**Annex B – Statement justifying the request of new posts**

It is worth mentioning that, based on the Financial Perspectives, the Agency should have reached 78 Temporary Agent posts by 2012. However, during the 2012 draft budget procedure the budgetary authority agreed on an increase of three Temporary Agent positions instead of six. Moreover, the Agency reorganised its structure in June 2011 aiming at increasing the efficiency and operations while maintaining high quality of outputs. In order to address the needs of its stakeholders as these have been shaped today in the area of fundamental rights, the Agency needs specialised staff as follows:

* In view of the Agency's growing work in the area of discrimination on grounds of disability there is a need for an additional legal expert specialised on issues of discrimination on grounds of disability to support the Agency's forthcoming work in this area, as proposed in the European Commission's background note: The Commission considers it appropriate that the tasks laid down in Article 33.2 of the UN CRPD are carried out jointly by four EU institutions and bodies, together forming "the EU framework": the European Parliament via its PETI Committee, the European Ombudsman, the European Commission and the Fundamental Rights Agency (FRA). In particular, the proposal considers that the Agency will have as main task in the framework to independently collect and analyse data.
* Given the complexity and the scale of the surveys that the Agency will undertake based on its Annual Work Programme, i.e. requiring the development of complex sampling frames, large-scale fieldwork and statistical analysis in the development of indicators, there is a need to allocate specialist staff who are able to undertake work in the fields of quantitative survey research and data analysis.
* The Agency reshaped its Annual Report, one of its main deliverables which examines progress on EU and Member States rights obligations under the Charter of Fundamental Rights of the EU, covering the following topics: situation of Roma in the EU; asylum immigration and integration; border control and visa policy; information society and data protection; the rights of the child and protection of children; equality and non-discrimination; racism and ethnic discrimination; participation of EU citizens in the Unions democratic functioning; access to efficient and independent justice; and victims' protection. This new approach calls for a legal expert who is able to consolidate the Agency’s outputs. In addition, this expert will contribute to the drafting of opinions issued by the Agency.
* Croatia, after decision of the Association Council, is required to be integrated into the Agency under the observer status. The Agency is expending its activities in this country and performs the same activities as in other Member States. A new Contract Agent position is foreseen in 2013 in order to cover the additional work that results from the inclusion of Croatia in the Agency’s work. The cost of this position has been budgeted and is included in Croatia’s contribution.

In conclusion, for 2013, the Agency is requesting three Temporary Agent posts and one Contract Agent position for its operational departments. The recruitment grade of the Temporary Agent posts will be at AD 6 grade and of the Contract Agent posts Function Group IV. With these new posts the Agency will complete its ‘start-up’ phase as foreseen in the financial perspectives with 78 Temporary Agent positions. The Agency will be at ‘cruising speed’ by 2014.

The profiles of the new posts are as follows:

1. Programme Manager – Legal Research (TA-AD6). To date, the Agency has recruited two legal experts for its data collection and analysis needs with specialist knowledge on discrimination issues. Specifically, one legal expert specialised on issues of discrimination on grounds of racial or ethnic origin and one legal expert specialised on issues on discrimination on grounds of sexual orientation and gender. On the basis of the relevant data collected by the Agency, the monitoring will be carried out by the Commission (and ultimately by the Court of Justice). The Agency shall also proceed, in cooperation with the Commission, to develop indicators and benchmarks (in the light of policy needs and based on the existing benchmarks). In order to adequately fulfil these tasks the Agency would need a legal expert with experience and expertise specifically in the area of disability.
2. Programme Manager – Social research (TA-AD6). To date, the Agency has recruited three social science experts for its data collection and analysis needs with specialist knowledge on quantitative and qualitative methodology in regard to discrimination issues. Specifically, one social science expert on issues regarding discrimination on grounds of race, ethnicity and religion, and one social science expert on issues regarding integration issues and one social science expert on issues regarding discrimination on grounds of disability. Given the volume of work in regard to these areas, for example two large scale surveys currently implemented on (1) sexual orientation discrimination and homophobia, including additional qualitative research, and (2) violence against women, as well as the growing focus of the Agency on other grounds of discrimination, in particular age, gender and sexual orientation it is necessary to recruit one additional social science expert covering discrimination with a particular focus on age, gender and sexual orientation.
3. Programme Manager – Legal Background (TA-AD6). To date, the Agency has recruited legal experts with specialist knowledge in particular fields. It needs an expert with knowledge covering all areas of the multiannual framework who will link findings from different areas of activity and present them in an all-inclusive fashion. To this end, the post requires a legal researcher with an excellent combined knowledge of fundamental rights and European Union law that can be utilised with respect to the Agency’s work in various fields covered by its multi-annual framework, and in particular with regard to the development of the Agency’s annual reporting on the situation of fundamental rights in the European Union. The post also requires a legal expert with a sound knowledge of the fundamental rights architecture both within the European Union and beyond - so as to be able to situate the Agency’s work in the broader context of work undertaken by the United Nations, the Council of Europe and other key actors.
4. Contract Agent – Junior Researcher (CA-Group IV). The Accession State of Croatia was granted observer status in the Agency's Management Board. Subsequently the Agency has expanded its data collection and analysis activities to cover Croatia. Croatia is now included in large scale data collection projects, for example the large scale surveys on LGBT and violence against women. In this regard it is necessary to recruit one junior researcher to cover the increased needs in data collection and analysis.

It should be noted that the Agency has been informed by DG HR on the Commission’s proposal for the reform of the Staff Regulations. The Agency is aware of the fact that during the next five years a 5% decrease in human resources should be achieved. The Agency is already taken this into consideration in its two-year ahead planning exercise as described above.