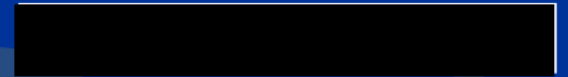


JHA agencies network meeting – 1st annual Charter exchange



24.09.20

(75 days to go till 20th Charter anniversary)



Why to start an annual Charter exchange?

- Complementary to comparable ‘milestones’ in EP, COM, Council
- Can feed into a more strategic EU framework
- Allows to improve ‘Charter-performance’ of the 9 JHAAs
- Helps the 9 JHAAs to avoid ‘Charter-risks’
- Puts point 5 of our joint statement on the implementation of the Charter signed by our Heads end of 2019 into practice

What do the 9 JHA agencies have to offer?

INTERNAL	EXTERNAL
1. Enhance what is there	1. Good administration
2. Establish policies	2. Mainstreaming
3. Address specific needs	3. IA and monitoring
4. Enhance training	4. Promotion
5. Establish bodies, focal points	5. Cooperation

Internal: 1. enhance what is already there

- Make complaint **mechanisms more accessible**, raise awareness about them (eu-LISA, FRONTEX, Eurojust)
- **Oblige management** to sign Equality and Diversity Commitment statement (FRA)
- Via **technical tools**: E-recruitment tool guaranteeing full anonymity (CEPOL)
- **Increase awareness**, annual report by Fundamental Rights Officer (FRONTEX)
- Ensure that **auditing findings are followed-up** (eu-LISA)

Internal: 2. establish policies

- **fundamental rights strategy** (FRONTEX)
- **equal opportunities** policies (eu-LISA)
- Workplace **wellness and health** programme (EIGEI)
- Rules on **prevention of psychological and sexual** harassment (CEPOL)
- **confidential counsellors** and raise awareness about them (eu-LISA, EIGEI, FRA)

Internal: 3. address specific needs

- Address particular needs of particular **groups such as p.w.d.** (eu-LISA, Eurojust, EMCDDA)
- Provide **psychotherapy** support in times of COVID (EIGEI)
- **Increase flexibility** in working time regime and telework (eu-LISA, EIGE)
- **Refund language courses** for family members (EIGEI)

Internal: 4. enhance training

- on **fundamental rights** (FRONTEX, eu-LISA)
- on **data protection** (eu-LISA, Eurojust, EASO)
- on **Anti-fraud and whistleblowing** (eu-LISA)
- on **Anti-harassment, unconscious bias** (Eurojust)
- For selection board members on **equality** (Eurojust)
- For management on how to deal with **harassment** (EMCDDA)

Internal: 5. establish bodies, focal points

- Focal point to support **Charter compliance** (eu-LISA)
- **Welfare officer** for health, wellbeing and harassment issues (Eurojust)
- **Whistleblower** and **Anti-fraud** contact points (Eurojust)
- new **Legal and Data Protection Sector** ensuring overall compliance (EASO)
- **Fundamental rights officer** (CEPOL)
- **Equality and Diversity Group** (FRA)

External: 1. good administration

- Make **public access to document easier** (Eurojust, FRA)
- Adopt and **promote code of good administrative behaviour** (FRA, eu-LISA, Eurojust, EMCDDA, EASO)
- Commit to **multilingual practice** (eu-LISA)

External: 2. mainstream fundamental rights

- Ambition to **mainstream** fundamental rights (CEPOL)
- **Dedicated team** mainstreaming fundamental rights aspects into external action (EASO)
- **Operational plans to include explicit** fundamental rights clause (EASO)
- Include fundamental rights **clauses in agreements** (FRONTEX)

External: 3. IA and monitoring

- Develop **methodology for measuring** fundamental rights impacts (FRONTEX)
- Provide fundamental rights **monitoring, support, guidance throughout** (FRONTEX)
- Mechanism that allows to **suspend/terminate** operations that seriously violate fundamental rights (FRONTEX)

External: 4. promotion of human rights

- “**core mandate work**”, including country visits (EIGE, FRA)
- Promotion of **int. women's day** (Eurojust)
- **Training for external** stakeholders (EMCDDA)
- Mainstream f.r. in all **trainings to third parties** (EASO)
- **Capacity building for legal professionals** (FRA, EIGE, EASO, CEPOL, FRONTEX)
- Maintain **case law data bases** (EASO, FRA)

External: 5. cooperation

- Structured cooperation **with civil society organisation (EASO)**
- Structural cooperation **with FRA and EIGE (CEPOL)**

Kicking off the 1st JHA agencies' annual Charter exchange

- What is it that worked well in our experience and why was it successful?
- Where did we face challenges and what would we like to learn from others?
- Which of the examples that came up in the presentation, will I bring 'back home' for further internal discussion?

Example: EASO would like to hear from colleagues how they:

- incorporate a f.r. dimension in day to day legal review of documents?
- approach staff liability in the case of f.r. violations?
- deal with cases of maladministration?
- best implement EU Code of good adm. behaviour?
- contribute to f.r. awareness in the context of providing legal support?
- approach sanctions in the case of suspected f.r. violations by staff or dependent stakeholders?

The floor is YOURS

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Many thanks for your patience!

