

EN

EN

EN



EUROPEAN COMMISSION

Brussels, 13.12.2010
COM(2010) 720 final

2010/0350 (NLE)

Proposal for a

COUNCIL DECISION

on a Union position in the EU-the former Yugoslav Republic of Macedonia Stabilisation and Association Council on the participation of the former Yugoslav Republic of Macedonia, as an observer in the European Union Agency for Fundamental Rights' work and the respective modalities, within the framework set in Articles 4 and 5 of Council Regulation (EC) No 168/2007, including provisions relating to participation in initiatives undertaken by the Agency, to the financial contribution and to staff

EXPLANATORY MEMORANDUM

1. The context

The European Union Agency for Fundamental Rights (hereinafter “the Agency”) was set up by Council Regulation (EC) No 168/2007¹ (hereinafter, “the Regulation”).

According to Article 2 of the Regulation, the Agency's objective is to provide the relevant institutions, bodies and offices and agencies of the Union and its Member States when implementing Union law with assistance and expertise relating to fundamental rights in order to support them when they take measures or formulate courses of action within their respective spheres of competence to fully respect fundamental rights.

Pursuant to Article 28(1) of the Council Regulation 168/2007/EC, the Agency shall be open to the participation of candidate countries as observers. The participation and the respective modalities should be determined by a decision of the relevant Association Council, whereby the particular nature, extent and manner of participation will be defined. Upon adoption of this decision, the Agency will be able to deal with fundamental rights issues in the candidate country in question within the scope of Article 3(1) of the Regulation, to the extent necessary for the gradual alignment of the country to Union law.

2. The proposed Decision

The Commission proposes to the Council the adoption of a decision on a Union position in the EU-the former Yugoslav Republic of Macedonia Stabilisation and Association Council on the issue of the participation of the former Yugoslav Republic of Macedonia in the Agency. The proposed decision includes a draft decision of the Stabilisation and Association Council, which complies with the requirements of Article 28.

In conformity with one of the basic principles underpinning the Regulation (i.e., the Agency works on the basis of a thematic, as opposed to country-specific, approach) the draft Decision enables the Agency to carry out in the former Yugoslav Republic of Macedonia the tasks laid down in Article 4 and 5 of the Regulation.

The draft Decision also lays down that the former Yugoslav Republic of Macedonia shall appoint an observer and alternate observer to the Management Board of the Agency. These persons should comply with the criteria laid down in Article 12(1) of the Regulation. They shall participate in the works of the Management Board on equal footing with the members and alternate members appointed by Member States, but without a right to vote.

The Decision for participation in the Agency's work includes also provisions relating to the the former Yugoslav Republic of Macedonia's s financial contribution and to staff.

The proposed Decision makes provisions for a financial contribution based on a participation starting in 2011 (first year of participation in annex I, point 5).

The draft decision is also in line with the Staff Regulations of Officials of the European Communities and the Conditions of Employment of Other Servants of the European

¹ Council Regulation (EC) No 168/2007 of 15 February 2007 establishing a European Union Agency for Fundamental Rights, JO L 53 of 22.2.2007, p.1.

Communities. The ratio between administrative and operational costs of the Agency's budget for the EU Member States is also applicable, on average on the candidate countries estimates.

The draft decision is accompanied by a financial statement.

Proposal for a

COUNCIL DECISION

on a Union position in the EU-the former Yugoslav Republic of Macedonia Stabilisation and Association Council on the participation of the former Yugoslav Republic of Macedonia, as an observer in the European Union Agency for Fundamental Rights' work and the respective modalities, within the framework set in Articles 4 and 5 of Council Regulation (EC) No 168/2007, including provisions relating to participation in initiatives undertaken by the Agency, to the financial contribution and to staff

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 352 in conjunction with Article 218(9) thereof,

Having regard to the proposal from the Commission,

Whereas:

