



2025-2027 Single Programming Document

Summary

The single programming document (SPD) is the Agency's corporate plan. It focuses the available resources on policy priorities while retaining commitment to longer term goals. The SPD establishes our 2025-2027 multi-annual objectives around the tasks and responsibilities outlined in the [EUAA Regulation](#), which underpins our mandate. Based on seven longer-term objectives, the 2025 annual work programme sets annual objectives and targets for 15 activities and allocates resources accordingly.

The EUAA's mission in context

We promote a harmonised approach to international protection that fully respects the fundamental rights of asylum seekers. Our mission is to support the implementation of the Common European Asylum System (CEAS), a legal and policy framework designed to ensure consistent and uniform standards for individuals seeking international protection across the EU.

More concretely, we:

- coordinate and strengthen practical **cooperation** and information **exchange** on asylum and reception among Member States;
- promote Union law and operational **standards** in asylum and reception;
- ensure **convergence** across the Union as regards procedures for international protection, reception conditions and assessment of protection needs;
- **monitor** the application of European Union law and standards;
- provide operational and technical **assistance to Member States**;
- support Member States in the implementation of **resettlement** and **humanitarian admission** programmes;
- provide **training** for our experts and Member State officials;
- provide **capacity building** to partner third countries.

As from 2022, our [mandate](#) was revised and strengthened to boost prospects of a common asylum policy in Europe. With the adoption of the last texts forming part of the Pact on Migration and Asylum ('the Pact') in 2024, our tasks have further evolved. The Pact is a set of new rules for managing migration and reforming the CEAS. Its legislative instruments call for changes or innovations which require active input from the EUAA. Our efforts over the coming years are thus focused on delivering services and tools envisaged in the Pact and enabling its effective implementation by the Member States.



Figure 1. [Legislative instruments of the Pact entered into force in June 2024.](#)

Specifically, we will revise and adapt our existing guidance, training modules, tools and products on asylum and reception to the Pact. We will review certain operational standards and indicators and develop new ones as needed.

New tasks and activities stemming from the Pact have significant workload implications for 2025-2027. We expect an increase of 100 contract agent positions over this period to facilitate Pact implementation.

Simultaneously, we need to phase out by 2026 a total of 90 short-term operational posts, granted following Russia's war of aggression against Ukraine. Our activities are therefore subject to regular reprioritisation, guided by the Management Board.

The global stage is in flux, with 'various international actors assuming new, often more confrontational, roles'¹ and we must be ready to respond and reallocate resources when the situation calls for it, for example in the case of new pressure or emergencies arising.

2025-2027 plan of action

As key priorities, we will prepare for the full implementation of the Pact as from mid-2026 and the roll-out of our [monitoring mandate](#). The latter entails systematically assessing Member States' preparedness and capacity to manage asylum and reception challenges² through a forward-looking, comprehensive, and collaborative [monitoring methodology](#). This approach will ensure that good practices are identified and shared, while also focusing on addressing

¹ [2023 Strategic Foresight Report COM\(2023\)376 final](#).

² Article 14(1) of the EUAA Regulation.

shortcomings and future challenges. In both cases, this requires continued close cooperation with the European Commission and the Member States.

Operational and technical assistance



We will continue to provide operational and technical assistance to Member States where their asylum or reception systems are subject to disproportionate pressure or face disproportionate migratory challenges, as well as with regard to the implementation of their obligations under the CEAS.

A [catalogue of operational interventions](#) will assist consultations with Member States on the operational support to their asylum and reception systems. Our support will be framed on the basis of needs assessments, taking into account asylum-related arrival trends and migration routes. This support will be formalised through an [operational plan](#) outlining the agreed support measures between the Executive Director and the Member State in need of assistance.

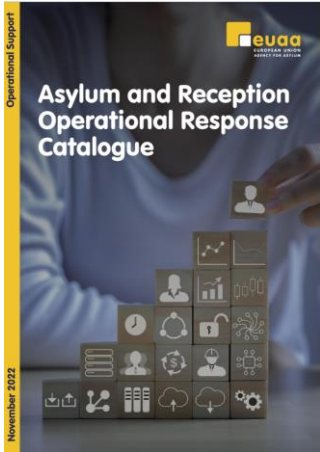


Figure 2: EUAA operational response catalogue

We will continue to further enhance our operational support framework, with a focus on further strengthening our preparedness, contingency planning and rapid response capabilities, as well as enhancing deployment of personnel to field operations in Member States.

