniture, materials, including containers and Eurodac machines, as well as the necessary services, such as interpreters, cultural mediators, registration officers, transportation services, administrative support, etc.</p> <p>EASO will support the implementation of relocation measures in the area of international protection for the benefit of Greece, and will accompany the implementation of these measures with operational support. EASO will support the implementation of the Commission's plan on relocation together with the Greek authorities, by putting in place the emergency relocation procedure.</p> <p>Furthermore, the EU-TR Statement, adopted on 18 March 2016, gives to EASO a key role in supporting the Greek authorities. EASO immediately started putting in place the necessary infrastructure on the hotspot islands, including services and staff, as well as EASO experts and interpreters to examine requests for international protection, including specific parts of the procedure such as admissibility and more recently eligibility. EASO implements its role in close cooperation with the COM Steering Group, the relevant Greek Ministries and the Greek Asylum Service.</p> <p>The implementation of these large-scale activities in Greece require substantial financial resources. These financial resources are provided partly through the EASO budget. Additionally the Commission awarded to EASO an emergency assistance grant under the Asylum, Migration and Integration Fund, Emergency Assistance</p>
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	grants, which will support activities implemented in Greece and in particular those implemented under the EU-TR Statement.	
<b>New in 2016</b>	Continue to support the implementation of relocation measures in the area of international protection for the benefit of Greece, in line with the European Agenda on Migration and the Hotspot approach. Provide all necessary support to the Greek authorities for the implementation of the EU-TR Statement on the hotspot islands.	
<b>Performance</b>		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Hotspots</b>		
Provide operational support to Greece as per the European Agenda on Migration and the 'Hotspot' approach taken therein, including with respect to Relocation and the implementation of the EU-TR Statement. Maintain the presence of experts in the Hotspots and on the mainland of Greece to implement activities in accordance with the Hotspot Operating Plan signed with the Greek authorities.	Q1–Q4	Hotspot Operating Plans (HOP) signed or implemented; Total number of experts deployed; Total number of interpreters deployed; Number of support measures; Level of satisfaction of Greece with the support measures; Degree of adoption and implementation of the outputs of the support measures.
<b>Relocation from Greece</b>		
Support the implementation of the Council Decisions on relocation from Greece, through coordinating the nomination of national contact points by Member States; facilitating exchange of information between the national contact points and the competent authorities in Greece; supporting Greece with the identification of applicants that could be relocated to participating Member States, giving priority to vulnerable applicants; supporting the Greek authorities with the issuance of the necessary decisions to relocate identified applicants, including notification to the applicants.	Q1–Q4	Number of experts deployed to support relocation activities; Number of interpreters deployed to support relocation activities; Number of interviews conducted; Number of persons relocated.
<b>EU-TR Statement</b>		
In close cooperation with the Greek authorities and the COM Steering Group, support the implementation of the EU-TR Statement on the Hotspot islands by providing assistance to the Greek authorities in examining requests for international protection, including specific parts of the procedure such as admissibility and more recently eligibility.		Number of experts deployed to support the implementation of the EU-TR Statement; Number of interpreters deployed to support the implementation of the EU-TR Statement; Number of cases examined.
<b>Special Support Plan (SSP) Greece</b>		
Participation of experts in Special Support Teams and other support measures in Greece in accordance with the Special Support Plan (SSP) and its amendments.	Q1–Q4	Number of experts deployed; Number of support measures; Level of satisfaction of Greece with the support measures;

	Degree of adoption and implementation of the outputs of the support measures.
<b>Budget line and allocated amount</b>	3301 Operational Support: EUR 22,463,713.06 ISF (earmarked) EUR 1,109,707.12 RO EUR 1,500,134.47 EMAS-AMIF (pre-financing earmarked) EUR 19 950 947,04
<b>Human resources and allocated staff</b>	14 AD, 1 AST, 7 CA

## II.1.2. Bulgaria, Cyprus and other MS

II.1.2. Other countries		
<b>EASO Objective(s)</b>	<p>EASO will further develop its operational support based on the emerging needs of Member States to fully implement the EU Asylum Acquis and to respond to particular pressure on its asylum and reception systems. EASO will tailor its operational support (special, emergency and joint processing) to the specific arising needs as well as the requests from Member States.</p> <p>Special support will take the form of targeted measures to Member States with certain identified and specific needs related to the coherent and comprehensive implementation of the revised EU asylum acquis (including tailor-made assistance, capacity building, relocation, specific support and special quality control processes).</p> <p>EASO will provide emergency support to EU+ countries subject to particular pressure by deploying EU+ countries' experts in the form of Asylum Support Teams (ASTs) or by providing other support as required, including through Joint Processing Support Teams as per the European Agenda on Migration and the 'Hotspot' approach taken therein. EASO will cooperate with relevant bodies in the provision of such support, devoting special attention to operational cooperation with Frontex and other stakeholders.</p> <p>EASO will support and coordinate the relocation of persons from countries other than Italy and Greece, if agreement is reached on this measure, and will accompany the implementation of these measures with operational support.</p>	
<b>New in 2016</b>	EASO will further develop its operational support based on the emerging needs of Member States to fully implement the EU Asylum Acquis and to respond to particular pressure on its asylum and reception systems.	
Performance		
EASO activities in 2016	When	Indicators
<b>Special Support Plan (SSP) Bulgaria</b>		
Participation of experts in Special Support Teams and other support measures in Bulgaria in accordance with the Special Support Plan (SSP) and its amendment.	Q1–Q4	Number of Support Teams deployed; Number of support measures; Level of satisfaction of Bulgaria with the support measures; Degree of adoption and implementation of the outputs of the support measures.

<b>Special Support Plan (SSP) Cyprus</b>		
Participation of experts in Special Support Teams and other support measures in Cyprus in accordance with the Special Support Plan (SSP) and its amendment.	Q1–Q4	Number of Support Teams deployed; Number of support measures; Level of satisfaction of Cyprus with the support measures; Degree of adoption and implementation of the outputs of the support measures.
<b>Operational support, including Hotspots</b>		
Provide operational support to requesting Member State(s) with certain identified and specific needs related to the implementation of the revised EU asylum acquis, in line with signed Support Plans including under the 'hotspot' approach as appropriate.	Q1–Q4	Number of new Support Plans signed; Number of support measures implemented; Level of satisfaction of the host EU+ countries; Number of new policies and practices put in place.
<b>Relocation from other MS</b>		
Support and coordinate the relocation of persons from Member States other than Italy and Greece, if such measure will be agreed.	Q1–Q4	Number of persons relocated.
<b>Budget line and allocated amount</b>	3301 Operational Support: EUR 25 550 Most of the activities are covered by funds carried forward from 2015 (C8)	
<b>Human resources and allocated staff</b>	1 AD, 1 AST, 1 CA	

### II.1.3. Development of support tools for operations

II.1.3. Operational support tools		
<b>EASO Objective(s)</b>	EASO will make use of and further develop a number of tools to implement its operational activities.  EASO will maintain an updated pool of experts, keep open communication lines with the Asylum Intervention Pool (AIP) National Contact Points (NCPs) on all matters pertaining to experts deployed in operational support activities and provide assistance on all issues relating to their deployment.  EASO will further develop the use of operational tools including manuals, informational and practical tools, reporting templates and feedback system.	
<b>New in 2016</b>	Set up an ICT-supported environment (AIP system). In close cooperation with the AIP NCPs, EASO will further develop the AIP management system to ensure the quality and coherence of deliverables in operational support.	
Performance		
EASO activities in 2016	When	Indicators
<b>Asylum Intervention Pool (AIP)</b>		
Further develop EASO's AIP management, through the set-up of an ICT-supported environment (AIP system).	Q1–Q4	AIP system tested and implemented; Degree of satisfaction of EU+ countries with the AIP system.

<b>Manuals and handbooks for operations</b>		
Finalise and develop manuals and handbooks to be used in operations, including the handbook on joint processing, the handbook on operational communication, manuals for the provision of operational support, and, in coordination with partners (including civil society organisations), the emergency blueprint.	Q1–Q4	Number of manuals and tools developed; Number of users; Level of satisfaction of the users.
<b>Practical cooperation meetings</b>		
Organise at least two EASO practical cooperation meetings related to operational support, including with the AIP NCPs in the EU+ countries.	Q1–Q4	Number of meetings; Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
<b>Budget line and allocated amount</b>	3301 Operational Support: EUR 218 131	
<b>Human resources and allocated staff</b>	0.5 AD	

#### II.1.4. Development of support tools for the Hotspot approach

II.1.4. Development of support tools for the Hotspot approach		
<b>EASO Objective(s)</b>	In addition to EASO's operational activities under the 'Hotspot' approach, EASO will develop tools and processes to support all EU+ countries participating in the Relocation Scheme and in the implementation of the EU-Turkey statement of 18 March 2016. In developing such tools and processes EASO will tap on its expertise from all its areas of intervention.  EASO will follow up on the European Commission's Relocation Forum.	
<b>New in 2016</b>	EASO will further promote, facilitate and coordinate the implementation of the Relocation scheme and best practices through the development of practical tools to support relocation.	
Performance		
EASO activities in 2016	When	Indicators
<b>Development of tools</b>		
Develop tools and support processes to facilitate cooperation among EU Member States participating in the EU Relocation scheme, such as handbooks and manuals.	Q1–Q4	Number of tools developed; Use of the tools developed; Level of satisfaction of the stakeholders involved.
Develop the matching tools in order to support the relocation process.	Q 1 – Q4	Number of tools developed; Use of the tools developed; Level of satisfaction of the stakeholders involved.
Develop training material to support deployed experts or other identified target groups in the context of the hotspot approach.	Q1–Q4	Number of training material developed; Number of tools developed and made available to officials in relation to relocation.
Organise training sessions to support deployed experts or other identified target groups in the context of the hotspot approach.	Q1–Q4	Number of sessions delivered;

		Number of deployed experts trained; Level of satisfaction of the trainees.
Build practical tools providing information on origin verification and exclusion for use also in the context of relocation.	Q1-Q2	Number of end users of tools.
Establish and develop regular data collections on Relocation and produce related analytical reports.	Q1-Q4	Number of reports issued; Number of recipients of the reports.
<b>Practical cooperation meetings</b>		
Organise at least one EASO practical cooperation meeting on relocation of beneficiaries of international protection in synergy with the EC Annual Relocation Forum in 2016.	Q2	Meeting organised; Number of participants; Level of satisfaction of the participants; Use of the output of the meeting.
Organise at least one EASO practical cooperation meeting on implementing the Hotspot approach.	Q3-Q4	Meeting organised; Number of participants; Level of satisfaction of the participants; Use of the output of the meeting.
Organise practical cooperation activities in relation to vulnerable groups to support Member State officials in relation to relocation.	Q1-Q4	Number of practical cooperation activities initiated or reviewed; Use of tools.
<b>Budget line and allocated amount</b>	3301 Operational Support: EUR 150 000 3202 Quality processes and expertise: EUR 50 000 3201 EASO Training : EUR 50 000	
<b>Human resources and allocated staff</b>	1 AD	

## II.2. Information and analysis

### II.2.1. Information and Documentation System

II.2.1. Information and Documentation System	
<b>EASO Objective(s)</b>	<p>EASO will further develop its Information and Documentation System (IDS) providing a single point of information on the organisation of EU+ countries' asylum and reception systems, as well as an overview of the practical functioning of the CEAS for relevant stakeholders (MS, COM, FRA, UNHCR).</p> <p>Within this general information and documentation system, EASO will expand and update content across a range of topics, including case-law of European and national courts relevant to the provisions of the EU asylum acquis.</p> <p>EASO will consider input from all significant sources of information including existing relevant databases during this process and liaise with relevant stakeholders such as the European and national courts, other EU Agencies, such as Frontex and FRA,</p>