- (1) The Luxembourg European Council of December 1997 made participation in Union agencies a way of stepping up the pre-accession strategy. The European Council's conclusions provide that the Union "agencies in which applicant countries will be able to participate will be determined on a case-by-case basis".
- (2) Council Regulation (EC) No 168/2007 establishing a European Union Agency for Fundamental Rights provides that the Agency shall be open to the participation of candidate countries within the framework set in Articles 4 and 5 thereof.
- (3) The former Yugoslav Republic of Macedonia shares the aims and objectives laid down for the Agency and subscribes to the scope and description of the tasks of the Agency laid down in the Regulation (EC) No 168/2007.
- (4) The former Yugoslav Republic of Macedonia's ultimate objective is to become a member of the European Union, and its participation in the European Union Agency for Fundamental Rights will help the former Yugoslav Republic of Macedonia to achieve this objective

HAS DECIDED AS FOLLOWS:

Sole Article

The position to be taken by the European Union in the EU-the former Yugoslav Republic of Macedonia Stabilisation and Association Council on the participation of the former Yugoslav Republic of Macedonia as an observer in the European Union Agency for Fundamental Rights' work and the respective modalities thereof shall be based on the draft Decision of the

EU-the former Yugoslav Republic of Macedonia Stabilisation and Association Council
annexed to this Decision.

Done at Brussels,

For the Council
The President

ANNEX

Draft

DECISION No .../

on the participation of the former Yugoslav Republic of Macedonia as an observer in the European Union Agency for Fundamental Rights' work and the respective modalities, within the framework set in Articles 4 and 5 of Council Regulation (EC) No 168/2007, including provisions relating to participation in initiatives undertaken by the Agency, to the financial contribution and to staff

THE EU- THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA STABILISATION AND ASSOCIATION COUNCIL,

Having regard the Stabilisation and Association Agreement between the European Union, on the one part, and the former Yugoslav Republic of Macedonia, on the other part,

Having regard to Council Regulation (EC) No 168/2007 establishing a European Union Agency for Fundamental Rights and in particular Article 28(2) thereof,

Whereas

(1) The Luxembourg European Council of December 1997 made participation in Union agencies a way of stepping up the pre-accession strategy. The European Council's conclusions provide that the "agencies in which applicant countries will be able to participate will be determined on a case-by-case basis".

(2) The former Yugoslav Republic of Macedonia shares the aims and objectives laid down for the Agency and subscribes to the scope and description of the tasks of the Agency as laid down in the Regulation (EC) No 168/2007.

(3) It is appropriate to enable the participation of the former Yugoslav Republic of Macedonia as an observer in the Agency's work and to lay down the modalities of such participation including provisions relating to participation in initiatives undertaken by the Agency, to the financial contribution and to staff.

(4) It is also appropriate that the Agency should deal with fundamental rights issues within the scope of Article 3(1) of the Regulation (EC) No 168/2007 in the former Yugoslav Republic of Macedonia to the extent necessary for its gradual alignment to Union law.

(5) In accordance with Article 12(2)(a) of the Conditions of Employment of Other Servants of the European Communities provided for in Council Regulation (EEC, Euratom, ECSC) No 259/68, the Director of the Agency may authorise the engagement of nationals of the former Yugoslav Republic of Macedonia enjoying their full rights as citizens.

HAS DECIDED:

Article 1

The former Yugoslav Republic of Macedonia as a candidate country shall participate as an observer in the European Union Agency for Fundamental Rights, set up by Regulation (EC) No 168/2007.

Article 2

1. The Agency may deal with fundamental rights issues within the scope of Article 3(1) of Regulation (EC) No 168/2007 in the former Yugoslav Republic of Macedonia to the extent necessary for its gradual alignment to Union law.
2. To this end the Agency will be able to carry out in the former Yugoslav Republic of Macedonia the tasks laid down in Article 4 and 5 of the Regulation (EC) No 168/2007.