Operational interventions will include sound entry, sustainability and exit strategies that allow us to respond on time, support efficiently and phase out sustainably where pressure on national asylum and reception systems has decreased.

When addressing emerging needs and any unforeseen events, we will consult and cooperate with other actors in the field to ensure complementarity and maximise our added value.

We will also support EU+³ countries in the area of resettlement and humanitarian admission including through tailor-made support actions.

Asylum knowledge and monitoring of the CEAS



The use of our products by national authorities enables fast, accurate and increasingly convergent international protection decisions and ensures appropriate reception conditions across the Union.

Information and **guidance** on the main countries of origin of asylum seekers will be made further accessible, expanded and promoted.

³ The 27 Member States of the European Union, complemented by Iceland, Liechtenstein, Norway and Switzerland.

We will continue to deliver qualitative and quantitative **analyses** on asylum and reception, **early warning** reports and real-time **situational awareness** and forecasting on the asylum situation, to support decision making in the Member States. Access to our analytical portfolio will be further enhanced through internet portals and databases. The annual [asylum report](#), from 2025 on in a much more streamlined and analytical format than in previous years, provides a comprehensive and qualitative analysis of the state of asylum in the EU.



Figure 3: EUAA Asylum Report 2024

To foster convergence, we will continue to facilitate cooperation and exchange among practitioners, civil society and members of courts and tribunals, focusing on common guidance, best practices and solutions, securing engagement across EU+ countries. We will continue to enhance the usability of our practical guides and tools, adapting them as required by the Pact.

Starting in 2025, we will implement the EUAA's monitoring mechanism with two pilot exercises. The mechanism will oversee the operational and technical application of the CEAS in Member States at least once every five years. Additionally, during this period, we will conduct at least one thematic monitoring exercise, focusing on specific or thematic aspects of the CEAS across all Member States. The mechanism addresses current and future challenges, aiming to enhance the overall functioning of asylum and reception systems.

Training and professional development



To ensure that personnel working in asylum and reception understand and apply effectively relevant standards and good practices, we continue to strengthen our training and capacity-building efforts in support of national authorities.

We will continue to identify training needs and implement training activities, including as part of operational plans signed with Member States subject to disproportionate pressure. We will work to enhance cooperation and exchanges with Member States on training and professional development. We will also continue to train officials and build capacity outside Europe. Training support in partner third countries is aligned with our [external cooperation strategy](#). Our [annual training report](#) will again provide a comprehensive update on outcomes achieved each year, including 2025 and beyond.



Figure 4: EUAA Annual Training Report 2023

We face the important task of aligning the various modules of the European asylum curriculum with the Pact's legislative instruments and delivering updated training to practitioners. Therefore, we will work on the design, development and delivery of the updated European asylum curriculum, implementing a phased approach that prioritises the most urgent training

needs of Member States’ national authorities. In doing so, we will collaborate further with key stakeholders, with the aim of further strengthening a community of practice for asylum and reception officials and trainers.

While modules are designed in cooperation with national authorities and target identified needs, their integration into national training programmes remains a priority. We will work to ensure that the majority of EU+ countries continue making use of curriculum modules in training of national officials.

For better outreach and enhanced sustainability of the training intervention, we will work to expand the pool of qualified **trainers** in national administrations.

To further support the achievement of convergence between Member States in the implementation of the CEAS, the **EUAA Academy** will play a crucial role, as an accredited further and higher education provider, with a focus on delivering high-quality training and enlarging its training offer, awarding qualifications recognised in the EU and beyond.

Moreover, in line with our [training and learning strategy](#) and guided by feedback from our users, we will continue improving the training and learning experience by integrating innovative technologies and instructional approaches.

Horizontal activities



The Agency will continue prioritising strong governance systems, a skilled and engaged workforce, resilience of its digital content and respect of fundamental rights across all its activities.

We will focus on aligning with the EU’s long term sustainability goals with a focus on the environmental dimension.

In line with the [external cooperation strategy](#), the development of third country capacities and strengthened, two-way dialogue with civil society are additional priorities.



Figure 5: EUAA External Cooperation Strategy 2023