	<p>competent international organisations, particularly UNHCR, academia and civil society.</p> <p>Information in the IDS will be validated and updated via an IDS network consisting of national experts. Meetings of the network will be organised as necessary in order to clarify the tasks of network members and to maximise the efficiency of their input.</p>	
<b>New in 2016</b>	Validation of the information inserted in IDS on the basis of already-available information. Development of a system for the gathering of regular data from EU+ countries on the functioning of their asylum systems and relevant changes in national policy, procedures and case law in order to ensure that the IDS is continually updated in order to form the basis of a new systematic monitoring system on CEAS implementation as per the EAM.	
<b>Performance</b>		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Collection and validation of information</b>		
Complete the collection of initial information on key aspects of all national asylum systems in EU+ countries.	Q1–Q4	Number of EU+ countries covered; Scope of coverage of key topics.
Validate the initial information on key aspects of all national asylum systems.	Q1–Q4	Number of IDS network members; Feedback from network members and other stakeholders.
<b>Development of IT tools</b>		
Continue to develop IDS IT software tool.	Q1–Q4	Improvement in design and functionalities; Level of satisfaction of IDS users.
Establish a system for the updating of data from EU+ countries on the functioning of their asylum systems and relevant changes in national policy, procedures and case law.	Q1–Q4	Level of satisfaction of IDS users; Degree of regular update of the IDS information.
<b>IDS network meeting</b>		
Organise at least one IDS network meeting on EU+ countries' policies and procedures.	Q2–Q4	Number of participants; Level of satisfaction; Use of the output of the meeting.
<b>Budget line and allocated amount</b>	3103 Information and Documentation System: EUR 85 447	
<b>Human resources and allocated staff</b>	0.5 AD, 1.5 AST, 0.5 CA	

### II.2.2. Early Warning and Preparedness System (EPS)

<b>II.2.2. Early warning and Preparedness System (EPS)</b>	
<b>EASO Objective(s)</b>	<p>EASO will develop further its Early warning and Preparedness System (EPS) that aims to provide EU+ countries, the European Commission, the Council of the European Union and the European Parliament with accurate, timely information and analyses on flows of asylum seekers to and within the EU and the EU+ countries' capacity to deal with them.</p> <p>The EPS will feed into the early warning, preparedness and crisis management mechanism provided for in Article 33 of the Dublin III Regulation and continue to ensure</p>

	<p>development in coherence with EUROSTAT and Frontex data collections in order to foster the creation of an effective situational picture on migration to feed into policy-making and response preparation as recommended in the EAM.</p> <p>In 2016, EASO will collect and analyse data on a regular basis under indicators of Stage III of EPS and work on further development of the data collection system to reinforce the systematic monitoring of the CEAS implementation. EASO will continue to develop use of statistical and Geographic Information System (GIS) software tools to improve analysis and visualisation. EASO will form Advisory Groups from GPS members on key issues. EASO will further implement its research programme aimed at identifying and assessing the relevance of main push and pull factors for different types of asylum flows, in consultation with key stakeholders. EASO will seek better integration of analyses with COI and other migration-relevant information from key countries of origin and transit to improve the operational relevance of its work.</p>	
<b>New in 2016</b>	<p>Integrate the data from Stage III indicators on access to procedure, reception, Dublin and return into regular analysis products and to support the new EASO networks on these areas, with a focus on improving the delivery and presentation of information. EASO will closely coordinate with other JHA agencies, such as Frontex and eu-LISA, in the coherence and use of the indicators, in particular on Dublin and return. EASO will consider methods of improving collection and use of migration-related 'intelligence' with the aim of improving the added value of its analytical products.</p> <p>Regular data collections and related analytical reports on relocation and resettlement will take place in 2016, as indicated under the respective Sections of this document.</p>	
<b>Performance</b>		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Data collection and research</b>		
Gather regular data from EU+ countries according to Stage II and III indicators.	Q1–Q4	Number of EU+ countries providing the requested data; Timeframe in which the data are provided.
Gather weekly data on asylum as part of EU-wide crisis management mechanisms.	Q1-Q4	Number of EU+ countries providing the requested data; Timeframe in which the data are provided.
Outsource research on push-pull factors for different types of asylum flows and related qualitative information, and utilise the results in analytical products.	Q1–Q4	Number of lots tendered; Number of deliverables produced; Number and quality of analytical products using research results.
Organise meetings and/or consultations with stakeholders on the above-mentioned research on push-pull factors	Q2-Q4	Number of meetings or consultations; Number of participants; Level of satisfaction
Gather asylum-related migration intelligence from main countries of origin and transit.	Q1-Q4	Number and quality of monthly intelligence reports produced.
<b>Reports</b>		
Produce monthly, bi-monthly and quarterly analytical reports on the situation of international protection in the EU+.	Q1–Q4	Number of reports; Timeframe in which the reports are produced; Use of the reports.

Produce weekly reports on asylum as part of EU-wide crisis management mechanisms.	Q1-Q4	Number of reports; Timeframe in which the reports are produced; Use of the reports.
Produce ad hoc reports on specific topics.	Q1-Q4	Number of reports; Use of the reports.
<b>Meetings of the Group for the provision of statistics</b>		
Organise at least two meetings of the Group for the Provision of Statistics (GPS).	Q1-Q4	Number of meetings; Number of participants; Level of satisfaction of the participants; Use of the output of the meeting.
<b>Budget line and allocated amount</b>	3102 Early warning and data analysis: EUR 467 587	
<b>Human resources and allocated staff</b>	5 AD, 0.5 AST, 2 CA, 2 SNE	

### II.2.3. Annual report on the situation of asylum in the EU

II.2.3. Annual report on the situation of asylum in the EU		
<b>EASO Objective(s)</b>	EASO aims to provide a comprehensive overview of the asylum situation in the EU on an annual basis to national and EU policymakers and stakeholders. The report is drafted in coordination with the European Commission annual report on immigration and asylum and takes into account input from civil society and academia. New analyses based on data collected under Stage III of EPS will be featured in the report.	
<b>New in 2016</b>	Further develop the scope and quality of the report including greater effective input from civil society; further improve dissemination of the report to a wider audience.	
Performance		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Annual report on the situation of asylum in the EU</b>		
Draft and publish the annual report on the situation of asylum in the EU.	Q2	Annual report adopted and published; Number of stakeholders providing input to the annual report; Use of the annual report.
<b>Public event on the report</b>		
Organise a public event for the launching and dissemination of the published annual report.	Q3	Public event organised; Public and media response generated.
<b>Budget line and allocated amount</b>	3101 Annual report on asylum: EUR 39 000	
<b>Human resources and allocated staff</b>	0.5 AD, 0.5 AST	

## II.3. Permanent support

### II.3.1. Training

II.3.1. EASO Training		
<b>EASO Objective(s)</b>	<p>EASO aims at supporting EU+ countries in developing the knowledge, skills and competencies of their staff responsible for asylum matters through qualitative common training. EASO's training contributes to the coherent implementation of the CEAS by supporting the establishment of a common quality level across the EU. To this end, EASO follows a two-track approach: on one hand, EASO develops relevant training material and, on the other hand, EASO organises training based on a train-the-trainer system.</p> <p>EASO will extend the use of modern technology, innovative training tools and didactical methodologies and will develop new training tools based on existing materials, adaptable to the specific needs of EU+ countries. In particular, EASO will complete a migration of its e-learning system to a brand new solution; this new solution will be more robust to face the increasing number of participants to trainings and will offer new tools to develop the training methodologies. EASO will continue working on a European Certification process of the EASO Training Curriculum to support EU+ countries in ensuring that their personnel responsible for asylum matters is trained as required by the provisions of the Asylum Procedures Directive (APD) and have adequate knowledge and skills. The certification of the EASO Training Curriculum will be developed without prejudice to national systems and procedures.</p> <p>EASO will cooperate with other EU agencies, particularly Frontex, the EU Agency for Fundamental Rights (FRA) and Cepol, in the field of training. In this regard EASO will continue to be involved in common thematic training development, update or delivery such as Fundamental Rights and Trafficking in Human Beings.</p> <p>Due attention will be given, in close cooperation with UNHCR, to issues related to vulnerable persons, gender identity and sexual orientation. EASO will continue to ensure that gender- and children-related topics are streamlined throughout its training materials.</p> <p>EASO will be assessing the impact and effectiveness of EASO's training activities in the EU+ countries.</p> <p>New training tools will be developed, while the certification and accreditation systems of the EASO Training Curriculum will be implemented and the International Sectoral Qualification will be explored.</p>	
<b>New in 2016</b>	<p>EASO will complete the migration of the e-learning system to a new solution. EASO will initiate the process for evaluating and assessing the impact and effectiveness of EASO's training activities in the EU+ countries. New training tools will be developed, while the certification system will be established.</p> <p>Training sessions will be delivered and training tools will be developed in relation to relocation, as indicated under the respective Section of this document.</p>	
Performance		
EASO activities in 2016	When	Indicators
<b>EASO Training delivery</b>		
Deliver at least 12 EASO train-the-trainers sessions.	Q1–Q4	Number of train-the-trainers sessions delivered; Number of trainers trained; Level of satisfaction of the trainees.

Deliver at least two regional train-the-trainers sessions.	Q1–Q4	Number of train-the-trainers sessions delivered; Number of trainers trained; Level of satisfaction of the trainees.
Provide expert support to EU+ countries in the implementation of the EASO training at national level.	Q1–Q4	Number of national training sessions administrated by EASO on its e-learning platform; Number of national staff trained; Number of translated modules implemented on the EASO e-learning platform.
<b>Development of EASO training material</b>		
Develop at least one training module or another training tool adaptable to the specific needs of EU+ countries.	Q1–Q4	Number of training modules or training tools initiated; Number of modules or tools developed and made available to EU+ countries.
Develop at least one EASO training handbook.	Q1–Q4	Number of EASO training handbooks initiated; Number of EASO training handbooks made available to EU+ countries.
Review at least three modules analysing the needs for update and/or upgrade.	Q1–Q4	Number of reviews; Number of module updates/upgrades initiated; Number of module updates/upgrades implemented on the e-learning training platform; Number of module update/upgrade reports.
<b>EASO training activities implementation</b>		
Enhance the current training data collection system (training cockpit) and publish an annual training report on the use of EASO training at EU and national level.	Q1–Q4	Training database upgraded; Annual training report published; Use of the output of the analysis of the current training.
Further implement a certification and accreditation of the EASO Training Curriculum (TC), including the organisation of at least two Certification and Accreditation Working Group meetings.	Q1–Q4	Number of expert meetings organised; Development of learning outcomes in all EASO TC modules; Relate European Qualifications Framework (EQF) level descriptors to each EASO TC module.
Initiate the process for evaluating and assessing the effectiveness of EASO's training activities in EU+ countries.	Q1–Q4	Methodology adopted; Procedures for the evaluation of training activities adopted.

