



# Management Plan 2024

DG MIGRATION AND HOME AFFAIRS

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## Introduction

In 2024, the Directorate-General for Migration and Home Affairs (DG HOME) will continue to work under the political guidance of Commissioner for Home Affairs Ylva Johansson for an **open and secure Europe**, where people can enjoy their rights and freedoms. This includes developing and implementing EU-level rules and policies on internal security, asylum and migration, Schengen and borders, as well as providing Member States and other relevant actors with operational and financial support. In all its activities and in line with its mission, DG HOME aims to promote human dignity, freedom, democracy, equality, the rule of law, and respect for human rights. In accordance with the Commission priority, the policies of DG HOME shall be mainstreamed in terms of Equality and Fundamental Rights.

This **Management Plan** defines the most important outputs DG HOME will deliver in 2024 to achieve the objectives set in the **2020-2024 Strategic Plan**. The Management Plan follows the structure of the Strategic Plan.

**Part 1** includes the main outputs for the year. These outputs contribute to the General Objective of **Promoting our European Way of Life**, as set by President von der Leyen in 2019 and translated into the following Specific Objectives for DG HOME:

Promoting our European Way of Life			
<b>Strengthened Internal Security</b>	<b>An effective asylum and migration management policy</b>	<b>A fully functioning area of free movement</b>	<b>Stronger cooperation with partner countries</b>


To **strengthen internal security**, DG HOME will focus on finalising the interinstitutional negotiations on the legislative proposals proposed by the Commission during this legislature. The objective is to fully implement the Internal Security part of the 2020-2025 **EU Security Union Strategy** <sup>(1)</sup>. DG HOME will continue to support effective cooperation among national authorities to counter common security threats, such as terrorism, organised crime and cybercrime. Significant progress has already been made in the previous years, with many new and important legal acts and policy initiatives adopted.

In the context of working towards an **effective asylum and migration management policy**, and after political agreement was reached in December 2023, DG HOME will support a formal adoption by co-legislators of the **Pact on Migration and Asylum** <sup>(2)</sup> and start activities on supporting and monitoring the implementation. The DG will also continue to **support people fleeing Russian aggression in Ukraine**; monitor developments along the main migratory routes and **support national authorities** on the ground in countering irregular immigration, ensuring efficient border management as well as asylum, return and readmission processes. DG HOME has proposed an update of the legal framework to fight

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<sup>(1)</sup> Communication COM(2020) 605 final of 24.7.2020.

<sup>(2)</sup> Communication COM(2020) 609 final of 23.9.2020.

the **smuggling of migrants**  <sup>(3)</sup><sup>(4)</sup>, as announced in the 2024 Commission Work Programme <sup>(5)</sup>.

To foster mutual trust in the implementation of the Schengen rules and to ensure an **open and fully functioning Schengen area**, DG HOME will support the negotiations on the initiatives that aim to strengthen the **governance of the Schengen area**. As it is crucial that the EU is well equipped to prevent misuse of visa-free travel, DG HOME will facilitate the adoption by the co-legislators of the **Schengen Borders Code** <sup>(6)</sup>.

A **stronger cooperation with partner countries** will be promoted by continued dialogues on migration and security to jointly address challenges relating to irregular migration, migrant smuggling and trafficking in human beings. DG HOME will also take action to improve return and readmission and support reintegration, address root causes and seize the benefits of legal migration by taking forward Talent Partnerships with key partner countries. In the security field, the DG will work with partners to counter common security threats. This will include counter terrorism and fight against organised crime, intensifying efforts to fight drug trafficking, both with countries on main supply routes as well as with countries affected by the adverse effects of drug trafficking.

All above efforts will be made in close cooperation with the **home affairs agencies**.

This Management Plan also describes how actions relating to **better regulation** and **external communication** will support DG HOME's activities.

**Part 2** of the Management Plan describes how DG HOME will work to make the **administration more modern and efficient**, describing actions relating to human resources, finances, and fraud risks, as well as how DG HOME will contribute to and be part of the twin digital and green transitions.

2024 is the halfway mark in the 2021-2027 period for the **Home Affairs Funds**. DG HOME will continue dialogues with the Member States to underpin the strategic orientation of the programmes, while promoting transnational cooperation and high added value of actions supported by the Thematic Facilities. In 2024, DG HOME will assess the effectiveness of the old generation of programmes and the state of play in the implementation of current programmes (AMIF, ISF, IBMF) through dedicated ex-post and mid-term evaluation studies. The results of these will feed into the preparations for the post-2027 financial framework.

A set of indicators have been identified to measure progress made in 2024. Relevant performance tables can be found in the [Annex: Performance tables - main outputs for 2024 on page 30](#).

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<sup>(3)</sup> Initiatives that are part of the 2024 CWP are marked with the following icon 

<sup>(4)</sup> COM(2023) 755 final and COM(2023) 754 final of 28.11.2023.

<sup>(5)</sup> [https://commission.europa.eu/strategy-documents/commission-work-programme/commission-work-programme-2024\\_en](https://commission.europa.eu/strategy-documents/commission-work-programme/commission-work-programme-2024_en)

<sup>(6)</sup> Regulation COM(2021) 891 final of 14.12.2021.

## PART 1. Delivering on the Commission's priorities: main outputs for 2024

While the main focus in 2024 will be on finalising the formal steps in adoption and implementation of the **Pact on Migration and Asylum**, DG HOME will in parallel actively support Member States and people on the ground with migration related challenges, including people fleeing Russian aggression in **Ukraine**, and continue to work on the **Internal Security part of the 2020-2025 EU Security Union Strategy**. In addition to the contributions to the General Objective Promoting our European way of life, as described below, DG HOME's activities will contribute to other General Objectives <sup>(7)</sup> in line with its 2020-2024 Strategic Plan. Year 2024 is a transition year, due to the end of the current Commission's mandate, and that will also reflect on the work of DG HOME as there is a need to prepare for the smooth transition to the next Commission.

DG HOME is preparing a plan to simplify and **rationalise the reporting requirements** and reduce related burden on business and/or national administrations, without undermining the policy objectives. The plan will include a list of concrete measures planned for 2024 and beyond to progress towards the goal of 25% reduction of such burden. It is essential to include at the minimum 2-3 concrete initiatives that contribute meaningfully against the backdrop of 25% reporting burden reduction.

### General Objective: Promoting our European way of life

#### Specific objective 1: Strengthened Internal Security

Europeans today face a constantly changing security landscape. Terrorism, organised crime, and cybercrime continue to be direct threats to citizens and to our European way of life, amplified by the war in our closest neighbourhood. In this challenging environment, DG HOME will provide frameworks and tools to support cooperation among national authorities in tackling shared security challenges, as it has done in the previous years.

The threat of **terrorism** might increase in 2024, among others due to Hamas terrorist attacks on Israel. This will render the implementation of the **Counter-Terrorism Agenda** <sup>(8)</sup> even more important. DG HOME will persist in its efforts in restricting access to dangerous materials that can be used by terrorists and other criminal actors, notably by concluding the impact assessment for a proposal regulating the **marketing and use of high-risk chemicals**. DG HOME will build on the outcome of international conference on Countering the Financing of Terrorism 2023 and continue addressing challenges faced by counter terrorism financial investigators, including through capacity building events and training.

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<sup>(7)</sup> The European Green Deal; A Europe fit for the digital age; An economy that works for people; A stronger Europe in the world; A new push for European democracy.

<sup>(8)</sup> Communication COM(2020) 795 final of 9.12.2020.

To effectively counter terrorism, it is important to prevent and counter radicalisation and violent extremism. Recent developments in the Middle East have further underlined the importance of addressing the dissemination of terrorist content online. The **Terrorist Content Online** Regulation <sup>(9)</sup> is a key instrument in this respect. DG HOME will monitor its implementation and application by Member States, including through the issuing of removal orders <sup>(10)</sup>. DG HOME will continue to support Member States in this regard, including through the organisation of technical meetings. The **EU Internet Forum** <sup>(11)</sup>(EUIF) will address emerging threats and will expand its membership to respond to new exploitation tactics by malicious actors spreading propaganda online. The EUIF will continue to work together with its members to respond to these threats, including by organising meetings such as meetings from October 2023 which focused on the assessment on the online repercussions of the situation in the Middle East. The upcoming **EUIF Ministerial Meeting** in February 2024, chaired by Commissioner Johansson, will focus on exploitation of generative AI for violent extremist and terrorist purposes and address the online repercussions of the Hamas terrorist attacks of October 2023 and subsequent developments.

Before the summer 2024, DG HOME plans to organise a large-scale event to launch the **EU Knowledge Hub on Prevention of Radicalisation**, which will take over the activities of the **Radicalisation Awareness Network** (RAN) by building on its achievements and further creating, consolidating, and disseminating knowledge on radicalisation. The Knowledge Hub is expected to be operational as of September 2024.

Recent attacks on wires and pipes in the Baltic Sea clearly show the importance of a swift **implementation of the Directive on the resilience of critical entities** <sup>(12)</sup>. DG HOME will continue to support Member States in this work, and also in the implementation of the Council recommendation on critical infrastructure <sup>(13)</sup>, including in the conduct of stress tests by entities operating critical infrastructure and the adoption of the Critical Infrastructure Blueprint <sup>(14)</sup> as a Council recommendation. Recent security incidents also highlighted the need of establishing an EU-wide interoperable communication system for security and an EU wide communication capability for law enforcement. In that regard, DG HOME will carry on with the work to pave the way for an **EU Critical Communication System** (EUCCS), in line with the EU Space Strategy for Security <sup>(15)</sup> and the Council conclusions of 7 June 2021. EUCCS should become a Schengen-wide secure and resilient network for law enforcement and other first responders, allowing for interoperable and seamless cross-border communication respond to common internal security threats.

To deny terrorists' and other criminals' access to weapons, DG HOME will continue the

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<sup>(9)</sup> Regulation (EU) 2021/784 of 29.4.2021.

<sup>(10)</sup> As of 25 October 2023, 50 removal orders have been issued by MSs to hosting service providers

<sup>(11)</sup> [European Union Internet Forum \(EUIF\) \(europa.eu\)](https://eui.f/europa.eu)

<sup>(12)</sup> Directive COM(2020) 829 final of 16.12.2020.

<sup>(13)</sup> COM(2022) 551 final of 18.10.2022.

<sup>(14)</sup> COM/2023/526 final.