Article 3

The former Yugoslav Republic of Macedonia shall contribute financially to the activities of the Agency referred to Article 4 of the Regulation (EC) No 168/2007 in accordance with the provisions laid down in Annex to this Decision.

Article 4

1. The former Yugoslav Republic of Macedonia shall appoint persons complying with the criteria laid down in Article 12(1) of the Regulation as observer and alternate observer, respectively. They may participate in the works of the Management Board on equal footing with the members and alternate members appointed by Member States, but without a right to vote.
2. The former Yugoslav Republic of Macedonia shall nominate a government official as a National Liaison Officer, as referred to in Article 8(1) of Regulation (EC) No 168/2007.
3. Within four months of the entry into force of this Decision, the former Yugoslav Republic of Macedonia shall inform the European Commission of the names, qualifications and contact details of the persons referred to in paragraphs 1 and 2.

Article 5

The data supplied to or emanating from the Agency may be published and shall be made accessible to the public, provided that confidential information is afforded the same degree of protection in the former Yugoslav Republic of Macedonia as it is afforded within the Union.

Article 6

The Agency shall enjoy in the former Yugoslav Republic of Macedonia the same capacity as accorded to legal entities under the former Yugoslav Republic of Macedonia's law.

Article 7

To enable the Agency and its staff to perform their tasks, the former Yugoslav Republic of Macedonia shall grant the privileges and immunities identical to those contained in Articles 1 to 4, 5, 6, 10 to 13, 15, 17 and 18 of the Protocol (No 7) on the privileges and immunities of the European Union, attached to the Treaties on European Union and on the Functioning of the European Union.

Article 8

The Parties shall each take any general or specific measures required to fulfil their obligations under this Decision and shall notify them to the Stabilisation and Association Council.

Article 9

This Decision shall enter into force on the first day of the second month following the date of its adoption.

ANNEX

I

FINANCIAL CONTRIBUTION OF THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA TO THE EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS

1. The financial contribution to be paid by the former Yugoslav Republic of Macedonia to the budget of the European Union to participate in the European Union Agency for Fundamental Rights (the Agency), as laid down in point 2, represents the full cost of its participation therein.
2. The financial contribution to be paid by the former Yugoslav Republic of Macedonia to the budget of the European Union shall be as follows:

Year 1:	EUR 165,000
Year 2:	EUR 170,000
Year 3:	EUR 175,000

3. The possible financial support from Union assistance programmes will be agreed separately according to the relevant Union programme.
4. The contribution of the former Yugoslav Republic of Macedonia will be managed in accordance with the Financial Regulation applicable to the general budget of the European Union.
5. Travel costs and subsistence costs incurred by representatives and experts of the former Yugoslav Republic of Macedonia for the purposes of taking part in the Agency or meetings related to the implementation of the Agency's work program shall be reimbursed by the Agency on the same basis as and in accordance with the procedures currently in force for the Member States of the European Union.
6. After the entry into force of this Decision and at the beginning of each following year, the Commission will send to the former Yugoslav Republic of Macedonia a call for funds corresponding to its contribution to the Agency under this Decision. For the first calendar year of its participation the former Yugoslav Republic of Macedonia will pay a contribution calculated from the date of participation to the end of the year on a pro rata basis. For the following years the contribution will be in accordance with this decision.
7. This contribution shall be expressed in euro and paid into a euro bank account of the Commission of the European Union.
8. The former Yugoslav Republic of Macedonia will pay its contribution according to the call for funds for its own part at the latest in period of 30 days after the call for funds is sent by the Commission.
9. Any delay in the payment of the contribution shall give rise to the payment of interest by the former Yugoslav Republic of Macedonia on the outstanding amount from the due date. The

interest rate corresponds to the rate applied by the European Central Bank, on the due date, for its operations in euro, increased by 1,5 percentage points.