Organise an annual trainers' network meeting.	Q3–Q4	Number of trainers attending the meeting; Level of satisfaction of the participants.
Organise one EASO Training National Contact Point meetings.	Q2, Q4	Number of participants attending the NCP meeting; Level of satisfaction of the participants; Use of the output of the meetings.
Organise an annual Reference Group meeting.	Q4	Number of participants attending the meeting; Use of the output of the meeting.
Complete the migration of the e-learning solution and of the existing courses.	Q1–Q4	New e-learning platform operational; Number of existing courses available on the new e-learning platform.
<b>Budget line and allocated amount</b>	3201 Training EUR 1,267,116	
<b>Human resources and allocated staff</b>	6.5 AD, 1 AST, 3 CA	

### II.3.2. Asylum processes

II.3.2. Asylum processes	
<b>EASO Objective(s)</b>	<p>In accordance with its overall aim of supporting Member States in achieving common standards within the Common European Asylum System (CEAS), EASO will further continue and enhance its practical cooperation activities initiated under the EASO Quality Matrix process.</p> <p>The EASO Quality Matrix process covers comprehensively the main elements of the CEAS through a mapping of Member States' current practices and policies followed by developing a set of interrelated deliverables (thematic meetings and reports, list of projects and initiatives).</p> <p>The mapping of Member States' practices and policies also contributes to the collection of information under the monitoring of the CEAS implementation (see section II.2).</p> <p>In addition, based on identified needs and best practices, EASO will continue to develop common practical tools and guides to support the daily work of case officers and other relevant target groups.</p> <p>EASO will consider all relevant sources of information during this process and may, where necessary, consult relevant stakeholders, such as competent international organisations, particularly UNHCR, academia and civil society.</p> <p>Further synergies will be sought with the work of the Contact Committees organised by the European Commission.</p>

<b>New in 2016</b>	<p>New and/or more specific topics will be covered by the EASO Quality Matrix process, and the respective deliverables based on Quality Matrix methodology will be delivered, including development of common practical tools and guides.</p> <p>Specific activities will be organised to support Member States in the quality management of the national asylum processes.</p> <p>EASO activities on asylum processes, including the development of specific practical tools, will also take place in relation to relocation, as indicated in the relevant Section of this document.</p>	
<b>Performance</b>		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Practical tools</b>		
Develop and publish at least one practical tool to support the daily implementation of the CEAS by Member States officials (e.g. practical guides, check lists).	Q1–Q4	Number of practical tools developed; Number of practical tools published; Use of the practical tools.
Identify and share practical tools and projects for supporting the quality in Member States' asylum decision-making process and other aspects of the CEAS.	Q1–Q4	Number of thematic reports produced; Quality Projects and Initiatives List updated; Number of quality tools and mechanisms identified and shared.
<b>Practical cooperation meetings</b>		
Organise a National Contact Point meeting on quality.	Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meeting.
Organise two EASO thematic meetings or advanced workshops on aspects of the CEAS.	Q1–Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
Support the establishment of quality management mechanisms in Member States and at EU level.	Q1–Q4	Practical cooperation meetings organised; Level of satisfaction of the participants; Use of the output of the meeting.
<b>Budget line and allocated amount</b>	3202 Quality processes EUR 300 000	
<b>Human resources and allocated staff</b>	3.5 AD, 0.3 AST, 1 CA	

### II.3.3. Country of Origin Information (COI)

II.3.3 Country of Origin Information (COI)		
<b>EASO Objective(s)</b>	<p>EASO aims at the development of a comprehensive EU COI system, aiming at raising and harmonising standards of COI together with EU+ countries and other key stakeholders.</p> <p>To this end, given the considerable capacity in COI production already existing in the EU, the creation and sharing of COI should be rationalised and harmonised via the Network Approach adopted by EASO. EASO will, via specialist networks, accurately map needs for COI at EU level, helping to fill gaps and avoid duplication as well as seeking to make EU COI publicly available via the revamped COI Portal.</p> <p>Moreover, EASO will seek to further produce common COI in cooperation with EU+ countries and relevant stakeholders, such as relevant international organisations, particularly UNHCR, academia and civil society. EASO will also continue developing practical guides and products regarding COI-specific topics. The possibility of coordinating the exchange of information on COI fact-finding missions and of building practical experience will be also explored in order to foster synergies and achieve greater harmonisation.</p> <p>EASO will further focus on joint COI Production and a functioning COI query system utilising the Network Approach while improving knowledge and use of new tools in the field of COI. Finally, in 2016 EASO will continue preparing the transfer of the MedCOI project by 2017.</p>	
<b>New in 2016</b>	<p>Introduce new COI portal providing public access to COI and improved presentation and collaboration tools. Strengthen EASO's role as 'clearing house' of national COI by improving the coordination of national COI production initiatives, increasing the 'Europeanisation' of national COI products through EASO reviewing mechanisms, and boosting the joint production of EASO COI products. Enhance cooperation with civil society experts. Explore the production of information relevant for the possible designation of safe countries of origin. Set up a senior-level policy network aimed at jointly interpreting COI and developing country guidance.</p>	
Performance		
EASO activities in 2016	When	Indicators
<b>COI reports and other COI products</b>		
Develop COI reports, including through the existing networks, based on the EASO COI Report methodology.	Q1–Q4	Number and extent of COI products developed; Use of the products.
Develop other types of products (e.g. methodologies, practical guides) on transversal issues related to COI.	Q1–Q4	Number and scope of COI products; Use of the products.
Organise one or more events on new tools for COI research.	Q1–Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
<b>Safe Countries of Origin (SCO)</b>		
Explore the production of information relevant for the possible designation of safe countries of origin.	Q1–Q4	Number of products; Use of the products

<b>Practical cooperation networks and meetings</b>		
Maintain the existing specialised EASO practical cooperation networks on specific countries of origin and, based on needs analysis, establish new networks.	Q1–Q4	Number of networks running and established; Number of participants in the networks.
Organise at least two Strategic COI network meetings.	Q2, Q4	Number of meetings; Number of participants; Level of satisfaction of participants; Use of the output of the meetings.
Organise at least three EASO practical cooperation meetings on specific topics and specific countries of origin.	Q1–Q4	Number of meetings; Number of participants; Level of satisfaction of participants; Use of the output of the meeting.
<b>Country Guidance</b>		
Set up a senior level policy (country guidance) network and organise initial meetings for this network	Q3-Q4	Number of meetings; Number of participants.
<b>Development and maintenance of COI-related tools and platforms</b>		
Introduce the revamped COI portal, providing public access to EU COI from linked national COI databases and providing innovative collaboration tools and presentation methods.	Q1–Q4	Number of documents linked to and downloaded via the portal; Number of databases linked to the portal; Number of users.
Organise one or more National COI Portal Administrator network meetings and a training session.	Q1–Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
Manage the COI query system using specific networks.	Q1–Q4	Number of queries answered; Average time to answer the query.
Progress in the transfer of the MedCOI project to EASO by 2017.	Q1–Q4	A feasibility study finalised; Follow up on the progress made.
<b>Budget line and allocated amount</b>	3203 Country of Origin Information: EUR 740 329	
<b>Human resources and allocated staff</b>	5 AD, 0.5 AST, 2 CA, 3 SNE	

### II.3.4. Cooperation with members of the courts and tribunals

II.3.4. Cooperation with members of the courts and tribunals		
<b>EASO Objective(s)</b>	<p>EASO will continue its cooperation with European and EU+ countries' courts and tribunals with the general objectives of contributing to the coherent implementation of the CEAS and advancing practical cooperation among EU+ countries on asylum.</p> <p>EASO's practical cooperation activities will be undertaken in line with the established framework and with full respect to the independence of courts and tribunals.</p> <p>EASO's activities in this area will include the joint preparation of professional development materials, the organisation and promotion of professional development and practical cooperation activities, and the organisation of advanced workshops in accordance with EASO's 2014 methodology.</p> <p>In doing so, EASO will continue to cooperate with relevant partners in the field and make every effort to facilitate avenues for <u>judicial dialogue and exchange</u>.</p>	
<b>New in 2016</b>	New professional development tools for members of courts and tribunals will be developed and made available.	
Performance		
EASO activities in 2016	When	Indicators
<b>Professional development activities</b>		
Develop and distribute at least one professional development tool for members of courts and tribunals.	Q1–Q4	Number of professional development tool/s initiated; Number of professional development tool/s made available to members of courts and tribunals.
Organise at least one EASO professional development session.	Q1–Q4	Number of events organised; Number of participants; Level of satisfaction of the participants.
<b>Stimulating judicial dialogue</b>		
Organise a thematic conference for members of courts and tribunals.	Q2–Q3	Number of participants; Number of courts and tribunals engaged; Level of satisfaction of the participants; Use of the outcome of the event.
<b>Budget line and allocated amount</b>	3201 Training EUR 180 000	
<b>Human resources and allocated staff</b>	1 AD, 0.3 AST, 1 CA	

### II.3.5. EASO activities on vulnerable groups

II.3.5. EASO activities on vulnerable groups	
<b>EASO Objective(s)</b>	<p>EASO will continue to provide support and develop practical cooperation among EU+ countries and other relevant experts on issues relating to vulnerable applicants.</p> <p>EASO will focus on vulnerable groups such as children (including unaccompanied children), victims of trafficking in human beings, victims of torture and other cruel and</p>

	<p>inhuman treatment, persons at risk because of their gender, gender identity or sexual orientation and any other groups of applicants with special needs.</p> <p>In doing so, it will take into account the general work on child protection and the protection of the rights of the child developed, inter alia, by the European Commission, in particular in line with the EU Action Plan on unaccompanied minors and the comprehensive strategy to be developed as its follow-up, FRA, UNHCR and the UN general committee on the rights of the child.</p> <p>EASO will focus on addressing thematic issues, such as best interest of the child, age assessment and family tracing as part of the implementation of the CEAS.</p> <p>EASO will also continue supporting the EU strategy towards the eradication of trafficking in human beings (2012–16) and its coherent implementation in cooperation with the European Commission and other EU institutions, bodies and agencies, such as Ceuol, Europol, FRA and Frontex.</p> <p>EASO will mainstream aspects related to vulnerable groups in all EASO activities and will support policy coherence in this field.</p>
<b>New in 2016</b>	<p>Further review and develop EASO tools designed to support EU+ countries in the implementation of the CEAS within the context of vulnerable applicants.</p> <p>EASO activities on vulnerable groups will also take place in relation to relocation, as indicated in the relevant Section of this document.</p>

#### Performance

EASO activities in 2016	When	Indicators
<b>Practical cooperation tools</b>		
Review and/or develop at least one EASO practical cooperation tool (e.g. practical guides, checklists, web platform) designed to support EU+ countries in the implementation of the CEAS within the context of vulnerable groups.	Q1–Q4	Number of practical cooperation tools initiated or reviewed; Use of tools.
<b>Practical cooperation meetings</b>		
Organise an annual EASO practical cooperation conference on unaccompanied children.	Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
Organise an EASO practical cooperation expert meeting on trafficking in human beings.	Q2	Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
Organise at least one EASO thematic practical cooperation meeting on topics related to vulnerable groups.	Q1–Q4	Number of meetings; Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
Participate in activities coordinated by the JHA Agencies to prevent and fight against THB.	Q1–Q4	Number of joint meetings attended; Number of joint activities; Use of the output of the meetings.