<sup>(15)</sup> JOIN(2023) 9 final of 10.3.2023.

implementation of the **2020-25 EU Action Plan on firearms trafficking** <sup>(16)</sup> by presenting a study on a possible EU common criminal law standards for firearms offenses. The interinstitutional negotiations on the **Regulation to update rules on import, export and transit for civilian firearms** <sup>(17)</sup> started in 2023. DG HOME will contribute to the negotiations, with the aim to finalise them in 2024. In parallel, DG HOME will start an evaluation of the implementation of the **Firearms Directive** <sup>(18)</sup>. This study will be launched following an assessment of national legislations' compliance with the Directive.

**Organised crime** is one of the greatest threats to the EU today. As we need a strong and sustainable response, both within the EU and at global level, DG HOME will continue its efforts aimed at implementation of the **Organised Crime Strategy** <sup>(19)</sup>. Drugs trafficking in the EU has evolved in scale, sophistication, and violent consequences. Therefore, DG HOME will start the implementation of the **EU Roadmap to fight drug trafficking and organised crime**, by creating a European Ports Alliance bringing together the law enforcement, customs authorities and the private sector to increase the resilience of logistical hubs against drug trafficking and criminal infiltration <sup>(20)</sup>. In 2024, DG HOME will also carry out an evaluation of the implementation of the **EU Drugs Strategy 2021-2025** and **Action Plan on Drugs 2021-2025** <sup>(21)</sup> assessing actions undertaken and drawing lessons learnt to find better suited measures to address current and future challenges. DG HOME will work intensively with the **European Monitoring Centre for Drugs and Drug Addiction** to ensure the transformation by mid-2024 of the Centre into a fully-fledged European Union Drugs Agency capable to develop and deliver the threat assessments and with an increased international role. DG HOME will also continue **promoting the EU drug policy model and identifying alleyways for coordinated action at international level**, notably through preparation of the Commission on Narcotic Drugs mid-term review to take place in March 2024, contribution to the work of the Global Coalition to Address Synthetic Drugs Threats and through dialogues with third countries and regions, in particular the third dialogue with Colombia that will be organised at political level, and the third dialogue with China.

Fighting **criminal finances** is an important aspect in the fight against organised crime. The final adoption of the **Directive on asset recovery and confiscation** <sup>(22)</sup> will provide legal tools for competent authorities to better trace, freeze and confiscate criminals' ill-gotten gains. DG HOME will organise workshops in the course of 2024 to facilitate the correct transposition of the new Directive. DG HOME will also evaluate the **Directive on combatting money laundering by criminal law** <sup>(23)</sup>, including the added value of the Directive and its impacts on fundamental rights.

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<sup>(16)</sup> COM(2020) 608 final of 24.7.2020.

<sup>(17)</sup> COM(2022) 480 final of 27.10.2022.

<sup>(18)</sup> Directive (EU) 2021/555 of 24.3.2021.

<sup>(19)</sup> COM/2021/170 final of 14.4.2021.

<sup>(20)</sup> COM(2023) 641 final of 18.10.2023

<sup>(21)</sup> COM(2020) 606 final of 24.7.2020.

<sup>(22)</sup> COM/2022/245 final of 25.5.2022.

<sup>(23)</sup> Directive 2018/1673 of 23.10.2018.

Moreover, the Commission will set out proposals for the EU to ratify the Council of Europe Convention on Laundering, Search, Seizure and Confiscation of the Proceeds from Crime and on the Financing of Terrorism (CETS 198, i.e. Warsaw Convention) and to negotiate, on behalf of the EU, an additional protocol to that Convention related to asset recovery.

With regards to **trafficking in human beings**, DG HOME will support the co-legislators to successfully conclude the negotiations on the legislative proposal modifying the **Directive on combating trafficking in human beings and protecting its victims** <sup>(24)</sup>. In parallel, the Commission will present the **Fifth report on the progress made in the fight against trafficking in human beings**, which will feed into the preparations of the next EU Strategy on Combatting Trafficking in Human Beings expected in 2025.

The number of reports of **child sexual abuse** online in the EU is still on the rise, emphasising the importance of continuing with the implementation of the initiatives of the EU Strategy on combatting child sexual abuse <sup>(25)</sup>. DG HOME will continue to support the co-legislators to successfully advance and conclude negotiations on the legislative proposal for a **Regulation on preventing and combatting the sexual abuse and sexual exploitation of children** <sup>(26)</sup>. DG HOME will also work on finalizing the legislative process for the revision of the **Directive on combatting child sexual abuse** <sup>(27)</sup>, as announced in the 2023 Commission Work Programme, and monitor its implementation. Actions will be complemented by work on targeted and robust prevention, including advancing on the creation and formalisation of the **Network for the Prevention of Child Sexual Abuse**.

To further improve information exchange, the **Schengen Information System** (SIS) will be strengthened with the introduction of a new information alert. This innovative feature will enable the swift dissemination of intelligence on suspected terrorists or criminals obtained by third countries and relayed to Europol, to be also promptly shared with EU Member States and the frontline officers.

As political agreement has been reached on **the regulation on automated data exchange for police cooperation (Prüm II)** <sup>(28)</sup>, DG HOME will in 2024 start drafting and negotiating the implementing acts for this Regulation. In parallel the Commission will ensure the full implementation by December 2024 of another pillar of the Police Cooperation Package of 2021, namely the Directive on information exchange between law enforcement authorities.

As regards **Advance Passenger Information (API)** <sup>(29)</sup>, DG HOME will support the co-legislators to conclude the negotiations on the two legislative proposals replacing previous

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<sup>(24)</sup> COM(2022) 732 final of 19.12.2022.

<sup>(25)</sup> COM(2020) 607 final of 24.7.2020.

<sup>(26)</sup> COM/2022/209 final of 11.5.2022.

<sup>(27)</sup> Directive 2011/93/EU of 13.12.2011.

<sup>(28)</sup> COM(2021) 784 final of 8.12.2021.

<sup>(29)</sup> COM(2022)729 final of 13.12.2022.



Directive in view of its adoption before the end of the legislative mandate in the first half of 2024. In parallel, DG HOME will continue to support and enforce the full implementation of the **Passenger Name Records (PNR) Directive**,<sup>(30)</sup> in line with the Judgment of the Court of Justice<sup>(31)</sup>, and to develop a consistent and effective policy on enabling PNR transfers to third countries, starting with the Schengen Associated Countries<sup>(32)</sup> and continuing with the Western Balkans.

In the area of international law enforcement cooperation, the European Commission will keep working as a matter of priority on negotiations with Bolivia, Brazil, Ecuador, Mexico and Peru for international agreements on the exchange of personal data between Europol and their respective law enforcement authorities.

Following the entry into force of the **e-Evidence Regulation and Directive**<sup>(33)</sup> in August 2023, DG HOME, along with DG Justice and Consumers (DG JUST), will consult EU Member States' authorities and internet service providers through an informal Commission expert group to develop the decentralised information system that will become an exclusive channel for the sharing of orders and evidence between them under the e-Evidence Regulation.

In the area of corruption, DG HOME will work intensively with co-legislators on the legislative process on a **Directive on combating corruption**<sup>(34)</sup>. DG HOME will by the end of 2024 identify and map sectors with high risks of corruption, in line with the **2023 Anti-corruption communication**<sup>(35)</sup>. DG HOME will organise meetings of the newly established **EU Network against corruption** and contribute to the annual **Rule of Law report**, where anticorruption is one on the four assessed pillars.

After the adoption by co-legislators of the **EU Artificial intelligence Act**<sup>(36)</sup> DG HOME will continue to promote digital transformation and research and development of innovative solutions based on Artificial Intelligence (AI) for law enforcement authorities also by contributing to the **implementing acts** that will be required to concretely guide the implementation of key provisions. Following up on the 2023 study on the technical, legal, and financial conceptualisation of a security data space for innovation, DG HOME will support the development of the architecture required to take into consideration relevant data sets that will populate the data environment to facilitate the application of AI in law enforcement through the launch of an Internal Security Fund project.

To address evolving security threats, enhance the EU's resilience and strengthen the security of the EU and its Member States, DG HOME is funding **civil security research and innovation** initiatives. In 2024, DG HOME will assess the impact of EU-funded civil security research and innovation by publishing the result of the study *'20 years of EU-funded civil*

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<sup>(30)</sup> Directive (EU) 2016/681 of 27.4.2016

<sup>(31)</sup> Case C-817/19, Ligue des droits humains, Judgment delivered on 21 June 2022.

<sup>(32)</sup> Daily News 06 / 09 / 2023 (europa.eu)

<sup>(33)</sup> Regulation (EU) 2023/1543 and Directive (EU) 2023/1544 of 12.6.2023.

<sup>(34)</sup> Proposal COM/2023/234 final of 3.5.2023.

<sup>(35)</sup> [Anti-corruption: Stronger rules to fight corruption \(europa.eu\)](#)

<sup>(36)</sup> COM(2021)206 21.4.2021

*security research and innovation*'. DG HOME will also set the direction for security research over the coming years by contributing to the adoption of the Horizon Europe Strategic Plan 2025-2027 and prepare the orientations for the security research part of the 2025 Horizon Europe Work Programme.

**External communication will promote the policy narrative on internal security** via different communication channels (e.g. website, press, and social media). Communication initiatives will support and promote legislative adoptions, raise awareness on relevant international days (e.g. EU Anti-Trafficking Day; European Day on the Protection of Children against Sexual Abuse and Sexual Exploitation; EU Remembrance Day for the Victims of Terrorism) and promote information on work of the European Multidisciplinary Platform Against Criminal Threats (EMPACT). In 2024, DG HOME will continue two internal security campaigns: on raising awareness about trafficking in human beings, and on supporting the legislative proposal to fight child sexual abuse online.

The **infringement strategy** of DG HOME follows the general Commission guidelines on enforcement and prioritises the pursuit of cases in accordance with their likely impact as well as cases, which risk to seriously undermine key EU policy objectives, or which have a direct impact on the security and fundamental rights of individuals. Key priorities for the coming year include infringements for ongoing cases on incomplete transposition and incorrect transposition of Directives across HOME policy areas, such as financial investigations, functioning of the Schengen area, security in the digital age and combatting terrorism.