LEGISLATIVE FINANCIAL STATEMENT FOR PROPOSALS

1. FRAMEWORK OF THE PROPOSAL/INITIATIVE

- 1.1. Title of the proposal/initiative
- 1.2. Policy area(s) concerned in the ABM/ABB structure
- 1.3. Nature of the proposal/initiative
- 1.4. Objective(s)
- 1.5. Grounds for the proposal/initiative
- 1.6. Duration and financial impact
- 1.7. Management method(s) envisaged

2. MANAGEMENT MEASURES

- 2.1. Monitoring and reporting rules
- 2.2. Management and control system
- 2.3. Measures to prevent fraud and irregularities

3. ESTIMATED FINANCIAL IMPACT OF THE PROPOSAL/INITIATIVE

- 3.1. Heading(s) of the multiannual financial framework and expenditure budget line(s) affected
- 3.2. Estimated impact on expenditure
 - 3.2.1. *Summary of estimated impact on expenditure*
 - 3.2.2. *Estimated impact on operational appropriations*
 - 3.2.3. *Estimated impact on appropriations of an administrative nature*
 - 3.2.4. *Compatibility with the current multiannual financial framework*
 - 3.2.5. *Third-party participation in financing*
- 3.3. Estimated impact on revenue

LEGISLATIVE FINANCIAL STATEMENT FOR PROPOSALS

1. FRAMEWORK OF THE PROPOSAL/INITIATIVE

1.1. Title of the proposal/initiative

Council decision on a Union position on the participation of the former Yugoslav Republic of Macedonia, as an observer in the European Union Agency for Fundamental Rights' work and respective modalities, within the framework set in Articles 4 and 5 of Council Regulation (EC) No 168/2007, including provisions relating to participation in initiatives undertaken by the Agency, to the financial contribution and to staff

1.2. Policy area(s) concerned in the ABM/ABB structure²

Policy area: 18 "Freedom, Security and Justice"

ABB Activity: 18 04 "Fundamental rights and citizenship"

1.3. Nature of the proposal/initiative

The proposal/initiative relates to **a new action**

1.4. Objectives

1.4.1. *The Commission's multiannual strategic objective(s) targeted by the proposal/initiative*

This decision will contribute to the successful preparation of the former Yugoslav Republic of Macedonia for the full-fledged membership in the European Union.

1.4.2. *Specific objective(s) and ABM/ABB activity(ies) concerned*

Specific objective: The decision will allow the former Yugoslav Republic of Macedonia to participate as an observer in the Agency's work and the Agency to cover fundamental rights issues in the former Yugoslav Republic of Macedonia.

ABM/ABB activity concerned: 18 04 "Fundamental rights and citizenship".

1.4.3. *Expected result(s) and impact*

This decision will contribute to the successful preparation of the former Yugoslav Republic of Macedonia for fully-fledged membership in the European Union.

1.4.4. *Indicators of results and impact*

Specify the indicators for monitoring implementation of the proposal/initiative

² ABM: Activity-Based Management – ABB: Activity-Based Budgeting.

The decision enables the Agency to carry out in the former Yugoslav Republic of Macedonia the tasks laid down in Article 4 and 5 of the Regulation.

The FRA Performance Measurement Framework will be in place on 2011 and is supplemented by the performance measures which serve to determine the extent to which the Agency will deliver the expected results.

The FRA logic model, which is common to all the 9 different but interlinked thematic areas, sets out a pre-defined types of *outputs* to be delivered within the different projects, which are expected to lead to the *immediate outcomes* and eventually contribute to the *intermediate outcomes* and to the final, overarching impact of the Agency (*ultimate outcome*)

At *output level*, the ability to benchmark the type of outputs (for example number of institutional reports, surveys, thematic reports, good practices identified, development of statistical tools and methods, training and mutual learning etc.) and the definition of more precise quantitative and qualitative information to be collected throughout the year (standard reporting templates, surveys of participants based on a standardised questionnaire, standard checklist for quality assessment of the delivered outputs) will generate continuously monitoring data throughout that will be summarised, analysed and interpreted twice a year (for interim and annual performance monitoring reports).