<b>Budget line and allocated amount</b>	3202 Quality processes EUR 150 000
<b>Human resources and allocated staff</b>	2 AD, 0.4 AST, 1 SNE

### II.3.6. Dublin Network

II.3.6. Dublin Network		
<b>EASO Objective(s)</b>	<p>EU Member States are responsible for applying the Dublin system. In particular, the Member States are responsible for allocating adequate resources to increase the number of Dublin transfers and reduce delays related to the transfers. Member States also need to consistently apply the legal clauses related to family reunification and make broader and more regular use of the discretionary clauses which allow the Member States to decide to examine an asylum application and consequently relieve the pressure on the Member States with external borders.</p> <p>In order to support the Member States in the full application of the Dublin system, EASO shall establish a dedicated network of national Dublin Units in line with the European Agenda on Migration. In view of the migration crisis and the close links between Dublin procedures and relocation increased activity is expected within the Dublin network.</p>	
<b>New in 2016</b>	EASO shall establish a dedicated network of national Dublin Units to support EU Member States in their application of the Dublin system.	
Performance		
EASO activities in 2016	When	Indicators
<b>Dublin network</b>		
Establish a dedicated network of national Dublin Units and organise regular meetings.	Q1–Q4	A network of national Dublin Units established; Meetings organised; Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
Establish an online platform accessible to the Network	Q1–Q4	Number of users Number of documents uploaded/exchanged
<b>Development of best practices</b>		
Develop best practices on cooperation within the framework of the Dublin system.	Q1–Q4	Number of best practices identified and developed.
<b>Budget line and allocated amount</b>	3202 Quality processes and expertise: EUR 87 738	
<b>Human resources and allocated staff</b>	1 AD	

### II.3.7. Reception

II.3.7. Reception		
<b>EASO Objective(s)</b>	<p>EASO will further develop its internal capacity to support EU+ countries with activities aimed at promoting adequate reception conditions.</p> <p>In close cooperation with relevant organisations and networks (e.g. the European Platform of Reception Agencies, EPRA) already operating in the field, EASO will establish a dedicated network of reception authorities in line with the European Agenda on Migration.</p> <p>Through this network, EASO will foster the exchange of information and best practices on reception systems within the framework of the CEAS. Furthermore, EASO will work on the development of criteria for evaluation of reception systems in cooperation with Member States, EPRA and the European Commission.</p>	
<b>New in 2016</b>	Support the establishment of an EU Reception Network.	
Performance		
EASO activities in 2016	When	Indicators
<b>Reception Network and practical cooperation meetings</b>		
Support the establishment of a new dedicated network of reception authorities and work in cooperation with the partners involved, in particular EPRA.	Q1–Q4	Network established.
Organise EASO practical cooperation meetings on reception systems and conditions.	Q1–Q4	Meetings organised; Number of participants; Level of satisfaction of the participants; Use of the output of the meetings.
<b>Development of tools</b>		
Develop Guidance on Reception Standards and Indicators	Q1–Q4	Use of criteria; Level of satisfaction/feedback provided by the participating EU+ countries.
<b>Budget line and allocated amount</b>	3202 Quality processes and expertise: EUR 150,000	
<b>Human resources and allocated staff</b>	1 AD	

### II.3.8. Return and Integration

II.3.8. Return and Integration		
<b>EASO Objective(s)</b>	<p>EASO activities aim to develop and support the link between the asylum and reception procedure to the procedures, which follow after the decision on an asylum application, i.e. return or integration.</p> <p>Return and integration form an integral part of well-functioning asylum and migration policies. Introducing such measures earlier on in the asylum and reception process can enhance their effectiveness.</p> <p>In 2016, EASO will foster practical cooperation in the areas of return and integration within the asylum and reception system. EASO will facilitate exchange of information and best practices to mainstream elements of return and integration at various stages of the asylum process and reception systems. In doing so, EASO will closely cooperate with relevant actors in these fields, such as Frontex, the European Migration Network Return Expert Group, the European Reintegration Instrument Network, the National Contact Points of Integration of the European Commission etc.</p>	
<b>New in 2016</b>	Further cooperation with relevant actors in the areas of return and integration.	
Performance		
EASO activities in 2016	When	Indicators
<b>Cooperation meetings</b>		
Cooperate with existing actors in return and integration, including with Frontex and the European Reintegration Instrument Network (ERIN).	Q1–Q4	Cooperation with relevant actors established; Meetings organised; Use of the output of the meetings.
<b>Budget line and allocated amount</b>		
<b>Human resources and allocated staff</b>	0.5 AD	

### II.3.9. Other tools for permanent support

II.3.9. EASO List of Available Languages (LAL)		
<b>EASO objective(s)</b>	In order to support EU Member States in accessing wider interpretation, EASO will support EU+ countries in having easy access to all available languages interpretation in the other EU+ countries through the list of available languages.	
<b>New in 2016</b>	Monitor the use of LAL by EU+ countries	
Performance		
EASO activities in 2016	When	Indicators
<b>Maintain the List of Available Languages</b>		
Maintain and monitor the List of Available Languages for interpretation.	Q1–Q4	Number of contacts established between EU+ countries to use the List of Available Languages; Data gathered on the languages more requested for interpretation.
<b>Budget line and allocated amount</b>		
<b>Human resources and allocated staff</b>	0.5 CA	

## II.4. External dimension

### II.4.1. Third Country support

II.4.1. Third Country support		
<b>EASO Objective(s)</b>	<p>In line with the EASO External Action Strategy, EASO will support the external dimension of the CEAS in agreement with the European Commission and within the framework of the EU external relations policy.</p> <p>EASO will provide support to third countries in line with the European Agenda on Migration. As part of this, EASO will support capacity building in key EU neighbouring Third Countries' asylum and reception systems, as well as in relation to the implementation of the Regional Development and Protection Programmes (RDPPs) in particular with respect to North Africa, as per agreement with the European Commission.</p> <p>To follow up on the Valletta Summit Action Plan of November 2015, EASO will, in close cooperation with the UNHCR, support Third Countries by providing training and improving the quality of the asylum process, in countries of origin, transit and destination.</p> <p>EASO will provide support to the Western Balkans (WB) region and (Turkey); this will be done through cooperation with the European Commission, EU Member States, Frontex and other relevant actors. In addition, EASO will undertake complementary actions to respond to the WB Leaders' Statement of 25 October 2015.</p> <p>EASO will build on the outcome and experience gathered from the implementation of its European Neighbourhood and Partnership Instrument (ENPI) project with Jordan, Tunisia and Morocco, which started in 2014 and ended in 2016.</p>	
<b>New in 2016</b>	<p>EASO will be an implementing partner in the Regional Programme <i>Regional Support to protection-sensitive migration management in the Western Balkans (and Turkey)</i>, IPA 2014.</p> <p>EASO will implement, in a flexible and ever-changing context, activities to respond to the migration changes in the WB, including to respond to the WB Leaders' Statement of 25 October 2015.</p> <p>EASO will implement a <i>Capacity Building project</i> under the RDPP North Africa based on agreement and financial support from the European Commission.</p> <p>EASO will contribute to the implementation of the Valletta Summit Action Plan of November 2015.</p> <p>EASO will further support the EU-Turkey cooperation frameworks.</p>	
Performance		
EASO activities in 2016	When	Indicators
<b>Western Balkans and Turkey</b>		
Provide support to the WB region (and Turkey) through the Regional Programme 'Regional Support to protection-sensitive migration management in the Western Balkans (and Turkey)', IPA 2014. In addition, EASO will undertake complementary actions to respond to the needs in the region, in particular to the Republic of Serbia and the former Yugoslav Republic of Macedonia; by providing capacity building support as well as by providing more operational support, if appropriate and in agreement with the European Commission, the Third Countries involved and other relevant stakeholders.	Q1–Q4	Number of IPA related activities with EASO involvement identified and started and/or implemented; Number of capacity building activities implemented; Level of satisfaction of the partner countries involved.

<b>North Africa</b>		
Support the implementation of Regional Development and Protection Programmes (RDPPs), with a particular regional focus on North Africa (Pillar 1 of the RDPP North Africa), as per agreement with the European Commission.	Q1–Q4	Number of RDPPs with EASO involvement; Number and sort of support measures implemented; Number of meetings, trainings and workshops; Number of participants; Level of satisfaction of the participants/stakeholders; Use of the output of the meeting; Level of satisfaction of the stakeholders involved.
<b>European Neighbourhood Partnership Instrument (ENPI)</b>		
Finalise the implementation of the European Neighbourhood and Partnership Instrument project with Tunisia, Morocco and Jordan and build on lessons learned from its implementation.	Q1–Q4	Degree of implementation of the ENPI project's activities and budget; Level of satisfaction of the Third Countries concerned; Level of satisfaction of the stakeholders involved; Number of activities building on the experience of the ENPI project which can be identified and implemented.
<b>Follow up to the Valletta Summit Action Plan</b>		
Implement external dimension activities, including training, capacity building, with targeted neighbouring Third Countries identified in line with the Global Approach to Migration and Mobility and in agreement with the European Commission to follow up to the Valletta Summit Action Plan of November 2015 beyond the support in relation to the RDPPs.	Q1–Q4	Number of external dimension activities identified and implemented; Number of external dimension activities identified and implemented to specifically follow up on the Valletta Summit Action Paper; Number of participants; Level of satisfaction of the participants/stakeholders; Use of the output of the meeting; Level of satisfaction of the stakeholders involved. Number of Third Countries involved; Level of satisfaction of the Third Countries involved.
<b>Practical cooperation meetings</b>		
Organise at least two EASO practical cooperation workshops with the EU+ countries' External	Q2, Q4	Number of workshops organised;

Dimension Network to further develop EASO external dimension activities for Third Country support.		Number of participants; Level of satisfaction of the participants; Use of the output of the workshops.
<b>Budget line and allocated amount</b>	3204 Resettlement and external dimension: EUR 472 779	
<b>Human resources and allocated staff</b>	1.5 AD, 1 CA	

## II.4.2. Resettlement

II.4.2. Resettlement		
<b>EASO Objective(s)</b>	<p>EASO will exercise a coordinating role in exchanging information and other actions on resettlement taken by EU+ countries in cooperation with UNHCR and IOM.</p> <p>The European Commission recommended to the Member States, on 8 June 2015, a European Resettlement scheme to resettle 20 000 people in need of international protection over a two-year period. The 20 July 2015 JHA Council adopted conclusions on the agreement on resettling through multilateral and national schemes 22 504 displaced persons in clear need of international protection.</p> <p>Furthermore, as announced in the Statement agreed between the Member States and Turkey of 18 March 2016, a mechanism is established to substitute irregular and dangerous migrant crossings from Turkey to the Greek islands with the legal channel of resettlement from Turkey to the EU. For every Syrian being returned to Turkey, another Syrian will be resettled from Turkey to the EU, known as the '1:1 scheme'. In parallel, work is underway amongst Member States to put in place the Voluntary humanitarian admission scheme for Syrian refugees currently in Turkey (VHAS). Once irregular crossings between Turkey and the EU are ending or at least have been substantially and sustainably reduced, this scheme will be activated and EU Member States will contribute on a voluntary basis. EASO will support the implementation of the European resettlement schemes.</p> <p>EASO will, in cooperation with the European Commission, UNHCR and IOM, promote coordination between EU+ countries in achieving agreed targets of resettlement, not only in terms of submissions but also in terms of effective departures to the EU. EASO aims at strengthening the EU's role in this area, in cooperation with the European Commission, with a view to meeting the international protection needs of refugees in Third Countries and showing solidarity with their host countries. EASO will, in particular, provide special support to EU Member States and participating Associated Countries which have no prior experience with resettlement. EASO will also monitor the implementation of the scheme and report accordingly.</p>	
<b>New in 2016</b>	Develop methodologies and tools for strengthening EU+ countries' ability to resettle refugees and promote cooperation under the European resettlement scheme. EASO will, in particular, provide special support to EU Member States and participating Associated Countries which have no prior experience with resettlement	
Performance		
EASO activities in 2016	When	Indicators
<b>Activities on resettlement</b>		
Implement at least one support activity with EU Member States which have no prior experience with resettlement.	Q1-Q4	Number of activities specifically targeting EU Member States and participating Associated Countries which have no prior