The EU budget will support this Specific Objective through the **Home Affairs Funds**. DG HOME is committed to optimise the implementation of the **Home Affairs funds**, including the Internal Security Fund, to best achieve the policy objectives listed above. DG HOME will continue to supervise the implementation of the Member States' programmes and to allocate the budget under the Thematic Facility under the Internal Security Fund with a view to maximise the achievement of the policy objectives, in line with the principles of sound financial management. New needs linked to these key policy areas, as well as other emerging policy priorities, will be considered in the framework of the additional allocation that will be attributed to Member States in the context of the mid-term review, end 2024/early 2025.

*The relevant performance table can be found in the [Annex \(page 30\)](#).*

## Specific objective 2: An effective asylum and migration management policy

While monitoring and dealing with developments along the main migratory routes and continuing support to people fleeing the Russian aggression in Ukraine, DG HOME will in 2024, after political agreement was reached in December 2023, support the European Parliament and the Council to adopt the legislative proposals of the Pact: the amended proposal for a **Regulation on the establishment of 'Eurodac'** <sup>(37)</sup>, the **Regulation on asylum and migration management** <sup>(38)</sup>, the amended proposal for a **Regulation on establishing a common procedure for international protection in the Union** <sup>(39)</sup>, the proposal for a **Regulation introducing a screening of third country nationals at the external borders**<sup>(40)</sup> , the proposal for a **Regulation addressing situations of crisis and force majeure**<sup>(41)</sup>, recast of the **Return Directive**<sup>(42)</sup>, **Resettlement Framework Regulation** <sup>(43)</sup>, the proposed recast of the **Reception Conditions Directive** <sup>(44)</sup> as well as the proposal for a **Qualification Regulation** <sup>(45)</sup> in the field of migration and asylum.

The Pact sets the path for establishing a **common EU system for returns**, which combines stronger structures in the EU with more effective cooperation with third countries. DG HOME will closely steer Frontex' work to ensure the full operationalisation of its mandate on return and reintegration, and particularly support the Agency in developing the services it provides to Member States. This includes the ongoing work to enable Frontex-led return activities and operations, the roll-out of the Frontex Joint Reintegration Services, as well as helping Member States improve their return case management systems by aligning them to the return model developed by Frontex. Through the work of the **EU Return Coordinator** and the **High-Level Network for Return**, DG HOME will ensure the coordination of national approaches to effective returns, ensure consistency across the EU and support the work on readmission.

To further increase the share of voluntary returns and improve the sustainability of return and reintegration, DG HOME will continue implementing the **EU strategy on voluntary return and reintegration** <sup>(46)</sup>, in close cooperation with Frontex, Member States, the Directorate-General for International Partnerships (INTPA), the Directorate-General for European Neighbourhood Policy and Enlargement Negotiations (NEAR) (for more information on readmission and on smuggling, see Specific Objective 4).

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<sup>(37)</sup> Proposal COM(2020) 614 final of 23.9.2020.

<sup>(38)</sup> Proposal COM (2020) 610 final of 23.9.2020.

<sup>(39)</sup> Proposal COM(2020) 611 final of 23.9.2020.

<sup>(40)</sup> Proposal COM(2020) 612 final of 23.9.2020.

<sup>(41)</sup> Proposal COM(2020) 613 final of 23.9.2020.

<sup>(42)</sup> Proposal COM (2018) 634 final of 12.9.2018.

<sup>(43)</sup> Proposal COM/2016/0468 final of 13.7.2016.

<sup>(44)</sup> Proposal COM/2016/0465 final of 13.7.2016.

<sup>(45)</sup> Proposal COM/2016/0466 final of 13.7.2016

<sup>(46)</sup> Communication COM(2021) 120 final and SWD(2021) final of 27.04.2021

In 2024, as part of the implementation of the **renewed EU action plan against migrant smuggling (2021-2025)** <sup>(47)</sup>, DG HOME will support the co-legislators to successfully conclude the negotiations on the legislative proposals updating the EU legal framework to counter migrant smuggling, that was adopted by the Commission in 2023, as well as increase cooperation on anti-smuggling with key partner countries and follow-up on setting up a global alliance to combat migrant smuggling (call-to-action Anti-smuggling Conference of 28<sup>th</sup> November 2023).

DG HOME will strengthen the cooperation and information sharing within the **European network of immigration liaison officers** <sup>(48)</sup>, building up the local and regional networks but also reinforcing cooperation with third countries through targeted projects. Immigration Liaison Officers deployed by Member States are well positioned to support the implementation of the EU action plans on the migratory routes but also by supporting Europol activities, notably, filling gaps in the intelligence picture and providing a whole of the route approach in migrant smuggling investigations.

**Resettlements and humanitarian admissions** for the most vulnerable will continue to be an important part of the EU's migration policy. DG HOME will support Member States in the implementation of their pledges submitted for 2024-2025. To offer more opportunities for safe and **legal pathways** to protection in addition to resettlement, DG HOME will promote complementary pathways for refugees linked to higher education and work.

The EU has an ageing and shrinking working population. Member States need to attract a dynamic workforce, as well as to create safe pathways to reduce the incentives for irregular migration. Therefore, DG HOME will work on the deliverables announced in the **Skills and Talent package** <sup>(49)</sup> to make the EU more attractive for talent from abroad, in line with the 2023 European Year of Skills. DG HOME will continue supporting the inter-institutional negotiations on the recast proposals on the **Single Permit Directive** <sup>(50)</sup> and the **Long-Term Residents Directive** <sup>(51)</sup>. DG HOME will also support the inter-institutional negotiations on the Commission proposal establishing an **EU Talent Pool** <sup>(52)</sup>.

The European way of life is an inclusive one. Integration and inclusion are key for people coming to Europe, for local communities, and for the long-term well-being of our societies and the stability of our economies. DG HOME will keep on with implementation of the **Action Plan on Integration and Inclusion 2021-2027** <sup>(53)</sup> and work towards its **mid-term review** in 2024. DG HOME will further pursue its efforts to help integrate third-country nationals in the EU labour market at the appropriate level of skills and qualifications. Together with the City of Amsterdam, DG HOME will renew the **Urban Agenda**

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<sup>(47)</sup> Communication COM(2021)591 final of 29.9.2021.

<sup>(48)</sup> Regulation (EU) 2019/1240 of 20.6.2019.

<sup>(49)</sup> Communication COM/2022/657 final of 27.4.2022.

<sup>(50)</sup> Proposal COM/2022/655 final of 27.4.2022.

<sup>(51)</sup> Proposal COM/2022/650 final of 27.4.2022.

<sup>(52)</sup> COM(2023) 716 final of 15.11.2023.

<sup>(53)</sup> COM/2020/758 final of 24.11.2020.

**Partnership** <sup>(54)</sup> for the inclusion of migrants and refugees: new members will join, including from cities and regions in Member States bordering Ukraine.

In response to the EU leaders' call for a common and solid **situational awareness and earlier detection of migratory trends** <sup>(55)</sup>, DG HOME will in 2024, with the input of the relevant JHA Agencies, monitor migratory movements at the EU's external borders, providing a comprehensive and up-to-date situational picture. The Migration Preparedness and Crisis Blueprint Network <sup>(56)</sup> will keep playing a key role in monitoring, assessing and reporting on migratory movements on the main routes including the impact of ongoing conflicts on migration to the EU. DG HOME, in close cooperation with the Joint Research Centre (JRC), will carry on with putting in place the '**Situational Awareness, Early Warning and Forecasting Capacity**' and its related IT-tools to ensure better resilience and preparedness. This will enable a more proactive approach to migration management. Compatibility with the Commission's overall Crisis Management Systems will also be ensured. Working Arrangements between DG HOME and the relevant JHA Agencies will be enacted in the form of Commission Decisions.

As in previous years, in 2024 DG HOME will continue to support EU Member States in developing and implementing effective and sustainable **migration management** systems with special attention to Member States under particular migratory pressure. To this end, the **Task Force Migration Management**, with its experts deployed in Member States, is working in close cooperation with national authorities, the EU agencies, civil society and international organisations, and will also monitor progress in the overall improvement of the reception systems in frontline countries. DG HOME will keep on supporting **Greece** and **Cyprus** on the implementation of the respective Memoranda of Understanding <sup>(57)</sup><sup>(58)</sup>, focusing on improving the reception of newly arrived migrants, asylum procedures and integration, as well as on increasing returns. Furthermore, the pilot projects with **Bulgaria** <sup>(59)</sup> and **Romania** <sup>(60)</sup> have been extended, and DG HOME will carry on with the cooperation with these two Member States in the areas of asylum, returns and border management.

To help manage the consequences of the war against Ukraine, DG HOME will continue coordinating the practical implementation of the **Temporary Protection Directive** <sup>(61)</sup>, currently in place until March 2025, through the ongoing work of the **Solidarity Platform 'Ukraine'**, as well as the transfers of vulnerable people fleeing Ukraine and eligible for

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<sup>(54)</sup> [Inclusion of migrants and refugees in cities \(europa.eu\)](#)

<sup>(55)</sup> European Council conclusions, February 2023 - [pdf \(europa.eu\)](#)

<sup>(56)</sup> The Blueprint Network includes the Commission, the General Secretariat of the Council, EU Member States, the European External Action Service, and relevant EU Agencies: the EU Agency for Fundamental Rights, Frontex, Europol, eu-LISA and EUAA. Schengen Associated Countries, IOM and UNHCR also participate in the Network with observer status

<sup>(57)</sup> [03122020 memorandum of understanding en.pdf \(europa.eu\)](#)

<sup>(58)</sup> [Memorandum of Understanding between the Government of the Republic of Cyprus and the European Commission](#)

<sup>(59)</sup> [The European Commission launches a pilot project with BG \(europa.eu\)](#)

<sup>(60)</sup> [The European Commission launches a pilot project with RO \(europa.eu\)](#)

<sup>(61)</sup> Proposal COM/2022/91 final of 2.3.2022. and Council Directive 2001/55/EC

temporary protection from Moldova to pledging EU Member States and other Schengen associated countries. While keeping in mind the possibility to extend temporary protection, in 2024 the focus will be on assessing the need to prepare a comprehensive exit strategy in cooperation with Belgian Presidency, based also on different complementary avenues. An EU coordinated approach will be the way forward that DG HOME will pursue. **The EU Anti-Trafficking Coordinator** will keep providing support and monitor the implementation of the **Common Anti-Trafficking Plan** to prevent trafficking of those fleeing Russia's aggression against Ukraine.