Likewise, in order to allow more specific information to be collected at *outcome level* the Monitoring Framework foresees running some *annual surveys* (for each thematic area); these will be based on largely uniform questionnaires, which will be adjusted to reflect the specific issues pertaining to a particular thematic area.

Similarly, more in-depth *qualitative desk research* will be needed at the intermediate outcome level to enable the analysis and interpretation of achievements across thematic areas to be tracked and reported on. Additionally, *focus group meetings* will help to interpret the collected monitoring information by contextualising and synthesising (in order to assess e.g. how and to what extent does FRA contribute to (1) effective information-sharing/learning and a greater shared understanding of FR among policy/decision-makers and stakeholders in the Member States (2) evidence-based EU policies and legislation within its area and relevant to needs, challenges and conditions in Member States (3) better incorporation of cross-cutting FR issues and greater consistency in related EU policies and legislation etc).

1.5. Grounds for the proposal/initiative

1.5.1. Requirement(s) to be met in the short or long term

The decision should allow the former Yugoslav Republic of Macedonia to participate in the Agency's work as an observer and the Agency to cover fundamental rights issues in the former Yugoslav Republic of Macedonia.

1.5.2. Added value of EU involvement

By dealing with fundamental rights issues in the former Yugoslav Republic of Macedonia the Agency will be of help to the necessary gradual alignment to Union law of the country.

1.5.3. *Lessons learned from similar experiences in the past*

The proposal for the Regulation (EC) No 168/2007 contained an impact assessment dealing with the issue of the geographical scope of the Agency's activities.

The European Monitoring Centre on Racism and Xenophobia (EUMC), the pre-cursor of the EU Agency for Fundamental Rights carried out PHARE projects in different candidate countries (i.e. RO, BG, TR and HR) which proved very positive for both candidate countries and the EUMC.

1.5.4. *Coherence and possible synergy with other relevant instruments*

Part of the cost of the participation of the former Yugoslav Republic of Macedonia will be borne by IPA.

1.6. Duration and financial impact

Proposal/initiative of **limited duration**

- Proposal/initiative in effect, from 2011 to the date of the former Yugoslav Republic of Macedonia's accession to the EU
- Financial impact from 2011 to 2013

1.7. Management mode(s) envisaged³

Centralised indirect management with the delegation of implementation tasks to:

- bodies set up by the Communities⁴

³ Details of management modes and references to the Financial Regulation may be found on the BudgWeb site: http://www.cc.cec/budg/man/budgmanag/budgmanag_en.html

⁴ As referred to in Article 185 of the Financial Regulation.

2. MANAGEMENT MEASURES

2.1. Monitoring and reporting rules

Specify frequency and conditions.

The work of the EU Agency for Fundamental Rights, including the participation of candidate countries in the Agency's activities, shall be regularly evaluated in accordance with the framework laid down in Regulation (EC) No 168/2007 and taking into account the Agency's Multi-Annual Framework as well as the Annual Work Programmes.

2.2. Management and control system

2.2.1. Risk(s) identified

- (1) Staff's knowledge of the particular market.
- (2) Specific problems in fundamental rights data collection due to lack of providers on the market.
- (3) Impact on procurement process due to unavailability of service providers for fundamental rights data collection.
- (4) Impact on research results due to insufficient data collection or unavailability of data.

2.2.2. *Control method(s) envisaged*

- (1) Analysis of the particular knowledge, skills and competences required for the implementation of the action and identification of necessary training of staff.
- (2) Strengthen the monitoring on contractors' activities especially if new in providing data on fundamental rights.

2.3. **Clear description of the technical and tender specification and use of multiple framework contracts.Measures to prevent fraud and irregularities**

Specify existing or envisaged prevention and protection measures.