		<p>experience with resettlement organised;</p> <p>Number of participants;</p> <p>Level of satisfaction of the participants;</p> <p>Use of the output of the meetings.</p>
Facilitate resettlement from Turkey following the Eu-Turkey Statement of 18 March 2016, by participating in the work of the EU resettlement team in Ankara	Q1-Q4	<p>Number of activities specifically targeting EU Member States and participating Associated Countries which have no prior experience with resettlement organise;</p> <p>Number of reports issued;</p> <p>Number of recipients of the reports.</p>
<b>Development of methodologies and tools</b>	Q1-Q4	
Establish and develop regular data collections on Resettlement and produce related analytical reports.	Q1-Q4	<p>Number of reports issued;</p> <p>Number of recipients of the reports.</p>
<b>Practical cooperation meeting</b>		
Organise at least one EASO practical cooperation expert meeting on resettlement in synergy with the other various EU and international initiatives on resettlement.	Q1-Q3	<p>Number of expert meetings organised;</p> <p>Number of participants;</p> <p>Level of satisfaction of the participants;</p> <p>Use of the output of the meetings.</p>
<b>Budget line and allocated amount</b>	3204 Resettlement and external dimension: EUR 361,360	
<b>Human resources and allocated staff</b>	1 AD, 1 SNE (+ 2 SNEs)	

### III. EASO's horizontal activities

#### III.1. EASO's cooperation network



##### III.1.1. Cooperation with the European Parliament, the Council of the European Union and the European Commission

As a decentralised EU regulatory agency having its own governance structure, EASO acts within the policies and institutional framework of the EU. In this context, the political responsibility for the area of asylum lies with the European Commissioner responsible for Migration, Home Affairs and Citizenship, and thus strong cooperation links exist with the European Commission on all EASO activities. In 2016 the European Commission will be invited to give its opinion on specific documents to be adopted by the EASO Management Board in line with the relevant provisions of the EASO

Regulation. Regular meetings at all levels and regular policy-related videoconferences with DG Migration and Home Affairs will take place throughout 2016. Furthermore, during 2016 EASO will continue organising joint Contact Committee meetings with the European Commission and practical workshops back to back to the meetings of the Contact Committees. Additionally, EASO will coordinate with the European Commission the drafting of reports. EASO and the European Migration Network (EMN) will draw on the same data from the EU+ countries for all information when drafting reports such as the EASO annual report. EASO will participate in EMN NCP meetings and its Steering Board and relevant thematic meetings.

In line with the EASO Regulation, EASO will send its annual work programme and annual activity report to the European Parliament, the Council of the European Union and the European Commission. The Executive Director is regularly invited to report to the Justice and Home Affairs Council with regard to the CEAS. Moreover, the Executive Director is invited to present the EASO work programme, as well as specific topics related to EASO's work, to the European Parliament.

In 2016, EASO will continue playing a supporting role on the multiannual financial framework and the arrangements on EU funding in the field of asylum and migration. In this respect, EASO will provide information on EU operational priorities and on EU+ countries' specific priorities which could be taken into consideration for targeted funding.

EASO will fulfil its institutional role within the context of the mechanism provided for in Article 33 of the Dublin III Regulation by taking action and informing the relevant institutions involved in the different steps of the mechanism.

### **III.1.2. Cooperation with the UNHCR and other international organisations**

In fulfilling its tasks, EASO acts in close cooperation with the United Nations High Commissioner for Refugees (UNHCR) and with other relevant international and intergovernmental organisations.

With regard to the UNHCR, EASO cooperates closely with and involves the UNHCR in all areas covered by the EASO Regulation. In 2013, EASO and the UNCHR signed a working arrangement. On that basis, in 2016 EASO will build on the strengthened cooperation, in particular in the areas of training, quality processes, unaccompanied children, resettlement, the external dimension of the CEAS and in the field of special and emergency support. Structured cooperation will continue in all fields. The UNHCR participates in the EASO Management Board as a non-voting member and will be invited, where relevant, to meetings of EASO's working structures. Furthermore, it should be underlined that UNHCR has a permanent liaison office to EASO based in Malta.

During 2016, EASO will also be in close contact with other relevant international and intergovernmental organisations working in areas of asylum, such as the Council of Europe, the General Directors of Immigration Services Conference (GDISC), the Intergovernmental Consultations on Migration, Asylum and Refugees (IGC) and the International Organisation for Migration (IOM). Concerning the Council of Europe and the IOM, EASO will regularly exchange views and contribute to their work in 2016. With regard to the GDISC, EASO will contribute actively to its work, participating in several GDISC conferences and workshops, whereas, on the basis of an exchange of letters with the IGC, EASO will be regularly invited to several of the IGC working groups and the Executive Director will be invited to the IGC full round.

### **III.1.3. Cooperation with EU agencies and JHA agencies**

#### **EU agencies' network**

EASO promotes strong cooperation with other EU agencies as member of the Inter-Agency Coordination Network and will participate in relevant activities organised in 2016 in the context of its networks and other working structures.

## **JHA agencies' network**

EASO is also member of the Justice and Home Affairs (JHA) inter-agency cooperation, together with the European Police College (CEPOL), the European Institute for Gender Equality (EIGE), the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA), the European Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA), the European Union's Judicial Cooperation Unit (Eurojust), the European Police Office (Europol), the European Union Agency for Fundamental Rights (FRA) and the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (Frontex). In 2016, EASO will participate in the JHA agencies' network and contribute to its activities.

EASO will continue having mutual contacts and relations on a bilateral level with the JHA agencies, in particular via the channels of the JHA inter-agency cooperation. Following specific working arrangements with Frontex, FRA and eu-LISA, bilateral activities will be implemented as detailed hereunder.

### **Frontex**

On the basis of the working arrangement signed by Frontex and EASO in September 2012, the existing cooperation will continue during 2016, also in the light of joint actions foreseen in the European Agenda on Migration. Frontex and EASO will further implement sustainable cooperation on training programmes, quality initiatives, data and analysis sharing in the context of the Early warning and Preparedness System and COI. Furthermore, EASO will foster the cooperation with Frontex in operational support by coordinating efforts when providing support to EU+ countries and by exploring further synergies in border management and identification of international protection needs, in particular in the Hotspots. EASO will build on its cooperation with Frontex in the development of relevant activities in the field of the external dimension in 2016. Frontex and EASO will maintain their cooperation with regard to each other's activities vis-à-vis civil society, including in the context of their respective consultative fora. In 2016, EASO will continue participating in the Frontex Consultative Forum.

### **FRA**

FRA and EASO will build upon the existing cooperation in 2016 in line with the working arrangement signed by both agencies in June 2013. FRA and EASO will continue sharing information, providing input to research activities and sharing research and data collection methodologies. Both organisations will continue their cooperation in the field of training, furthering the exchange of best practices, information and expertise in regards to fundamental rights. In 2016, the cooperation with regard to each other's consultative activities will continue.

### **eu-LISA**

EASO and eu-LISA will continue implementing the activities detailed in the working arrangement signed by both agencies in November 2014, also in the light of joint actions foreseen in the European Agenda on Migration.

## **III.1.4. Cooperation with academia and members of tribunals and courts**

EASO devotes special attention to relations with the academic world and with the members of European and EU+ countries' tribunals and courts.

In 2016, the academia will be involved in the work of EASO in different ways, including in training development activities, and will continue having a main role in the Consultative Forum and expert meetings.

During 2016, EASO and the members of tribunals and courts will cooperate closely, including through the International Association of Refugee Law Judges (IARLJ) and its European chapter, as well as with the Association of European Administrative Judges (AEAJ).

The concrete activities relating to the cooperation with academia and members of tribunals and courts which will be developed during 2016 have been already defined above in Section 2.4.

<b>III.1. EASO's cooperation network</b>		
<b>EASO Objective(s)</b>	EASO will promote multi-directional synergies among all relevant stakeholders of its cooperation network. EASO will strengthen a coordinated approach, the flow of information, the convergence and coherence of policies and practices related to its mandate.	
<b>New in 2016</b>	Explore ways to trigger the participation of members of the EASO network on issues at strategic and horizontal level. Address timely queries related to policies and practices for the implementation of the CEAS.	
<b>Performance</b>		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>EASO queries</b> Consolidate and develop further the EASO query system in order to timely address queries related to policies and practices for the implementation of the CEAS.	Q1–Q4	Number of queries addressed; Average time to address the query; Use of the query reports; Degree of satisfaction of Member States.
<b>Contact Committee meetings</b>		
Organise four Contact Committee meetings jointly with the European Commission.	Q1–Q4	Number of joint Contact Committee meetings organised.
<b>Collaboration in the development of horizontal scope products</b>		
Develop at least one product of horizontal scope in collaboration with the EASO network of stakeholders.	Q3–Q4	Relevance of the horizontal theme addressed with the product; Use of the product; Number of copies distributed.
<b>Budget line and allocated amount</b>	3401 Cooperation with partners and stakeholders: EUR 30 000	
<b>Human resources and allocated staff</b>	1.5 AD, 1 CA	

### III.2. EASO's communication and stakeholders relations

In line with its revised Communication Strategy adopted in 2014, and its communication plan for 2016, EASO will further enhance its internal and external communication efforts. In 2016, EASO Communications team shall aim at the following:

- Enhancing the reputation of EASO and strengthen its credibility with key stakeholders;
- Explaining and promoting EASO's work, in particular the work related to the implementation of the hotspots and the Migration Agenda;
- Promoting EASO's practical tools (such as those related to EPS, COI, training and quality, etc.) by reaching out and engaging with, all of our stakeholders.
- Promoting multi-directional synergies among all relevant stakeholders of its cooperation network. EASO will strengthen a coordinated approach, the flow of information, the convergence and coherence of policies and practices related to its mandate;

- Explore ways to trigger the participation of members of the EASO network on issues at strategic and horizontal level.

One of EASO's main communication objectives is to reach out to all asylum and reception officials in the EU+ countries, as well as other relevant target groups, in order to ensure that they are aware of our main products and can access them, including publications and press releases.

EASO's principal communication channel, the EASO website (<http://www.easo.europa.eu>), will be complemented by a variety of other channels (written and audiovisual press; participation in events; presentations and exhibitions of EASO's work and activities; publications and reports; EASO's monthly newsletter; press releases; and daily press extracts for internal use). EASO will look into ways of further developing and modernising its website in line with user feedback and using the best practices of similar websites. EASO will continue strengthening the practical cooperation in the national communication multipliers network, hold a consultation meeting with journalists and further develop its internal communications network through sharepoint, instant messaging and voice over IP. EASO will enhance its presence in the social media and will use social media tools namely twitter, facebook and instagram.

EASO will work to enhance its relationship with key stakeholders. Regular events will be organised (such as meetings with Ambassadors, VIP visits and group visits to EASO, etc.) with the aim of informing stakeholders on EASO's work and activities. The EASO communication team shall also endeavour to ensure the representation of EASO at key events and disseminate EASO's key messages.

Moreover, EASO shall endeavour to produce high-quality publications which are aimed at different target groups. Moreover, EASO aims to translate its publications and training material as much as possible in order to make them widely accessible.

III.1. EASO's communication and stakeholders relations		
<b>EASO Objective(s)</b>	Communicate and promote the agency's role, values, activities and work in line with the EASO communication strategy.  EASO will focus on the agency's task of facilitating, coordinating and strengthening practical cooperation among EU+ countries on the many aspects of asylum. Relocation will be particularly targeted by EASO's communication activities, including through developing a relocation communication strategy/package.	
<b>New in 2016</b>	EASO will organise an information campaign to mark the five years of operations.	
Performance		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Stakeholders Relations</b>		
Organise weekly meetings with UNHCR	Q1-Q4	Number of meetings and VC organised.
Participate in EU Agencies networks in particular the JHA Agencies network	Q1-Q4	Number of meetings attended
Organise at least 3 meetings of the EASO Management Board (refer to section IV.1 EASO's internal governance)	Q1-Q4	Number of meetings organised.
Organise Contact Committee meetings jointly with the European Commission	Q1-Q4	Number of joint Contact Committee meetings organised.
Organise at least 4 meetings with local diplomatic communities	Q1-Q4	Number of meeting organised.
<b>Information to the public</b>		
Implement a new EASO website.	Q1	New website in operation.