The Commission will also continue to support the implementation of the **Voluntary Solidarity Mechanism** <sup>(62)</sup>, which provides targeted solidarity to five Member States of first entry (Italy, Malta, Greece, Cyprus and Spain) with needs-based assistance from other Member and Associated States by offering relocations and financial contributions. In this context, DG HOME, together with the EU Agency for Asylum and the International Organisation for Migration, will support Member States in coordinating and facilitating relocation transfers, matching projects with financial contributions, and drawing lessons for the permanent solidarity scheme proposed under the Pact on Migration and Asylum.

In addition to on the implementation of the **EU Action Plans** on the Central Mediterranean, Western Mediterranean and Atlantic and Western Balkans routes (see Special Objective 4), DG HOME will contribute to the roll out of the measures under the Action Plan for the Eastern Mediterranean <sup>(63)</sup>, presented by the Commission in October 2023, and aiming to ensure more effective implementation of the management of migration flows, improve asylum procedures and support sufficient reception capacity.

**External communication** will promote a balanced policy narrative on asylum and migration management. Targeted external and internal communication actions (social media, audio-visual and press material) will support the ongoing roll-out and formal adoption of the Pact and overall migration policy. Outreach will be stepped up by further engaging with various stakeholders and networks, including civil society organisations, non-governmental organisations and youth representatives as well as the Expert Group on the views of migrants. The emphasis will be on the narrative on migration, aligning our messaging in coordination with the Directorate General for Communication (DG COMM), and also addressing disinformation on migration in line with the ongoing disinformation response plans.

DG HOME is committed to optimise the implementation of the **Home Affairs Funds**, including the Asylum, Migration and Integration Fund, to best achieve the policy objectives listed above, DG HOME will supervise the implementation of the Member States' programmes and allocate the budget under the Thematic Facility under the Asylum, Migration and Integration Fund with a view to maximise the achievement of the policy objectives mentioned above, in line with the principles of sound financial management. New needs linked to the implementation of the future Pact, as well as other emerging policy priorities will also be

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<sup>(62)</sup> [Relocation: EU solidarity in practice](#)

<sup>(63)</sup> [https://home-affairs.ec.europa.eu/system/files/2023-10/EU%20Action%20Plan%20for%20the%20Eastern%20Mediterranean%20route\\_en.pdf](https://home-affairs.ec.europa.eu/system/files/2023-10/EU%20Action%20Plan%20for%20the%20Eastern%20Mediterranean%20route_en.pdf)

considered in the framework of the additional allocation that will be attributed to Member States in the context of the mid-term review end 2024/early 2025. As regards the asylum and migration policy, DG HOME will also follow up on the conclusions of the negotiations on the mid-term review of the current Multi-Annual Financial Framework and eventually incorporate in the programming of the Funds any additional financial resources to support the implementation of the Pact on Migration and Asylum that may be made available, for example in relation to first reception capacity and increased relocation.

*The relevant performance table can be found in the [Annex \(page 35\)](#).*

### Specific objective 3: A fully functioning area of free movement

Schengen area is the most visited destination in the world and a very attractive area for doing business. Keeping a free and open Schengen area is a top priority for the Commission. In previous years, DG HOME put forward tools needed to build a stronger **Schengen area of freedom, security and justice** that functions effectively. In 2024, DG HOME will finalise the negotiations between the Council and the European Parliament on the proposed amendment of the **Schengen Borders Code** <sup>(64)</sup>. This Regulation, together with the **Screening Regulation** <sup>(65)</sup>, are crucial to ensure the proper functioning of the Schengen area without internal border controls and with uniform set of rules and safeguards for the management of the external border. In 2023, the Council took a historic decision and agreed on the full accession of **Bulgaria and Romania** to the Schengen area as of 31 March 2024. In line with the Commission statement, the Commission, in particular DG HOME, will continue supporting the Council decision making process so a decision on the lifting of controls at the internal land borders can be taken without delay in 2024.

Lifting internal border controls is a priority for DG HOME. In 2024, DG HOME will continue the dialogue with the Member States maintaining **internal border controls** as well as the Member States concerned by these, as launched by the Schengen Coordinator in October 2022 to restore a fully functioning area without controls at internal borders.

Schengen governance is based on the yearly **Schengen Cycle**, which will be further consolidated in 2024 following a request from the Schengen Council. In the first quarter of 2024, the Commission will adopt the third **State of Schengen Report**. The Report will be the last one adopted within the mandate of this Commission and will take stock of the progress made over the last years. It will also prepare the ground for the next year by setting and updating priorities for 2024-2025. DG HOME will continue preparing and implementing common tools to support Member States in the effective follow-up of evaluation and monitoring activities. The Schengen Coordinator in DG HOME will continue to prepare the Schengen Council through regular operational and technical updates and follow-ups.

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<sup>(64)</sup> Regulation COM(2021) 891 final of 14.12.2021.

<sup>(65)</sup> Proposal COM(2020) 612 final of 23.9.2020.

In parallel, DG HOME will keep on carrying out evaluation and monitoring activities in line with the new **Schengen evaluation and monitoring mechanism** <sup>(66)</sup> and will adopt **Schengen country reports**. This will include the **first periodic evaluation of Croatia**, which joined the Schengen area in 2023, and the periodic evaluations of **Czechia, Hungary, Poland, and Slovakia**. In the first quarter of 2024, DG HOME will adopt a report and a proposal for Schengen-wide recommendations on the results of the 2023 thematic evaluation on **drug trafficking**. The next thematic evaluation is scheduled in 2024, with its primary focus on the **effectiveness of national return systems**. DG HOME will also organise unannounced Schengen evaluations.

The EU has a visa-free regime in place with 60 non-EU countries. Visa-free travel brings significant economic, social, and cultural benefits to EU Member States and third countries. In 2024, the work on local adaptations of the **Visa Code** concerning the list of supporting documents to be provided by applicants and the issuing of multiple entry visas (cascade) will continue. Following the adoption of the amending regulations on the Digitalisation of visa procedures <sup>(67)</sup>, the implementation will start in 2024.

Further to the findings of the evaluation of the Regulation on the European Border and Coast Guard and the review of the Standing Corps, the Commission will work with **Frontex** and the Member States to facilitate and, where necessary, improve the ongoing implementation of the Regulation, based on the action plan accompanying the evaluation report.

To make it possible for national authorities across the EU to access the right information at the right time, DG HOME continues to work towards achieving the implementation and **interoperability of all European large-scale IT systems** for borders, migration and security. The new Interoperability timeline was endorsed by the EU Justice and Home Affairs Council on 19 October 2023 providing a clear path for its successful implementation. The Commission is working closely with Member States and eu-LISA, who is dedicated and committed to achieving the specified milestones within the established timeframe.

At the forefront of this effort is the **shared Biometric Matching Service** (shared BMS), scheduled to be delivered in 2024, alongside the Entry/Exit System (EES). The shared BMS is designed to streamline identification processes, particularly for individuals registered in several databases. It achieves this by using a single technological component to successfully match biometric data across diverse systems.

DG HOME has also made significant strides in overcoming technical obstacles in the development of the **Entry/Exit System**, paving the way for the release of this state-of-the-art system in the last quarter of 2024. The Entry/Exit System is the most advanced border management system in the world and will fortify the safety and security of European citizens and visitors alike. To that end, the EES will register data and biometrics of non-EU nationals travelling for a short stay, each time they cross the external borders of the European countries using the system. In parallel, DG HOME will continue working for the development of the **European Travel Information and Authorisation System** (ETIAS), which will further bolster security within our Union, by identifying potential security risks among visa-free travellers before they reach EU borders. ETIAS will be released a few months following

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<sup>(66)</sup> [Schengen evaluation and monitoring \(europa.eu\)](https://european-council.europa.eu/media/en/press-communications/infographic/infographic_schengen_evaluation_and_monitoring_mechanism.pdf)

<sup>(67)</sup> Regulation COM(2022) 658 final of 27.4.2022.



the launch of EES. To achieve this milestone, we have fostered robust collaboration with the EU Agencies, such as eu-LISA, Europol and Frontex, alongside engaging in bilateral discussions with Member States to ensure the timely implementation of ETIAS.

DG HOME is therefore relaunching the rapid alert process for the monitoring the IT systems, known as **RAP-IT**. RAP-IT plays an important role during development, by providing early warning, expediting responses to issues, and enabling corrective actions in participating countries so that all systems and components are fully operational within the established deadlines. Furthermore, the Forum on the implementation of the new cutting-edge architecture for EU information systems for borders, migration and security will support the monitoring of the implementation of systems and interoperability at national level.

In parallel DG HOME will finalise the **evaluation on eu-LISA** and report to the European Parliament and the Council. The report will be made public. The evaluation is looking at the performance of the Agency in relation to its objectives, mandate, locations and tasks.

**External communication actions** of DG HOME will promote the policy work to reach a fully functioning area of free movement. Targeted external actions (e.g. web, social media, audio-visual and press material) will highlight the major milestones of the policy work in the field of borders and Schengen. DG HOME will run the Entry/Exit System information campaign in 2024 and start the ETIAS information campaign. Both campaigns will raise awareness and among EU and non-EU nationals and will inform them about the changed way to enter the EU. The two communication campaigns will be implemented together with the Member States (Ministries of Interior, border police, customs agents), EU agencies (Frontex, eu-LISA), European External Action Service and stakeholders from the travel industry (airlines, airports and airport infrastructure groups, carriers, ports, travel agents, bus, train, ferry companies, tourist boards, global online travel platforms) as well as media and international events and expos.

As of **infringement strategy**, DG HOME will continue monitoring the application of the Schengen related acquis and will as well, if necessary, pursue any relevant issue arising from the Schengen Evaluation and Monitoring Mechanism.

DG HOME is committed to optimise the implementation of the **Home Affairs Funds**, including the Border Management and Visa Instrument, to best achieve the policy objectives listed above. New needs linked to these key policy areas, as well as other emerging policy priorities, will also be considered in the framework of the additional allocation that will be attributed to Member States in the context of the mid-term review end 2024/early 2025. DG HOME will also in the case of border management follow up on the conclusions of the negotiations on the mid-term review of the current MFF and eventually incorporate in the programming of the Funds any additional financial resources that will be made available to support the implementation of the new Pact on Migration and Asylum, e.g. concerning the Member States' capacity to perform screening procedures at the borders in a timely and effective manner.