In order to combat fraud, corruption and other unlawful activities, the provisions of Regulation (EC) No 1073/1999 shall apply without restrictions to the EU Agency for Fundamental Rights.

The Agency shall accede to the Inter-institutional Agreement of 25 May 1999 between the European Parliament, the Council of the European Union and the Commission of the European Communities concerning internal investigations by the European Anti-Fraud Office (OLAF) and shall issue, without delay, the appropriate provisions applicable to its entire staff.

The decisions concerning funding and the implementing agreements and instruments resulting from them shall explicitly stipulate that the Court of Auditors and OLAF may carry out, if necessary, on-the-spot checks on the recipients of the Agency's funding and the staff responsible for allocating it

3. ESTIMATED FINANCIAL IMPACT OF THE PROPOSAL/INITIATIVE

3.1. Heading(s) of the multiannual financial framework and expenditure budget line(s) affected

- Existing expenditure budget lines

Heading of multiannual financial framework	Budget line	Type of expenditure	Contribution			
	Number [Description.....]	DA/NDA ⁽⁵⁾	from EFTA ⁶ countries	from candidate countries ⁷	from third countries	within the meaning of Article 18(1)(aa) of the Financial Regulation
5	XX 01 01 01 Expenditure related to staff at Headquarters	DNA	NO	NO	NO	NO

3.2. Estimated impact on expenditure

3.2.1. Summary of estimated impact on expenditure

Heading of multiannual financial framework:	5	" Administrative expenditure "
--	----------	--------------------------------

EUR million (to 3 decimal places)

DG: JLS		Year 2011	Year 2012	Year 2013	TOTAL
• Human resources		0,061	0,061	0,061	0,183
• Other administrative expenditure		-	-	-	-
TOTAL DG JUST	Appropriations	0,061	0,061	0,061	0,183
TOTAL appropriations under HEADING 5 of the multiannual financial framework	(Total commitments = Total payments)	0,061	0,061	0,061	0,183

EUR million (to 3 decimal places)

		Year 2011	Year 2012	Year 2013	TOTAL
TOTAL appropriations under HEADINGS 1 to 5 of the multiannual financial framework	Commitments	0,061	0,061	0,061	0,183
	Payments	0,061	0,061	0,061	0,183

⁵ DA= Differentiated appropriations / DNA= Non-Differentiated Appropriations

⁶ EFTA: European Free Trade Association.

⁷ Candidate countries and, where applicable, potential candidate countries from the Western Balkans.

3.2.2. Estimated impact on operational appropriations

- The proposal/initiative does not require the use of operational appropriations

3.2.3. Estimated impact on appropriations of an administrative nature

3.2.3.1. Summary

- The proposal/initiative requires the use of administrative appropriations, as explained below:

EUR million (to 3 decimal places)

	Year 2011	Year 2012	Year 2013	TOTAL
HEADING 5 of the multiannual financial framework				
Human resources	0,061	0,061	0,061	0,183
Other administrative expenditure	-	-	-	-
Subtotal HEADING 5 of the multiannual financial framework	0,061	0,061	0,061	0,183
Outside HEADING 5⁸ of the multiannual financial framework				
Human resources	-	-	-	-
Other expenditure of an administrative nature	-	-	-	-
Subtotal outside HEADING 5 of the multiannual financial framework	-	-	-	-
TOTAL	0,061	0,061	0,061	0,183

⁸ Technical and/or administrative assistance and expenditure in support of the implementation of EU programmes and/or actions (former "BA" lines), indirect research, direct research.

3.2.3.2. Estimated requirements of human resources

- The proposal/initiative requires the use of human resources, as explained below:

		Year 2011	Year 2012	Year 2013
• Establishment plan posts (officials and temporary agents)				
	XX 01 01 01 (Staff at Headquarters)	0,5	0,5	0,5
• External personnel (in Full Time Equivalent unit: FTE)⁹				
	TOTAL	0,5	0,5	0,5

The human resources required by the Commission will be met by staff from the DG who are already assigned to management of the action.