Increase the number of visitors to the EASO website.	Q1–Q4	Percentage increase in the number of visitors to the EASO website.
Set up and manage twitter, facebook and instagram accounts	Q1–Q4	Number of posts; Number of people following.
Monitor EASO’s press coverage and publish the most important articles on the website.	Q1–Q4	Number of items included in the press archive; Number of articles published on the website.
Participate in open days, fairs and other events.	Q1–Q4	Number of stands set-up; Number of events participated.
Organise the EASO Info Day and commemorate the five years of EASO’s operations.	Q2	Number of info desks; Number of EASO officials providing presentations; Number of participating EU+ countries.
Issue at least 10 editions of the EASO newsletter and increase the number of newsletter subscribers.	Q1–Q4	Number of editions of the EASO newsletter; Level of satisfaction of the subscribers; Percentage of increase in the number of newsletter subscribers.
Develop a relocation communication strategy/package	Q1–Q4	Number of tools developed; Number of posters/ publications/leaflets produced upon demand; Number of visits on webpage/number of “likes” on facebook/number of persons using the mobile application.
<b>Information to the press</b>		
Issue at least 12 press releases.	Q1–Q4	Number of press releases; Use of the press releases.
Organise an information meeting for journalists working in the area of asylum.	Q3–Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meeting.
Hold at least twenty high-level interviews with the press.	Q1–Q4	Number of high-level interviews with the press.
Organise an information and networking meeting for the EASO communication multipliers.	Q3–Q4	Number of participants; Level of satisfaction of the participants; Use of the output of the meeting.
Issue of internal daily press extracts.	Q1–Q4	Number of internal daily press extracts;

		Level of satisfaction of the readers.
<b>EASO info mailbox</b>		
Manage efficiently the EASO info mailbox.	Q1–Q4	Number of requests and replies; Timeframe in which requests are replied; Use of the EASO info mailbox.
Ensure timely replies to enquiries received from the public and the press.	Q1–Q4	Timeframe in which enquiries are replied; Use of the replies.
<b>Publications and translations</b>		
Coordinate and ensure the highest quality of EASO publications and translations.	Q1–Q4	Number of publications and translations; Use of EASO's publications; Level of satisfaction of the users.
<b>EASO's visual identity</b>		
Ensure full implementation of EASO's current visual identity.	Q1–Q4	Use of the EASO visual identity.
Start working on a new EASO visual identity.	Q4	Ensure smooth transition for the new visual identity
<b>Budget line and allocated amount</b>	2309 Administrative translations and interpretation costs: EUR 872 020; 2310 Administrative publications: EUR 155 000; 2311 Communications: EUR 155 000 ; 3401 Cooperation with Partners and Stakeholders EUR 30 000 (Management of 2306 Administrative Internal and External meetings expenditures: EUR 200 000)	
<b>Human resources and allocated staff</b>	Communications and Stakeholders Relations Unit 1 AD, 1 AST, 5 CA	

### III.3. Consultative Forum

The Consultative Forum constitutes a mechanism for the exchange of information and pooling of knowledge and expertise between EASO and relevant stakeholders of the civil society. Over the past five years, EASO has deepened its relationship with civil society and has sought their input on various themes. During 2016, in line with the EASO consultation calendar, EASO will continue consulting relevant organisations on specific themes, using the selection criteria outlined in the Consultative Forum's operational plan. EASO will also consult civil society throughout the drafting phase of the 2017 work programme, the annual report and other products using a range of tools that have been deemed suitable and efficient so far.

In the course of 2016, EASO will explore ways to develop further synergies with civil society organizations, particularly in the framework of EASO's operations in Greece and Italy.. Specific consultative activities will be organised for targeted groups, such as the members of courts and tribunals. EASO will organise in the fourth quarter of 2016 the plenary meeting of the Consultative

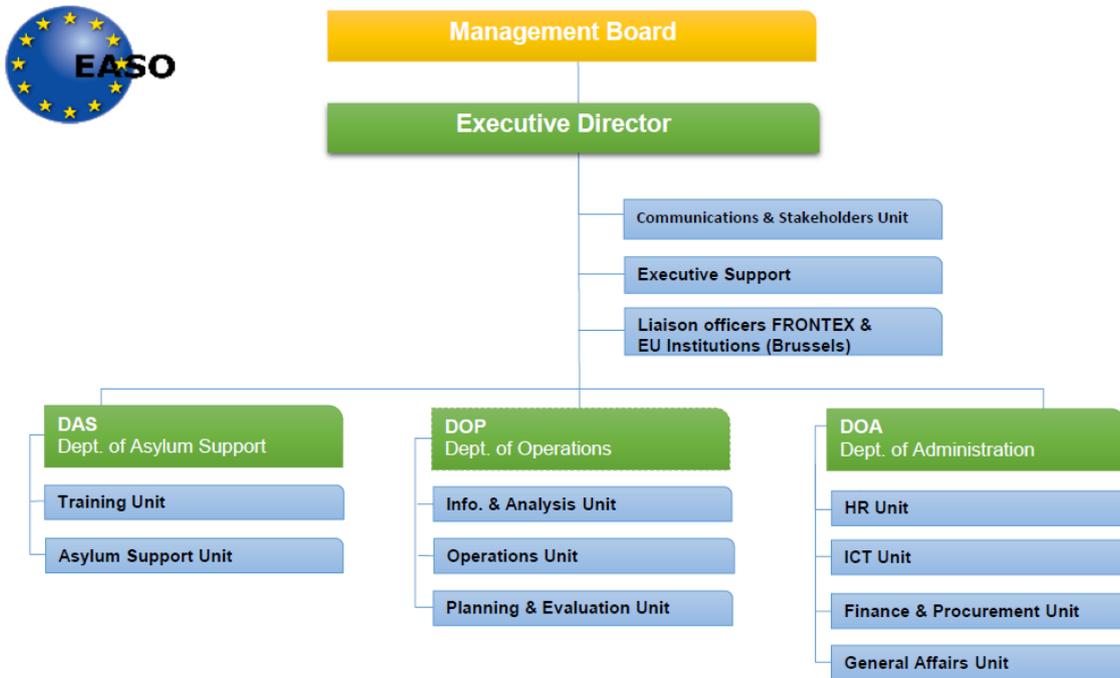
Forum focusing on the most crucial developments in the context of the current growing mixed migratory flows in the EU.

<b>III.3. Consultative Forum and civil society</b>		
<b>EASO Objective(s)</b>	EASO will continue engaging in a two-way dialogue with relevant civil society organisations to share expertise and experiences, consult on relevant EASO documents, and to enhance synergies through coordinated activities with civil society.	
<b>Performance</b>		
<b>EASO activities in 2016</b>	<b>When</b>	<b>Indicators</b>
<b>Consultations</b>		
Consult relevant civil society organisations regarding key EASO documents, such as the Work Programme, the Annual Report on the Situation of asylum in the EU or the Annual Activity Report.	Q1–Q4	Number and sort of consultations conducted; Number of organisations consulted; Number of contributions received; Use of the contributions received.
Map and report the involvement of civil society in the work of EASO with a view to capitalize best practice and identify strengths, weakness and opportunities	Q1–Q4	mapping completed Preliminary SWOT analysis completed
Ensure smooth response and dialogue with CSOs addressing EASO	Q1–Q4	Number of queries from civil society addressed; Number of new contacts established;
<b>Meetings and activities</b>		
Organise the annual plenary meeting of the Consultative Forum.	Q4	Plenary meeting organised; Number of participants; Level of satisfaction of the participants; Use of the output of the plenary meeting.
Organise thematic meetings, practical cooperation workshops and pilot activities with civil society organisations.	Q1–Q4	Number of meetings organised; Number of participants from civil society organisations; Level of satisfaction of the participants.
Contribute to the activities of the Consultative Forum of Frontex and other JHA Agencies and other similar bodies	Q1–Q4	Number of meetings attended; Number of contributions provided;
Participate in civil society networks in the field of asylum, at EU and national levels identifying developments relevant for EASO, reviewing and	Q1–Q4	Number of meetings attended;

channelling inputs, providing contributions where appropriate.		Number of contributions provided; Number of new organizations joining EASO consultative forum;
<b>Budget line and allocated amount</b>	3401 Cooperation with partners and stakeholders: EUR 65 000	
<b>Human resources and allocated staff</b>	1 AD, 0.5 CA	

## IV. EASO’s organisational structure in 2016

### IV.1. EASO’s internal governance



EASO’s internal governance and administrative structure comprises a Management Board and an Executive Director. With the significant increase in tasks attributed to EASO in early 2016, EASO experienced challenges to its response capacity, particularly in field operations in front line Member States. Consequently, EASO has had its resources repeatedly increased, both in terms of financial appropriations and staff. In order to absorb and manage these resources in an effective way, it became necessary to streamline the internal organizational structure, bringing information management much closer to the operational response, increase our communications and stakeholder’s relations capacity, and liaise better with our most important implementation partners. Upon a proposal by the Executive Director, the Management Board adopted the new organisation structure of EASO, above, on 12 May 2016.

The **Management Board** is the governing and planning body of EASO. Its key functions in 2016 include the adoption of the work programmes and annual reports of EASO and the adoption of the budget. Furthermore, the Management Board will ensure that EASO performs effectively its duties.

Management Board		
<b>EASO Objective(s)</b>	EASO aims to ensure that its Management Board continues to fulfil effectively and efficiently its tasks as EASO’s governing and planning body.	
Performance		
EASO activities in 2016	When	Indicators
Organise at least three Management Board meetings with the option to have additional meetings at the initiative of the chair or at the request of one third of its members.	Q1–Q4	Number of meetings; Number of participants; Number of decisions adopted;

		Level of satisfaction of the participants.
Draft, adopt and publish the Annual Activity Report, the Annual Report on the Situation of Asylum in the EU and the Single Programming Document.	Q2	Annual report adopted and published; Number of stakeholders providing input to the annual report; Use of the annual report.
Provide the Secretariat for the Management Board.	Q1–Q4	Number of communications with Management Board members; Level of satisfaction of Management Board members.
<b>Budget line and allocated amount</b>	2306 Administrative Internal and External meetings expenditures: EUR 200 000	
<b>Human resources and allocated staff</b>	0.5 AD, 0.5 CA	

The **Executive Director** is independent in the performance of his tasks and is the legal representative of EASO. The Executive Director is responsible, inter alia, for the administrative management of EASO and for the implementation of the Work Programme and the decisions of the Management Board.

## IV.2. EASO's administration, staff and budget overview

### IV.2.1. EASO's administration

With regard to the administrative structure of EASO, the Agency will continue seeking its main goal to deliver a high-quality service in order to fulfil effectively and efficiently its mission and objectives.

On 12 May 2016, the EASO Management Board adopted a new organigramme for the agency. This new organigram that, allows EASO to be ready for the future business needs and the much bigger size, by introducing different content clusters and additional middle management posts.

EASO foresees for 2016 an investment in order to further develop efficient internal procedures, to increase the internal controls of the organisation, to provide advanced training to staff on all EASO-related subjects, hence reinforcing capacity building and career development, to continue the recruitment processes and to support the operational units/centres.

A particular focus will be put on EASO's IT and knowledge management systems, in order to reinforce EASO's support activities to Member States, including through the learning platform, the COI portal, the Information and Documentation System or the EASO website. Furthermore, advanced consultation tools will be developed. In addition, EASO will foster further consolidation and improvement of the ICT business continuity framework, the information security procedures and practices, the resilience of client authentication and partner federation and, lastly, of the infrastructure overall speed and efficiency. More specifically, for the latter EASO has already implemented electronic workflows for the financial procedures and will implement in addition an electronic procurement workflow, a centralised HR database, e-Recruitment, an electronic mission management tool and an electronic leave management tool. This will increase the speed of often administratively heavy processes, reduce the chance for mistakes and allow staff to perform tasks that have higher added value.