*The relevant performance table can be found in the [Annex \(page 38\)](#).*

## Specific objective 4: Stronger cooperation with partner countries

In line with the Pact on Migration and Asylum, DG HOME will in 2024 continue to strengthen its engagement and cooperation with key partner countries of origin, transit and destination, focusing on **comprehensive, tailor-made partnerships on all aspects of migration and security** including regular and irregular migration, visa policy, smuggling, drugs and exchange of electronic evidence. Considering the increasing migratory pressure and loss of life at sea along the migratory routes, special focus will be on capacity building in all migration management areas, such as asylum, border management, return and reintegration. The evaluation of the European Migration Network (EMN) will also be performed in 2024.

DG HOME, together with the Member States and the relevant home affairs agencies will work on operationalisation and follow-up of the Action Plans developed for strengthening comprehensive migration partnerships with priority countries of origin and transit. DG HOME will furthermore follow the implementation of the **Action Plans on the Western Balkans** <sup>(68)</sup> Route, the **Central Mediterranean** Route <sup>(69)</sup>, the **Western Mediterranean** and Atlantic Route <sup>(70)</sup> as well as for **the Eastern Mediterranean** <sup>(71)</sup> with targeted operational measures to strengthen migration management, prevent irregular departures and save lives. DG HOME will continue to coordinate the implementation of the **10-Point Plan for Lampedusa** <sup>(72)</sup>, presented by the Commission President during her visit to Lampedusa in September 2023, following the migratory pressure experienced by the Italian island.

**Dialogues on migration and security** have intensified with a range of key partners in Asia, Africa and the Western Balkans, and will be expanded to further deepen cooperation. In 2024, comprehensive formal and informal dialogues on migration and/or security (or similar high-level engagements) will continue, non-exhaustively, with the United States, Canada, the Western Balkans, Ukraine, Moldova, Türkiye, Morocco, Egypt, Tunisia, Mauritania, Nigeria, Bangladesh, Pakistan, India, Colombia, and in international fora such as the Rabat process. As migration is central to the EU's overall relationships with key partner countries, DG HOME will strive to ensure that migration features in all relevant dialogues of the EU.

With **North African countries** DG HOME will press on with efforts to address the challenges of forced displacement and irregular migration, border management, fighting smuggling of migrants and trafficking in human beings, as well as to seize the benefits of legal migration in line with the Renewed Partnership with the Southern Neighbourhood <sup>(73)</sup> and the Pact on Migration and Asylum. DG HOME will also continue its engagement with and support to **West**

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<sup>(68)</sup> [https://home-affairs.ec.europa.eu/system/files/2022-12/Western%20Balkans\\_en.pdf](https://home-affairs.ec.europa.eu/system/files/2022-12/Western%20Balkans_en.pdf)

<sup>(69)</sup> [EU Action Plan for the Central Mediterranean en.pdf \(europa.eu\)](#)

<sup>(70)</sup> [https://home-affairs.ec.europa.eu/document/download/b5aef566-afca-4b90-bc01-0c3d0a7f67d5\\_en?filename=EU%20Action%20Plan%20for%20the%20Western%20Mediterranean%20and%20Atlantic%20routes.pdf](https://home-affairs.ec.europa.eu/document/download/b5aef566-afca-4b90-bc01-0c3d0a7f67d5_en?filename=EU%20Action%20Plan%20for%20the%20Western%20Mediterranean%20and%20Atlantic%20routes.pdf)

<sup>(71)</sup> [https://ec.europa.eu/commission/presscorner/api/files/document/print/en/ip\\_23\\_4994/IP\\_23\\_4994\\_EN.pdf](https://ec.europa.eu/commission/presscorner/api/files/document/print/en/ip_23_4994/IP_23_4994_EN.pdf)

<sup>(72)</sup> [https://ec.europa.eu/commission/presscorner/detail/pl/ip\\_23\\_4503](https://ec.europa.eu/commission/presscorner/detail/pl/ip_23_4503)

<sup>(73)</sup> [Joint Communication: Renewed partnership with the Southern Neighbourhood - A new agenda for the Mediterranean \(europa.eu\)](#)

**African countries**, to address the challenges of irregular migration and promote the benefits of orderly migration.

To boost international labour mobility and development of talent in a mutually beneficial way, the EU has launched **Talent Partnerships** <sup>(74)</sup> with key partner countries. DG HOME will keep on implementing the Partnerships on all aspects of migration management, including on readmission.

DG HOME will continue to strengthen cooperation to counter migrant smuggling with non-EU countries along irregular migratory routes, building on the **international conference on migrant smuggling** of 28 November 2023. The Commission will ensure that the Global Alliance to Counter Migrant Smuggling will work at bilateral and multilateral level as well as through the work of the United Nations Office on Drugs and Crime. Regular stocktaking at political level will be ensured, with the first event taking place in Copenhagen in the spring 2024. The Conference will be the first such opportunity to take stock of the achievements of the Global Alliance, and including support for follow-up measures at both technical and political level. DG HOME will support the implementation of the Anti-Smuggling Operational Partnerships with Morocco, Niger (on hold following the coup d'état of 26 July 2023), the Western Balkans, Tunisia and Egypt and support the development of new partnerships as relevant.

To ensure the credibility of the EU asylum system, return decision taken need to be enforced. To that end, DG HOME will work closely with third countries to improve cooperation on **return and readmission**, as an indispensable element of international partnerships, policies and tools. In 2024, DG HOME will closely monitor the effective implementation of the 24 readmission instruments in place with third countries, including through formal Joint Readmission Committees or Joint Working Groups, as well as finalise/continue ongoing negotiations of Readmission Agreements and consider the most appropriate way forward for those where mandates exist but negotiations have either stalled or not started. DG HOME will continuously assess third countries' cooperation on readmission, including in the framework of Article 25a under the Visa Code, will follow up to the previous assessment reports and proposals for visa measures, as well as adopt the **fifth assessment report**.

DG HOME will keep on with the negotiations or begin discussions of **Frontex Status Agreements** with third countries. These will allow the deployment of border management teams in third countries from the Frontex standing corps to perform joint operations with local authorities to help tackling illegal border-crossing on some of the most vulnerable routes. Strong attention will be given to finalising pending negotiations with partners in the Western Balkans.

As announced in a Communication on the monitoring of the EU's visa-free travel regimes <sup>(75)</sup>, in 2024 DG HOME will work with the co-legislators to get an agreement on the revision of the **Visa suspension mechanism** (article 8 of the Visa regulation), proposed by the

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<sup>(74)</sup> [Talent partnerships \(europa.eu\)](https://europa.eu)

<sup>(75)</sup> COM(2023) 297 final of 30.5.2023.

Commission at the end of 2023. The revision will provide the EU with a more efficient legislation to address visa-free challenges and counter abuses linked to visa-free travel, to prevent irregular migration and security risks. Following agreement between EU co-legislators, Kosovo <sup>(76)</sup> passport holders have been able to access without a visa to the Schengen area as of 1 January 2024. DG HOME will also follow-up with the co-legislators regarding the proposed amendment to the Visa regulation giving visa free access to the EU for holders of Serbian passports issued by the Serbian Coordination Directorate. Kosovo will therefore be included in the monitoring under the **Visa Suspension Mechanism Report** as of 2024.

DG HOME will carry on with support the **EU Support Hub for Internal Security and Border Management for Moldova**. As an operational platform, the EU Support Hub supports cooperation on internal security and border management between the EU, its Agencies, the Member States and the Moldovan authorities.

DG HOME will also keep organising the **EU-Ukraine security dialogues**, jointly with the EU Counter-Terrorism coordinator. The topics discussed are border management and security, firearms trafficking, trafficking in human beings and violent extremism. DG HOME will in 2024 support Ukrainian authorities to control **firearms** and other small arms and light weapons, mainly through joint implementation by Member States, EU Agencies and Ukraine of the agreed list of actions to counter firearms. The priorities at the moment are the harmonization of the Ukrainian's legislation on firearms with the body of EU legislation, the fully deployment of a new unified registry of weapons, and the establishment of a national firearms focal point following the EU model.

DG HOME will continue, and plans to conclude in 2024, the **negotiations with Interpol**, on behalf of the EU, of an EU-Interpol cooperation agreement that will allow our EU agencies and bodies (Europol, Eurojust, the European Public Prosecutor's Office and Frontex) to strengthen their cooperation with Interpol to jointly prevent, detect and combat serious crimes, including serious and international organised crime networks. Additionally, the Commission will keep engaging third countries to negotiate international agreements for the exchange of personal data between Europol and the law enforcement authorities of Algeria, Egypt, Jordan, Israel, Lebanon, Morocco, Tunisia, and Turkey, as well as Bolivia, Brazil, Ecuador, Mexico and Peru.

Obtaining **electronic evidence** abroad is essential to effectively tackle cyber-dependant and cyber-enabled crimes. DG HOME will support cooperation with third countries through legal, policy and capacity building measures. DG HOME, along with DG JUST, will continue negotiating an electronic evidence agreement with the U.S. DG HOME, will also keep leading the Commission's negotiation of a future **UN Convention on Cybercrime**, which could be adopted by the UN General Assembly in its annual session of 2024. This future Convention would harmonise cybercrime offences and enable international cooperation, technical assistance and prevention against cybercrime at a global level.

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<sup>(76)</sup> This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

After having finalised negotiations with Canada, the Commission will proceed with proposals to sign and conclude the **EU-Canada PNR Agreement**. Once the Council has given its authorisation, the Commission is also ready to launch negotiations with Switzerland, Iceland, and Norway for the conclusion of **international PNR agreements**. Furthermore, DG HOME will prepare Commission proposals to start negotiations for international PNR agreements with Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Serbia, and Kosovo.

DG HOME will continue to promote the **EU drug policy** model at international level, notably through the preparation of the Commission on Narcotic Drugs within the UN Office on Drugs and Crime; contribution to the work of the Global Coalition to Address Synthetic Drugs Threats; and through dialogues on drugs with partner countries and regions like with the US, Western Balkans, Central and Latin American countries and Central Asia. Furthermore, DG HOME will work on the follow-up at operational level of the second EU-Colombia dialogue on Drugs held at political level in 2023. The third dialogue will be organised with Colombia, also at political level, and also the second dialogue with China.