Description of tasks to be carried out:

Officials and temporary agents	Data collection on fundamental rights issues in the former Yugoslav Republic of Macedonia.
--------------------------------	--

3.2.4. Compatibility with the current multiannual financial framework

- Proposal/initiative is compatible the current multiannual financial framework.

3.2.5. Third-party contributions

- The proposal/initiative provides for the co-financing estimated below:

Appropriations in EUR million (to 3 decimal places)

	Year N	Year N+1	Year N+2	Total
<i>Specify the co-financing body</i>	0,165	0,170	0,175	0,510
TOTAL appropriations cofinanced	0.165	0.175	0,175	0,510

⁹ CA= Contract Agent; INT= agency staff ("Intérimaire"); JED= "Jeune Expert en Délégation" (Young Experts in Delegations); LA= Local Agent; SNE= Seconded National Expert;

3.3. Estimated impact on revenue

- Proposal/initiative has the following financial impact:

- on own resources
- on miscellaneous revenue

EUR million (to 3 decimal places)

Budget revenue line:	Appropriations available for the ongoing budget exercise	Impact of the proposal/initiative ¹⁰		
		Year 2011	Year 2012	Year 2013
Article 603.1		0,165	0,170	0,175

For miscellaneous assigned revenue, specify the budget expenditure line(s) affected.

18 04 05 03 and 18 04 05 04

Specify the method for calculating the impact on revenue.

See annex I of the decision

¹⁰ As regards traditional own resources (customs duties, sugar levies), the amounts indicated must be net amounts, i.e. gross amounts after deduction of 25% for collection costs.

ANNEX to
the LEGISLATIVE FINANCIAL STATEMENT

Name of the proposal/initiative:

Council decision on a Union position on the participation of the former Yugoslav Republic of Macedonia, as an observer in the European Union Agency for Fundamental Rights' work and respective modalities , within the framework set in Articles 4 and 5 of Council Regulation (EC) No 168/2007, including provisions relating to participation in initiatives undertaken by the Agency, to the financial contribution and to staff.

- (1) NUMBER and COST of HUMAN RESOURCES CONSIDERED NECESSARY
- (2) COST of OTHER EXPENDITURE of an ADMINISTRATIVE NATURE

(1) Number and cost of human resources considered necessary

- The proposal/initiative requires the use of human resources, described as follows:

EUR million (to 3 decimal places)

HEADING 5 of the multiannual financial framework		Year 2011		Year 2012		Year 2013	
		FTE	Appropriation	FTE	Appropriation	FTE	Appropriation
• Establishment Plan Posts (officials and temporary agents)							
XX 01 01 01 Expenditure related in staff at Headquarters	AD	0,5	0,061	0,5	0,061	0,5	0,061
	AST	-	-	-	-	-	-
• External personnel							
Sub-total – HEADING 5 of the multiannual financial framework		0,5	0,061	0,5	0,061	0,5	0,061

Outside HEADING 5 of the multiannual financial framework		Year 2010		Year 2011		Year 2012	
		FTE	Appropriation	FTE	Appropriation	FTE	Appropriation
• Establishment Plan Posts (officials and temporary agents)							
• External personnel							
Sub-total – Outside HEADING 5 of the multiannual financial framework							

	Year 2011		Year 2012		Year 2013	
	FTE	Appropriation	FTE	Appropriation	FTE	Appropriation
TOTAL HEADING 5 & Outside HEADING 5 of the multiannual financial framework	0,5	0,061	0,5	0,061	0,5	0,061

The human resources required will be met by staff from the DG,
who are already assigned to management of the action

(2) Cost of other expenditure of an administrative nature

- The proposal/initiative does not require the use of any appropriation of an administrative nature