## IV.2.2. EASO's staff and budget overview for 2016

The fulfilment of EASO's objectives is subject to the availability of the necessary human, financial and material resources. In this sense, the figures included in the staff and budget overview hereunder are in line with the decisions of the Budgetary Authority on the annual budget and establishment plan.

### IV.2.2.1. Staff overview for 2016

Given its mission and tasks EASO is a human-resource-intensive organisation, as it promotes practical cooperation and provides expertise to the EU and to Member States in order to implement the CEAS.

The EASO human resources increased in 2016 compared to 2015 and will contribute to the Agency's objectives to effectively perform the tasks originally assigned to it, the new tasks attributed by the recast asylum acquis (e.g. the tasks assigned to EASO by the European Agenda on Migration and other documents of the EU Institutions), and potential future tasks to be determined by the EU institutions, also in light of the EASO external evaluation and the proposed new mandate.

EASO currently has 107 staff members appointed in their post<sup>11</sup>. The number is expected to increase in Q3 and Q4 2016 and will gradually reach the total number of staff authorised for 2016 which is set at 149 staff members.<sup>12</sup>

In 2016, all additional posts, allocated to EASO through the amendments to the 2015 EU Budget and through the 2016 EU Budget, will be filled and EASO will gradually reach the total number of staff authorised for 2016, which is set at 149 staff members; it is expected that most of these posts will be filled by the autumn of 2016. Almost 90% of the posts have been allocated to the operational units aiming at maximising, firstly, the availability of resources for the hotspots and, in addition, the strengthening of operational and capacity building support.

Unit	Staff Members
Executive Director	1
Executive Support, Communication and Stakeholder Relations and Liaison Officers	20
Department of Asylum Support	28
Department of Operations	59
Department of Administration	42
<b>Total staff members</b>	<b>149</b>

In line with the Staff Regulations and the implementing rules adopted by the Agency in 2014 and 2015, staff development policies will be further implemented to ensure the adequate capacity building, career development and new opportunities to EASO staff members.

### IV.2.2.1. Budget overview for 2016

According to the EASO Financial Regulation, EASO's revenue consists of a contribution from the EU entered in the general budget of the European Union; any earmarked revenue from EU funding programmes; any voluntary contribution from the Member States; charges for publications and any service provided by EASO; and contributions from the associated countries.

The allocation of necessary resources is crucial in order to achieve the goals set out in the EASO work programme 2016. EASO applies a bottom-up approach to budgeting, involving all Departments and Units in EASO's budgetary cycle.

<sup>11</sup> Data at 16.07.2016.

<sup>12</sup> This number does not include the earmarked CAs assigned to the operations covered by the grants.

The initial EU contribution to EASO budget for 2016 amounted to EUR 19.4 million, this amount was increased by EUR 6.52 million via first budget amendment. In addition EASO was awarded an EMAS grant amounting to EUR 25 million and the related pre-financing corresponding to the 80% of the grant was fully allocated in Title 4 with the second amendment of the budget. In July EASO has negotiated a further increase of the EU General Budget contribution of EUR 15.8 million which was included in the budget via a third amendment. An additional EUR 2,197,909.83 in revenues have been added to the EASO budget in November 2016. This includes the contributions from Norway and Switzerland to the EASO budget and balance payments stemming from two grant agreements signed with the Commission. The estimates for expenditure for 2016 including the fourth amendment contain the following distribution by Titles:

Expenditure 2016 Figures in EUR	Commitment appropriations
Title 1 — Staff expenditure	8,847,858.00
Title 2 — Infrastructure and operating expenditure	5,889,821.21
Title 3 — Operational expenditure	29,881,502.65
Title 4 — Other external projects	20,751,051.89
<b>Total expenditure</b>	<b>65,370,233.75</b>

### **Title 1: Staff expenditure**

Title 1 relates to expenditure on staff, staff costs (e.g. mission costs, trainings costs) and salaries. Title 1 covers costs for operational staff and costs for administrative staff, who facilitate EASO's operation, such as asylum support, expert meetings and training. Title 1 covers also the costs for administrative missions, whereas costs of EASO staff missions directly related to EASO's operations are covered in Title 3.

### **Title 2: Infrastructure and operating expenditure**

Title 2 relates to expenditure on administrative costs for, among others:

- Rental of buildings and associated costs;
- ICT. It should be noted that Title 2 does not include IT operational expenditures such as web portal costs and ICT infrastructure in the Hotspots which constitute part of Title 3 expenditure;
- EASO Management Board meetings and other meetings;
- it should be underlined that Title 2 covers the costs for administrative publications and corporate communications (see costs under Section III.2), but does not include the costs of publishing reports under the different operational activities, e.g. the annual report on the situation of asylum in the EU and the COI reports which constitute Title 3 expenditure.

### **Title 3: Operational expenditure**

The following table presents an overview of the budget assigned under Title 3 to the different tasks, the expenditure of which is explained in detail in the previous chapters. Title 3 also covers operational missions performed by EASO Staff (i.e. missions undertaken in direct support of operational activities identified in this Work Programme in line with EASO's mandate) as well as all costs directly related to the implementation of operational activities (e.g. distribution of materials, transportation, catering, rental of venues for activities outside the EASO premises or technical equipment).

<b>Title 3 <sup>(13)</sup></b>	<b>Operational expenditures</b>	<b>29,881,502.65</b>
<b>Ch. 31</b>	<b>Support for the CEAS implementation</b>	<b>592,034.00</b>
3101	Annual report on asylum	39,000.00
3102	Early warning and data analysis	467,587.00
3103	Information and Documentation System	85,447.00
<b>Ch. 32</b>	<b>Support for Member States' practical cooperation</b>	<b>3,591,322.00</b>
3201	EASO training	1,497,116.00
3202	Quality processes and expertise <sup>(14)</sup>	737,738.00
3203	Country of origin information	740,329.00
3204	External dimension and resettlement	616,139.00 <sup>15</sup>
<b>Ch. 33</b>	<b>Operational support</b>	<b>25,467,235.65</b>
3301	Operational support	25,467,235.65 <i>EU subsidy</i> 22,857,394.06 <i>ISF</i> 1,109,707.12 <i>RO</i> 1,500,134.47
<b>Ch. 34</b>	<b>Cooperation with partners and stakeholders</b>	<b>230,911.00</b>
3401	Cooperation with partners and stakeholders	230,911.00

<sup>(13)</sup> Including operational missions performed by EASO staff.

<sup>(14)</sup> Including unaccompanied minors and trafficking in human beings.

<sup>(15)</sup> The budget indicated in sections 4.1 and 4.2 amounts to EUR 834,139 (EUR 684,139 + EUR 150,000 to be retransferred/regularised from the ENPI project under Title 4 – Other external projects)

## V. List of abbreviations

<b>AEAJ</b>	Association of European Administrative Judges
<b>AIP</b>	Asylum Intervention Pool
<b>APD</b>	Asylum Procedures Directive
<b>AST</b>	Asylum Support Team
<b>CEAS</b>	Common European Asylum System
<b>CEPOL</b>	European Police College
<b>COI</b>	Country of Origin Information
<b>DAS</b>	Department of Asylum Support
<b>DOA</b>	Department of Administration
<b>DOP</b>	Department of Operations
<b>EASO</b>	European Asylum Support Office
<b>EIGE</b>	European Institute for Gender Equality
<b>EMCDDA</b>	European Monitoring Centre for Drugs and Drug Addiction
<b>EMN</b>	European Migration Network
<b>ENPI</b>	European Neighbourhood and Partnership Instrument
<b>EPRA</b>	European Platform of Reception Agencies
<b>EPS</b>	Early warning and Preparedness System
<b>EU</b>	European Union
<b>eu-LISA</b>	European Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice
<b>EUROJUST</b>	The European Union's Judicial Cooperation Unit
<b>Europol</b>	European Police Office
<b>FRA</b>	European Union Agency for Fundamental Rights
<b>Frontex</b>	European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union
<b>GDISC</b>	General Directors of Immigration Service Conference
<b>GIS</b>	Geographic Information System
<b>GPS</b>	Group for the Provision of Statistics
<b>IALN</b>	Inter-Agency Legal Network
<b>IARLJ</b>	International Association of Refugee Law Judges
<b>IDS</b>	Information Documentation System
<b>IGC</b>	Intergovernmental Consultations on Migration, Asylum and Refugees
<b>IOM</b>	International Organization for Migration
<b>JHA</b>	Justice and Home Affairs
<b>MFF</b>	Multiannual Financial Framework
<b>MSPP</b>	Multiannual Staff Policy Plan
<b>NCP</b>	National Contact Point
<b>OLAF</b>	European Anti-Fraud Office
<b>RDPPs</b>	Regional Development and Protection Programmes
<b>SMART</b>	Specific, Measureable, Achievable, Realistic, Time-bound
<b>THB</b>	Trafficking of Human Beings
<b>UNHCR</b>	United Nations High Commissioner for Refugees

## Annexes

### EASO indicative list of public procurement procedures in 2016

Operational Activity	Action as defined in WP	Contract subject	Contract type	Contract value	Launch date	Type of procurement procedure
Operational Support	Section II.1.1	Experts travel and car rentals costs	Specific contracts	50,000	Q1-Q4	Inter-institutional framework contract PMO2/PR/2013/001
Operational Support	Section II.1.1	Transportation services	Specific contracts	30,000	Q3-4	FWC EASO/2015/271
Operational Support	Section II.1.1	Provision of ICT equipment for operational support	Framework contract	307,000	Q2	Exception to procurement rules
Operational Support	Section II.1.1	Provision of communication services	Direct contract	25,000	Q3	Negotiated Procedure < 60.000 €
Operational Support	Section II.1.1 Section II.1.2	Interpretation services	Specific contracts	700,000	Q1-Q4	FWC EASO/2015/257
External Dimension	Section II.4.1	Interpretation services	Specific contracts	50,000	Q4	Future EASO FWC
Asylum Intervention Pool	Section II.1.2	Provision of services to develop the AIP system	Specific contracts	75,000	Q1-Q2	Inter-institutional framework contract (DIGIT)
External Dimension	Section II.4.1	Venue for regional training	Direct contract	120,000	Q4	Exceptional negotiated procedure ex 134 RAP
ENPI Project	Section II.4.1	Merchandising ENPI	Order Forms	3,000	Q1	FWC EASO/2016/353

EASO Operational Support, Asylum Intervention Pool, List of available languages, Technical solutions, Reception, Relocation, Return and Integration, Dublin Network, Third Country support, Resettlemen t)	Sections II.1.1, II.1.2, II.1.3, II.1.4, II.3.6, II.3.7, II.4.1, II.4.2	Catering services	Specific contracts	30,000	Q1-Q4	FWC EASO/2013/ 113
EASO Operational Support, Asylum Intervention Pool, List of available languages, Technical solutions, Reception, Relocation, Return and Integration, Dublin Network, Third Country support, Resettlemen t)	Sections II.1.1, II.1.2, II.1.3, II.1.4, II.3.6, II.3.7, II.4.1, II.4.2	Events organization	Specific contracts	111,500	Q1-Q4	FWC EASO/2015/ 271
EASO Operational Support, Asylum Intervention Pool, List of available languages, Technical solutions, Reception, Relocation,	Sections II.1.1, II.1.2, II.1.3, II.1.4, II.3.6, II.3.7, II.4.1, II.4.2	Accomodat ion in Malta	Specific contracts	10,000	Q1-Q4	FWC EASO/2013/ 116