The EU migration, borders and security policy cannot be successful without the external dimension supporting the internal policy and addressing the issues both at the origin and in the EU. This is also reflected in the **Home Affairs Funds** which will support actions in the external dimension, within the safeguards set out in the legal framework for the Home Affairs Funds. DG HOME will keep cooperating with other Commission services to cover in an exhaustive manner relevant migration priorities in the external policy domain, in consistency with the objectives and scope of the policies underpinned by the relevant financial instruments of the Union. Tailor-made projects between EU Member States and key partner countries will continue to be supported by HOME Funds, for example in the context of the **Regional Development and Protection Programme** (RDPP, protection pillar) and the **Migration Partnership Facility** (MPF). DG HOME will furthermore continue its very close cooperation with DG NEAR and DG INTPA to ensure that migration priorities are addressed adequately, in particular by the **Neighbourhood, Development and International Cooperation Instrument-Global Europe** (NDICI) and its 10% migration spending target.

**External communication actions** of DG HOME will promote a balanced policy narrative on the different Action Plans already developed for strengthening comprehensive migration partnerships with priority countries of origin and transit. Targeted external and internal communication actions (social media, audio-visual and press material) will support the ongoing roll-out of those action plans and support the cooperation on other topics related to the cooperation with partner countries, Western Balkans, and Ukraine. The emphasis will be aligned with the narratives on migration, anti-smuggling, fighting drug trafficking, secure borders, PNR data and other upcoming topics related to the external dimension.

*The relevant performance table can be found in the [Annex \(page 42\)](#).*

## **PART 2. Modernising the administration: main outputs for 2024**

**DG HOME** will continue working on achieving balanced, inclusive, sustainable and flexible work environment for all its' staff, making sure that scarce resources are used with maximum benefit to the organisation, while at the same time keeping an eye on the environmental footprint. In 2024, digital related activities of DG HOME will contribute to the attainment of the Commission's Digital Strategy strategic objectives, aiming at reducing the burden on citizens, increasing efficiency of national and European institutions and bodies, and strengthening cooperation and collaboration in the domain of Home Affairs.

The internal control framework <sup>(77)</sup> supports sound management and decision-making. It notably ensures that risks to the achievement of objectives are taken into account and reduced to acceptable levels through cost-effective controls.

**DG HOME** has established an internal control system tailored to its particular characteristics and circumstances. The effective functioning of the **DG HOME's** internal control system will be assessed on an ongoing basis throughout the year and be subject to a specific annual assessment covering all internal control principles.

### **A. Human resource management**

DG HOME continues to operate in a highly political, challenging and sensitive policy context, often in crisis mode. To deliver on its ambitious agenda, human resources management is a key priority and DG HOME keeps counting on its skilled, motivated and dedicated staff. The competencies and engagement of our staff are key assets.

As of 16 October 2023, DG HOME stands at 58% female middle manager and has reached the specific target set by the Commission for the end of 2024 <sup>(78)</sup>. Overall, DG HOME's management is gender balanced (50% female managers for Senior Managers, 58% for middle managers). In 2024, DG HOME aims to maintain and promote gender equality in its management. This will be done by inviting female colleagues, ready to embrace a middle management position, to further develop their management skills through the corporate Female Talent Development Programme and supporting women becoming deputy Head of Unit (we reached 50% female representation as Deputy Head of Unit).

HOME will also promote equal opportunities for all staff and non-discrimination in HR management by adopting and implementing an Equality Working Plan. The Plan will tackle the balance in representation of women and men in the DG at the level of management and representation. It will further tackle inclusion and diversity in line with the HR Strategy.

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<sup>(77)</sup> [Communication C\(2017\)2373 - Revision of the Internal Control Framework](#)

<sup>(78)</sup> According to targets proposed in SEC(2023)200.

DG HOME will complement the Corporate Human Resource Strategy by implementing its local HR Strategy to attract qualified staff, successfully integrate newcomers through dedicated sessions and updating the welcome package, retain the staff and develop talent.

Despite temporary staff reinforcements received in 2022, there remains imbalance between the human resources available and the high workload linked to the heavy political agenda. In 2024, DG HOME will follow workload indicators more closely to identify potential problems in HR management. In the context of increasing workload, special attention will be paid to well-being, the right to disconnect and equipping managers with tools to prevent and avoid burnout in their teams.

**Internal communication** actions will continue to foster collaboration, transparency, and staff engagement within the DG. The internal communication and HR Correspondent teams will adapt implemented actions as needed and address the outcomes of the Staff Survey 2023 to enhance the new way of working and contribute to a healthy work-life balance.

*The relevant performance table can be found in the [Annex \(page 46\)](#).*

## **B. Sound financial management**

Concerning the **2014-2020 Home Affairs Funds**, DG HOME will in 2024 keep supporting both Member States and individual beneficiaries in ensuring optimal implementation of Home Affairs Funds. For programmes being implemented **in shared management**, the eligibility period of expenditure for projects will end on 30 June 2024 <sup>(79)</sup>. The objective is to optimise the absorption of the appropriations while ensuring that expenditure is implemented in accordance with the relevant rules. Preparations for the closure of the Funds will continue. As regards funds being implemented in **direct or indirect management**, implementation will continue even beyond 2024, with the last payments from the work programmes up until 2020 foreseen for 2025. A significant number of projects finalisation is scheduled for 2024. Work on the **ex-post evaluation** of the Funds will intensify.

Concerning the **2021-2027 Home Affairs Funds**, DG HOME will in 2024 support Member States to ensure a smooth implementation of the **Member State programmes** in full respect of the legal framework. DG HOME will also take active part and keep attending the Monitoring committee(s) of each Member States programme to fulfil its advisory role, including for the monitoring of Horizontal Enabling Conditions. DG HOME will continue implementing and monitoring the Work Programmes for the **Thematic Facilities** of each Fund <sup>(80)</sup>. The Thematic Facilities are implemented in both direct/indirect and shared

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<sup>(79)</sup> The eligibility period was extended by one year to 30 June 2024 through an amendment of the AMIF to provide additional flexibility to Member States following the Ukrainian crisis.

<sup>(80)</sup> The Work Programme 2023-2025 following the Work Programme 2021-2022

management. When appropriate, the Work Programmes for the Thematic Facilities will be modified to ensure that new challenges and/or unforeseen needs are addressed as appropriate. Work on the **mid-term evaluation** of the Funds will intensify.

A sizable allocation is foreseen for the three Internal Security Fund calls scheduled for late 2023 and early 2024 (Organised crime, Protection of public space and Fight against corruption). The call for protection of public spaces will include notably the protection of places of worship and the detection of chemical, biological, radiological, nuclear and high explosives threats to prevent terrorist attacks in different types of public spaces and critical infrastructure. The political importance of underlying issues, such as dismantling of organised crime groups and their business models also in the context of the action plan in the area of drugs trafficking and links with the corruption phenomenon, will require extremely efficient cooperation between various actors in DG HOME. An involvement of external experts will be crucial in some of the evaluations, and it will require close supervision and monitoring to limit any risk inherent to cooperation with external partners.

In 2024, DG HOME will continue to implement assurance-related activities on EU funded expenditure under its responsibility. The aim is to guarantee the legality of the expenditure and to minimise regularity risks by prioritising the use of preventive and corrective mechanisms. **Preventive measures** rely on a thorough yearly risk assessment followed by proactive monitoring and potential mitigating controls. **Corrective measures** implemented in 2024 will include audits and the implementation of recommendations issued by the European Court of Auditors and the Internal Audit Service. Where irregularities are confirmed following an audit, DG HOME will launch conformity clearance procedures. As a result of the conformity clearance procedures, the Commission imposes net financial corrections on the Member States by which they reimburse to the EU budget the amounts corresponding to those corrections.

As regards the Annual Programmes implemented in the 2014-2020 Multiannual Financial Framework, the audit approach will remain, including the review of annual accounts. Furthermore, system audits based on an updated risk assessment will be conducted. For the programming period 2021-2027, as the implementation started only in 2023, early preventive system audits (EPSA) and review of the assurance packages will be carried out.

In addition to ex post audits, DG HOME will perform ex ante controls for ensuring the legality and regularity of payments throughout the management of transactions.

*The relevant performance table can be found in the [Annex \(page 48\)](#).*

## **C. Fraud risk management**

DG HOME is currently implementing its 2021 Anti-Fraud Strategy, which sets out the following three key objectives:

- Objective 1: Effective fraud prevention and promotion of fraud awareness
- Objective 2: Enhancement of cooperation with other DGs and Services



- Objective 3: Improvement of cooperation with Member States

In 2024, DG HOME will continue focusing on the achievement of the above-mentioned objectives, while at the same time working towards the adoption of an **updated DG-wide strategy**. The new strategy will take into account the revised **Commission Anti-Fraud Action Plan** <sup>(81)</sup> of 2023, the actions of which DG HOME has started implementing. Examples of such actions are: addressing risks connected to spending in emergency situations (action 24) and working closely with the European Anti-Fraud Office to exploit synergies between anti-corruption and organised crime policies and fraud (actions 38 & 39) <sup>(82)</sup>.

In parallel, DG HOME will maintain close relationships with the European Anti-Fraud Office, the European Public Prosecutor's Office and the Member States on issues related to fraud.

*The relevant performance table can be found in the [Annex \(page 49\)](#).*

## D. Digital transformation and information management

### Digital transformation

DG HOME will in 2024 continue working towards reaching the above objective set in the 2020-2024 Strategic Plan, in full alignment with the Commission Digital Strategy.

DG HOME will actively work towards improving internal **digital culture** and collaboration, drawing on the rollout of new generation of office tools, such as M365, and relying on training material available at corporate level.

On **cybersecurity**, staff will continue to be encouraged to attend corporate cybersecurity awareness initiatives, while IT security knowledge and expertise will be maintained and further improved by embedding cybersecurity elements into the IT specific working methods. Upcoming releases of IT systems will benefit from improved EC central security services and compliance benchmarks.

To develop **digital-ready EU policies**, DG HOME involves in the early stage of the policy development the IT team. This is indeed the case for the Talent Pool initiative, where digital related matters, like high level vision of tools supporting the policy, their EU wide dimension, their architecture and their data exchange needs including inter-operability, their intended audience, and early estimates of the needed budget, are being discussed in sufficient detail involving DG EMPL and DIGIT. On a broader level DG HOME encourages staff to train in digital ready policy making and in collaborating with the Digital Ready Policy Making (DRPM) team in DIGIT.

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<sup>(81)</sup> COM(2023) 405 final of 11.7.2023.