Return and Integration, Dublin Network, Third Country support, Resettlement)						
EASO Operational Support, Asylum Intervention Pool, Return and Integration, Third Country support, Resettlement)	Sections II.1.1, II.1.2, II.1.3, II.4.1, II.4.2	Translation and publications	existing SLA with Publication Office/CdT	96,396	Q1-Q4	SLAs with Publication Office/CdT
EASO Operational Support, Asylum Intervention Pool, List of available languages, Technical solutions, Third Country support, Resettlement)	Sections II.1.1, II.1.2, II.1.3, II.4.1, II.4.2	Provision of private remunerated experts	Direct contract	30,000	Q1-Q4	CEI EASO/2015/280
Early warning and preparedness	Section II.2.2	Review-feasibility-design study	Direct contract	50,000	Q2	Negotiated Procedure < 60.000 €
Early warning and preparedness	Section II.2.2	Catering	Order Forms	4,000	Q4	FWC EASO/2013/113
Early warning and preparedness	Section II.2.2	Venue for meetings	Order Forms	17,000	Q2	FWC EASO/2013/121

Early warning and preparedness	Section II.2.2	EPS - Interactive visualization consultancy	Direct contract	45,000	Q4	Negotiated Procedure < 60.000 €
Early warning and preparedness	Section II.2.2	EPS - Country Intelligence reports	Framework contract	90,000	Q3	Negotiated Procedure < 135.000 €
Early warning and preparedness	Section II.2.2	EPS - Country Intelligence reports	Specific contracts	25,000	Q3	Future EASO FWC
Country of origin of information	Section II.3.3	IT maintenance , hosting and development services for the COI portal	Specific contracts	180,000	Q1-Q4	FWC EASO/2013/ 101
Country of origin of information	Section II.3.3	Translation and publications of COI reports	Specific contracts	150,000	Q1-Q4	SLAs with Publication Office/CdT
Annual report on the situation of asylum in the EU	Section II.2.3	Translation and publications of the Annual report	Specific contracts	30,000	Q3	SLAs with Publication Office/CdT
Early warning and preparedness	Section II.2.2	Software licences and training/maintenance	Specific contracts	135,000	Q3	Inter-institutional framework contract (DIGIT)
Annual report on the situation of asylum in the EU	Section II.2.3	Event for the launch of the EASO annual report	Specific contracts	9,000	Q3	FWC EASO/2015/ 271

Information and Documentati on System	Section II.2.1	Catering for IDS meetings	Specific contracts	4,000	Q3	FWC EASO/2013/ 113
Information and Documentati on System	Section II.2.1	Software licences and training/ maintenance	Specific contracts	10,000	Q2	Inter-institutional framework contract (DIGIT)
EASO Training	Section II.3.1	Evaluation of EASO's training curriculum	Direct contract	185,000	Q1-Q2	Reopening of competition under FWC HOME/2015/ EVAL/02
EASO Training	Section II.3.1	Consultancy services for certification and accreditation	Direct contract	60,000	Q1-Q4	Negotiated Procedure < 60.000 €
EASO Training, Quality Support, Specific Programmes	Section II.3.1 Section II.3.2	Translations /Editing	Direct contract	530,526	Q1-Q4	SLAs with Publication Office/CdT
EASO Training, Quality Support, Specific Programmes	Section II.3.1 Section II.3.2	Publications	Direct contract	135,000	Q1-Q4	SLAs with Publication Office/CdT
EASO Training	Section II.3.1	External experts for training activities	Direct contract	122,440	Q1-Q3	CEI EASO/2015/ 280
Quality Support	Section II.3.2	Video services for practical tools	Direct contract	15,000	Q3	Negotiated Procedure < 15.000 €
EASO Training, Quality Support, Specific Programmes	Section II.3.1 Section II.3.2	Catering	Specific contracts	44,529	Q1-Q4	FWC EASO/2013/ 113
EASO Training	Section II.3.1	For training modules on e-learning platform	Specific contracts	68,275	Q1-Q4	FWC EASO/2014/ 224

EASO Training	Section II.3.1	Services for an upgraded training platform solution (LMS), including a training database	Framework contract	1,600,000	2015	Open procedure
EASO Training	Section II.3.1	Consultancy for the development of Sectorial Qualification Framework	Direct contract	15,000	Q3/4	Negotiated Procedure < 15.000 €
Early warning and preparedness	Section II.2.2	Methodological survey looking at how to quantitatively assess the phenomena. The survey should provide an overview existing empirical models (including the typology of models); the extent of empirical data available and ways to fill gaps in the information. The survey shall include an assessment of existing projects within international organisation and Member States and highlight potential areas of overlap/synergies.	Direct contract	38,000	Q3/4	Negotiated Procedure < 60.000 €
Operational support	Section II.1.1, II.1.2	COS portable equipment	Direct contract	45,000	2015	Negotiated Procedure < 60.000 €

Operational support	Section II.1.1	Supplies for hotspots	Framework contract	10,0000	Q2	Exception to procurement rules
ENPI Project	Section II.4.1	Conference services CEAS training Tunis	Direct contract	14,999	2015	Negotiated Procedure < 15.000 €
ENPI Project	Section II.4.1	Transcription of audio recording files	Framework contract	15,000	Q1	Negotiated Procedure < 15.000 €
Operational support	Section II.1.1	Benches and furniture for Lesbos	Purchase order	15,000	Q1	Negotiated Procedure < 15.000 €
Operational support	Section II.1.1	Installation of doors for office space in Moria	Purchase order	1,600	Q1	Negotiated Procedure < 15.000 €
ENPI Project	Section II.4.1	Dinner ENPI Conference	Purchase order	1,400	Q2	Negotiated Procedure < 15.000 €
External Dimension	Section II.4.1	conference fees, meal and accomodation for IARLJ conference in Oslo	Purchase order	15,000	Q2	Negotiated Procedure < 15.000 €
Operational support	Section II.1.1	Purchase of Eurodac Machines	Direct contract	283,544.04	Q1	Exception to procurement rules
Operational support	Section II.1.1	Purchase of Eurodac Machines and Pcs	Direct contract	840,124.50	Q1	Exception to procurement rules
Operational support	Section II.1.1	Small furniture for the hotspot	Reimbursement of a staff member	3,000	Q1	Exception to procurement rules
Operational support	Section II.1.1	Interim services for Greece	Framework contract	3,574,883.04	Q2	Exception to procurement rules
Operational support	Section II.1.1	EASO uniforms	Framework contract	90,000	Q1	Exception to procurement rules
Operational support	Section II.1.1	Cultural mediators in Italy	Framework contract	2,450,000	Q1	Exception to procurement rules

Operational support	Section II.1.1	Interim services for Italy	Framework contract	1,900,000	Q2	Exception to procurement rules
Operational support	Section II.1.1	Containers for Italian hotspots	Framework contract	158,000	Q3	Exceptional negotiated procedure ex 134 RAP
Operational support	Section II.1.1	Rental of telescopic crane	PAI	1,000	Q2	Exception to procurement rules
Operational support	Section II.1.1	Charter flights with Airmalta	Direct contract	119,080	Q1	Exception to procurement rules
Operational support	Section II.1.1	Purchase of IT equipment for the Greek Asylum Service	Direct contract	61,400	Q2	Exception to procurement rules
Operational support	Section II.1.1	Cultural mediators in Greece	Framework contract	7,000,000	Q2	Exception to procurement rules
Operational support	Section II.1.1	Equipment for 12 containers in Lesvos	Purchase order	96,350	Q2	Exception to procurement rules
Operational support	Section II.1.1	Containers for Chios and Samos	Direct contract	185,937,50	Q2	Exception to procurement rules
Operational support	Section II.1.1	Containers for Samos, Leros, Lesvos, Kos and Thessaloniki	Direct contract	410,635	Q2	Exception to procurement rules
Operational support	Section II.1.1	Venue services in Athens	PAI	3,950	Q2	Exception to procurement rules
Operational support	Section II.1.1	Furniture for hotspots	Framework contract	811,550	Q2	Exception to procurement rules
Operational support	Section II.1.1	Furniture for hotspots	Order Forms	270,000	Q2	FWC EASO/EXC/2 016/018
Operational support	Section II.1.1	Construction works in 5 islands	Direct contract	572,216,76	Q2	Exception to procurement rules

Operational support	Section II.1.1	Security services in the Greek islands of Lesbos, Chios, Samos, Leros and Kos	Framework contract	950,000	Q2	Exception to procurement rules
Operational support	Section II.1.1	Mobile services, landline and internet for Italy	Framework contract	15,000	Q3	Negotiated Procedure < 15.000 €
Operational support	Section II.1.1	Mobile services, landline and internet for Italy	Order Forms	5,000	Q3	Future EASO FWC
Operational support	Section II.1.1	Venue and Conference Services Athens	Purchase order	4,200	Q1	Negotiated Procedure < 15.000 €
ENPI Project	Section II.4.1	Event organization services	Order Forms	27,000	Q2	FWC EASO/2015/ 271 lot2
ENPI Project	Section II.4.1	Interpretation services	Order Forms	10,000	Q2	FWC EASO/2015/ 257
Operational support	Section II.1.1	Cultural mediators, interpreters and equipment in Italy/GR	Framework contract	63,500,000	Q3	Open procedure
		Legal Services	Direct contract	5,000	Q2	Exceptional negotiated procedure ex 134 RAP
External Dimension	Section II.4.2	Provision of ICT equipment for Turkey	Order Forms	3,500	Q3-4	Inter-institutional framework contract (DIGIT)
External Dimension	Section II.4.2	Provision of mobiles	Order Forms	1,500	Q3-4	FWC EASO/2015/ 331
External Dimension	Section II.4.2	Provision of interview equipment	Purchase order	8,500	Q3-4	Negotiated Procedure < 15.000 €

Operational support	Section II.1.1	Construction works in Greek hotspots	Direct contract	180,000	Q3	Exception to procurement rules
Operational support	Section II.1.1	Containers	Framework contract	400,000	Q3	Exception to procurement rules
Operational support	Section II.1.1	Installation costs for additional containers	Direct contract	500,000	Q3	Exception to procurement rules
Operational support	Section II.1.1	Translation of 22512 pages of interviews	Framework contract	1,840,000	Q3	Exceptional negotiated procedure ex 134 RAP
Operational support	Section II.1.1	Security services in the Greek islands of Lesbos, Chios, Samos, Leros and Kos	Framework contract	40,000	Q4	Future EASO FWC
Operational support	Section II.1.1	Security equipment in the Greek islands of Lesbos, Chios, Samos, Leros and Kos	Framework contract	89,000	Q3	Future EASO FWC
Operational support	Section II.1.1	Cleaning services in the Greek hotspots	Purchase order	15,000	Q2	Negotiated Procedure < 15.000 €
Operational support	Section II.1.1	Cleaning services in Chios	Direct contract	15,000	Q3	Negotiated Procedure < 15.000 €
Operational support	Section II.1.1	Cleaning services in the Greek hotspots	Framework contract	165,000	Q3	Exceptional negotiated procedure ex 134 RAP
Operational support	Section II.1.1	Cleaning services in the Greek hotspots	Order Forms	70,000	Q3/4	Future EASO FWC

**EASO list of publications and translations in 2016**

	<b>Publication</b>	<b>Number of languages</b>
1	EASO work programme 2017	24
2	EASO annual activity report	24
3	EASO budget	24
4	Main findings of the 2015 EASO Annual report on the situation of asylum in the EU	24
5	Annual training report	1
6	At least two EASO Training Handbooks	1
7	At least two EASO Practical Tools	18
8	EASO Quality Matrix Thematic Reports	1
9	Chapters of the Curriculum for Members of Courts and Tribunals	5
10	At least three COI reports or products	3