<sup>(82)</sup> Ibid

To enable **business-driven digital transformation**, DG HOME is constantly looking into improving business processes considering new technologies as potential enablers. DG HOME is currently looking into capabilities for feeding the migration policy development with data collected from various sources across the EU. This data driven project aims at improving predictability of migration relevant to the EU by developing an early warning and forecasting IT system, that will leverage data processing and Artificial Intelligence.

All new IT systems owned by DG HOME will be **designed to fit within the corporate architecture** and are in line with the Dual Pillar Approach of the Commission's Digital Strategy, by re-using as much as possible the elements of the Reusable Solutions Platform, as well as from the existing solutions provided by other Commission Services, like the JRC. The current main technical platform-based Drupal is Open Source.

To achieve a goal of **green, secure and resilient infrastructure** most IT systems of DG HOME are already migrated to the cloud using mainly the platform-as-a-service delivery model. All of them follow the corporate approach as regards IT security.

## Information and IT security rules

Following up on the regular **security assessments** performed during past years, that identified appropriate security measures, as well as on the corporate roadmap to align to state-of-the-art technologies, most IT systems of DG HOME have been migrated to Drupal 10. The migration will be completed at the beginning of 2024. On cybersecurity, staff will continue to be encouraged to attend **corporate cybersecurity awareness initiatives**, while IT security knowledge and expertise will be maintained and further improved by embedding cybersecurity elements into the IT specific working methods. Upcoming releases of IT systems will benefit from improved EC central security services and compliance benchmarks.

DG HOME will continue providing the services of the **Secure Zone** to other DGs, including the support for the organisation of classified meetings and briefings. To ensure the business continuity for the next years, DG HOME will sign in 2024 a new framework contract for the services related to the maintenance of the Secure Zone.

## Data, information and knowledge management

DG HOME will periodically review and, if needed, update the list of the **key data assets** that are included in the Commission's corporate data catalogue.

DG HOME will continue working on the implementation of the corporate rules for **data governance** and data policies at local level, putting in place data governance structures and roles. In particular, data owners and data stewards will be nominated for each key data asset.

Once the **data-related learning paths** are launched in EU Learn, staff in the relevant job profiles will be encouraged to take advantage of the proposed training offer, thereby

improving data literacy and providing a better general understanding and knowledge of the available tools and best practices in the areas of data management, data analysis and visualisation. In the context of information and knowledge management, DG HOME will continue to closely coordinate with the corporate M365 project team to support the roll out of the M365 collaborative platform and SharePoint Online as well as extend the use of current and future corporate tools for information and knowledge management.

The new digital environment implementation will be supported by an adoption plan tailored to satisfy users' needs, involving proactively senior management, training end-users, and raising awareness through various internal communication channels.

DG HOME will pursue its strategy of awareness raising and promoting the active use of Ares by all staff and management, to ensure effective sharing and reuse of the information managed in the Commission's records management system Hermes-Ares-NomCom (HAN).

Relating to knowledge sharing, DG HOME started in 2023, a rollout of the digital knowledge sharing and collaboration platform **KnowHOME**. This platform brings together information from across DG HOME organised thematically. All staff has access to it and can upload information they find useful for sharing with colleagues. (see point F for more information).

## Data protection

As regards data protection compliance, DG HOME will continue to monitor and update the information regarding its processing operations in records in the Data Protection Management System throughout 2024. The objective is the complete assessment of the actual alignment of the processing records by the end of the year. With regard to data subjects' rights, DG HOME will continue to apply established administrative practices in particular with the support of the Data Protection Coordinator (DPC), in particular when dealing with data subject requests.

In terms of awareness raising, DG HOME will organise activities, such as lunchtime seminars, information at unit meetings, and general information on data protection through crash courses. Awareness raising activities will focus on practical issues of relevance to the DG, such as handling data breaches, data subject requests, and organisation of meetings and events. Staff will also be encouraged to participate in the data protection trainings organised by the office of the Data Protection Officer. The objective would be to ensure that 300 DG HOME staff members would have taken part in at least one of such activities over a period of two years.

*The relevant performance table can be found in the [Annex \(page 49\)](#).*

## E. Sound environmental management

The European Green Deal is one of the key ambitions of the Von der Leyen Commission. Through EMAS - The Eco-Management and Audit Scheme - the Commission wishes to "lead

by example" through the reduction of the direct environmental impact of its own activities. DG HOME aims to contribute to that objective through the following actions in 2024:

- a) Inform staff about the need for everyone to contribute to reducing energy consumption in the context of the current energy crisis.
- b) Regarding missions, assess in each case whether physical presence is really needed, or whether an online meeting could be possible instead.
- c) Encourage staff to use their digital devices rather than print documents for meetings, thereby reducing waste.
- d) Encourage staff to turn off their computers at the end of the working day and to take the stairs, to reduce electricity consumption.

Concerning the organization of missions, meetings and events, DG HOME is providing specific guidelines to staff on the modalities of implementation of missions and meetings with external experts (ex: reduction of the number of staff travelling on the same event; regular checks through reports; assessment of the real need to organise in-person meetings). Specific guidelines are also provided to HOME Affairs Agencies to guarantee a harmonised approach.

Also, by organising info sessions on the organization of missions and meetings staff is periodically reminded of the greening commitments by the Commission.

*The relevant performance table can be found in the [Annex \(page 51\)](#).*

## **F. Initiatives to improve economy and efficiency of financial and non-financial activities**

As already announced in the previous management plan, DG HOME will further enhance internal **information sharing and coordination** on matters related to the functioning of the HOME Affairs Agencies (CEPOL, EUAA, EU Drugs Agency, eu-LISA, Europol and Frontex) as well as its collaboration with these Agencies within their respective mandate, in relation to the implementation of Union policies and strategic priorities. Overall coordination will be provided by the HOME Agencies Coordinator in close cooperation with all HOME Units dealing with specific Union policies and/or cross-cutting matters such as international affairs, funding coordination and audit. DG HOME will also continue to strictly **coordinate and cooperate** with the Member States to maximise the effectiveness of the spending of the Home Affairs Funds under the Member States programmes. This will happen through the many relevant communication and exchange platforms, such as the regular attendance to the meetings of the programmes' monitoring committees, or to annual review meetings.

Relating to knowledge sharing, the adoption and implementation of the new collaboration platform **KnowHOME** will contribute to make day-to-day business-as-usual easier, streamline DG HOME operations, encourage effective collaboration and consequently improve quality of DG HOME outputs. Building on the achievement of setting up platform, DG HOME will in 2024 develop a more strategic approach to encourage knowledge sharing and collaboration with the help of the Gardeners Community – individuals nominated in each unit

responsible for the quality of the information their unit shares. The main objective is to enhance productivity and teamwork by quickly accessing information that is always up to date, sharing and co-editing documents, to easily build knowledge through structured organisation and process in a uniform and user-friendly way.

# ANNEX: Performance tables - main outputs for 2024

## Part 1 - Delivering on the Commission's priorities

**Output indicators for Specific objective 1:** [\[link to Narrative Part 1, SO1\]](#)

<b>General objective:</b> Promoting our European Way of Life			
<b>Specific Objective:</b> Strengthened Internal Security			
		<i>Related to spending programme(s):</i>	<i>Internal Security Fund</i>
<b>Main outputs in 2024:</b>			
<b>New policy initiatives</b>			
Output	Indicator	Target	Unit
Proposal for a of Directive on combating the sexual abuse and sexual exploitation of children (recast) <sup>(83)</sup>	Adoption by the Commission	Q1	D4
<b>Initiatives linked to regulatory simplification and burden reduction</b>			
Output	Indicator	Target	Unit
Proposal for a Regulation on import, export and transit measures for firearms, their essential components and ammunition (recast)	Adoption by co-legislators	Q3	D2
<b>Evaluations and fitness checks</b>			
Output	Indicator	Target	Unit
Report assessing the added value of Directive on combating money laundering by criminal law with regard to combating money laundering as well as its impact on fundamental rights and freedoms PLAN/2023/1111	Adoption of report	Q4	D5

<sup>(83)</sup> 2023 CWP Annex I New Initiative proposal

<b>Public consultations</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Public and targeted consultation for the evaluation of the implementation of the EU Drugs Strategy 2021-2025 and Action Plan on Drugs 2021-2025.	Publication of the actual summary	Q4	D5
<b>Enforcement actions</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>External communication actions</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
DG HOME website: static web pages and newsroom	Number of visits to the website	At least 100 000 page visits	A2
DG HOME social media accounts (Twitter and YouTube)	Reach and engagement on social media (social media analytics) Number of new followers (Twitter) Number of video views (YouTube)	At least 1.5% engagement rate  1 000 new followers (Twitter) 50 000 views (YouTube)	A2
Campaign to support policy initiatives by creating and disseminating information on legislation countering child sexual abuse	Target audience reached  Social media engagement rate Campaign web page views	10 000 000  1.8% 12 000	A2/D4
Awareness raising campaign on the risks of trafficking in human beings, together with Member States and civil society	Target audience reached  Social media engagement rate Campaign web page views	11 000 000  0.6 % 13 800	A2/THB team in D5

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Active Radicalisation Awareness Network – Practitioners social media channels (Twitter, Facebook, LinkedIn)	Number of followers, engagement, reach (social media metrics)	<p>Add +10% compared to 2023</p> <p>Below figures represent state of play 1/1/23 until 30/9/23, except for follower figures which go to 10/10/23</p> <p>Facebook followers: 16,339 Engagement rate: 17.47% Reach: 810,613</p> <p>Twitter Followers 15,712 Engagement rate 3.48%</p> <p>LinkedIn Followers: 12,278 Engagement rate 0.35%</p> <p>NB: Facebook and LinkedIn refer to paid campaign results, while Twitter includes organic results only.</p>	D3

### Other important outputs

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Knowledge Hub is operational.	Launch of the Hub and start of operational activities	Q3	
Impact assessment for a proposal regulating the marketing and use of high-risk chemicals.	Publication of the Impact assessment Staff Working Document.	Q1	D2



<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Commission Implementing Decision laying down the technical rules necessary for entering, updating, deleting and searching data in the Schengen Information System (SIS) and other implementing measures in the field of police cooperation and judicial cooperation in criminal matters	Adoption by the Commission	Q4	B3
Commission Implementing Decision amending the Commission Implementing Decision on the SIRENE Manual Police for the purposes of ETIAS, VIS and interoperability PLAN/2023/1638	Adoption by the Commission	Q2	B3
Study for mapping and analysing the need for the establishment of EU common criminal law standards for firearms offenses.	Publication of the study	Q1	D2
Communication on the fifth report on the progress made in the fight against trafficking in human beings	Adoption by the Commission	Q4	EU ATC/D5
Study “20 years of EU-funded civil security research and innovation”	Publication of the study	Q3	F2
Contributing to the adoption of the Horizon Europe Strategic Plan 2025-2027	Adoption of the Horizon Europe Strategic Plan 2025-2027	Q1	F2
Orientation paper for 2025 Horizon Europe research for civil security	Draft orientations for WP2025	Q3	F2

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Contribution to the implementation of the Regulation on Artificial Intelligence (AI Act)	Adoption of implementing acts to support the implementation of the AI Act	Q4	F2
Contribute to the development of an EU data environment to facilitate the development and training of AI tools for LEAs	Kick off on the data space	Q2	F2
Directive amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims <sup>(84)</sup>	Adoption by co-legislators	Q2	
REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on import, export and transit measures for firearms <sup>(85)</sup>	Adoption by co-legislators	Q2	
Directive on asset recovery and confiscation <sup>(86)</sup>	Adoption by co-legislators	Q2	
REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL laying down rules to prevent and combat child sexual abuse <sup>(87)</sup>	Adoption by co-legislators	Q2	
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on automated data exchange for police cooperation ("Prüm II") <sup>(88)</sup>	Adoption by co-legislators	Q2	

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<sup>(84)</sup> 2024 CWP Annex III priority pending proposal

<sup>(85)</sup> 2024 CWP Annex III priority pending proposal

<sup>(86)</sup> 2024 CWP Annex III priority pending proposal

<sup>(87)</sup> 2024 CWP Annex III priority pending proposal

<sup>(88)</sup> 2024 CWP Annex III priority pending proposal

Output	Indicator	Target	Unit
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on measures against transport operators that facilitate or engage in trafficking in persons or smuggling of migrants <sup>(89)</sup>	Adoption by co-legislators	Q2	

**Output indicators for Specific objective 2: An effective asylum and migration management policy** [\[link to Narrative Part 1, SO2\]](#).

<b>General objective:</b> Promoting our European Way of Life			
<b>Specific Objective:</b> <i>An effective asylum and migration management policy</i> <i>Related to spending programme: Asylum, Migration and Integration Fund</i>			
<b>Main outputs in 2024:</b>			
<b>New policy initiatives</b>			
Output	Indicator	Target	Unit
<b>Initiatives linked to regulatory simplification and burden reduction</b>			
Output	Indicator	Target	Unit
<b>Evaluations and fitness checks</b>			
Output	Indicator	Target	Unit
<b>Public consultations</b>			
Output	Indicator	Target	Unit
<b>Enforcement actions</b>			
Output	Indicator	Target	Unit
Implementation Report on the Seasonal Workers Directive	Adoption by the Commission	Q2 2024	C2

<sup>(89)</sup> 2024 CWP Annex III priority pending proposal

External communication actions			
Output	Indicator	Target	Unit
DG HOME website: static web pages and newsroom	Number of visits to the website	At least 200 000 page visits	A2
DG HOME social media accounts (Twitter and YouTube)	Reach and engagement on social media (social media analytics) Number of new followers (Twitter) Number of video views (YouTube)	At least 1.5% engagement rate  1 000 new followers (Twitter)  50 000 views (YouTube)	A2
Awareness-raising campaign on migration	Prepare and launch the campaign in 2 <sup>nd</sup> half of 2024	Digital campaign reach: 18,5 million	A2/Dir C
The European Migration Forum	Outreach to civil society organisations Reach and engagement on social media (social media analytics)	Outreach to more than 100 civil society organisations > 7 000 impressions	A2/C2 (coorganised with the EESC)
Other important outputs			
Output	Indicator	Target	Unit
Mid-term review of the Action Plan on the Integration and Inclusion 2021-2027	Adoption by the Commission	Q3	C2
2024 CWP Annex III - Proposal for a Directive on Long-Term Residents (recast) <sup>(90)</sup>	Adoption by co-legislators	Q2	C2
Proposal for a Directive on the Single Permit (recast) <sup>(91)</sup>	Adoption by co-legislators	Q2	C2
Proposal for a regulation establishing a Union Resettlement Framework <sup>(92)</sup>	Adoption by co-legislators	Q2	C2

<sup>(90)</sup> 2024 CWP Annex III priority pending proposal

<sup>(91)</sup> 2024 CWP Annex III priority pending proposal

<sup>(92)</sup> 2024 CWP Annex III priority pending proposal

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL addressing situations of instrumentalisation in the field of migration and asylum <sup>(93)</sup>	Adoption by co-legislators	Q2	
Eurodac Regulation <sup>(94)</sup>	Adoption by co-legislators	Q2	
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL addressing situations of crisis and force majeure in the field of migration and asylum <sup>(95)</sup>	Adoption by co-legislators	Q2	
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL introducing a screening of third country nationals at the external borders <sup>(96)</sup>	Adoption by co-legislators	Q2	
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing a common procedure for international protection in the Union and repealing Directive 2013/32/EU <sup>(97)</sup>	Adoption by co-legislators	Q2	
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on asylum and migration management <sup>(98)</sup>	Adoption by co-legislators	Q2	

<sup>(93)</sup> 2024 CWP Annex III priority pending proposal

<sup>(94)</sup> 2024 CWP Annex III priority pending proposal

<sup>(95)</sup> 2024 CWP Annex III priority pending proposal

<sup>(96)</sup> 2024 CWP Annex III priority pending proposal

<sup>(97)</sup> 2024 CWP Annex III priority pending proposal

<sup>(98)</sup> 2024 CWP Annex III priority pending proposal

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on common standards and procedures in Member States for returning illegally staying third-country nationals (recast) <sup>(99)</sup>	Adoption by co-legislators	Q2	
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on standards for the qualification of third country nationals or stateless persons as beneficiaries of international protection <sup>(100)</sup>	Adoption by co-legislators	Q2	
Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL laying down standards for the reception of applicants for international protection (recast) <sup>(101)</sup>	Adoption by co-legislators	Q2	

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<sup>(99)</sup> 2024 CWP Annex III priority pending proposal

<sup>(100)</sup> 2024 CWP Annex III priority pending proposal

<sup>(101)</sup> 2024 CWP Annex III priority pending proposal

**Output indicators for Specific objective 3: A fully functioning area of free movement** [\[link to Narrative Part 1, S03\]](#).

<b>General objective:</b> Promoting our European Way of Life			
<b>Specific Objective:</b> A fully functioning area of free movement			
Related to spending programmes: Internal Security Fund /Border Management and Visa Instrument			
<b>Main outputs in 2024:</b>			
<b>New policy initiatives</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Digitalisation of travel documents and facilitation of travel <sup>(102)</sup>	Adoption by the Commission	Q1	B1
Commission Decision setting the date of entry into operation of the Entry/Exit System PLAN/2024/81	Adoption by the Commission	Q3	B3
<b>Initiatives linked to regulatory simplification and burden reduction</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>Evaluations and fitness checks</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Report from the Commission to the European Parliament and the Council on the evaluation of the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA) in accordance with Art. 39 of the establishing Regulation (EU) 2018/1726	Adoption by the Commission	Q3	B3
<b>Public consultations</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>

<sup>(102)</sup> 2023 CWP Annex I New Initiative proposal

<b>Enforcement actions</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>External communication actions</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
DG HOME website: static web pages and newsroom	Number of visits to the website	At least 1.5 million page visits	A2
DG HOME social media accounts (Twitter and YouTube)	Reach and engagement on social media (social media analytics) Number of new followers (Twitter) Number of video views (YouTube)	At least 1.5% engagement rate  1 000 new followers (Twitter) 50 000 views (YouTube)	A2
Eurobarometer “Schengen – A free and secure Europe without internal frontiers”	Downloads from the websites	500	B2/A2



<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Two information campaigns: on the Entry/Exit System and on the ETIAS	<p>Number of visits to the website</p> <p>Number of distributed printed material</p> <p>Number of QR code scans</p> <p>Number of hits on repository of communication material; number of downloads from the repository of communication material</p> <p>Number of views of AV products (2 videos) Reach and engagement on social media (social media analytics)</p> <p>Number of contacts with journalists</p> <p>Stakeholders' engagement (mailing information packs, webinars)</p>	<p>At least 5 000 website visits per campaign</p> <p>At least 1 000 business cards printed per member state and visa exempt third country per campaign.</p> <p>At least 4 000 posters printed and distributed per campaign.</p> <p>At least 150 hits on the repository per campaign phase per campaign.</p> <p>At least 30 downloads per communication material per campaign phase and campaign.</p> <p>At least 20 billboards per target visa exempt third country for each phase of the campaign per campaign.</p> <p>At least 100 000 twitter impressions per campaign</p> <p>At least 100 media correspondents contacted in Brussels per campaign.</p> <p>At least 5 stakeholders per member state and 5 per visa exempt third countries engaged; 80% opening rate of the mailing; at least 2 stakeholders per member states and 5 per visa exempt third country using and disseminating the toolkit/communication mate</p>	A2/B3

Other important outputs			
Output	Indicator	Target	Unit
Commission implementing decisions on local adaptation of list of supporting documents	Adoption by the Commission	All year long, depending on work carried out by Local Schengen Cooperation	B4
Commission implementing decisions on harmonisation rules on Multiple Entry visas	Adoption by the Commission	All year long, depending on work carried out by Local Schengen Cooperation	B4
Commission Implementing Decision amending the Commission Implementing Decision on the SIRENE Manual Borders and return for the purposes of ETIAS, VIS and interoperability PLAN/2023/1636	Adoption by the Commission	Q2	B3
ETIAS Handbook	Adoption by the Commission	Q2	B3
Interoperability Handbook	Adoption by the Commission	Q2	B3
Commission Decision on the entry into operation of the Shared Biometric Matching Service (BMS) PLAN/2022/2507	Adoption by the Commission	Q3	B3
State of Schengen Report	Adoption by the Commission	Q1	B2
REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL On the collection and transfer of advance passenger information (API) <sup>(103)</sup>	Adoption by co-legislators	Q2	
Schengen Borders Code <sup>(104)</sup>	Adoption by co-legislators	Q2	
Political agreement on the revision of the visa suspension mechanism <sup>(105)</sup>	Adoption by co-legislators	Q4	B4

<sup>(103)</sup> 2024 CWP Annex III priority pending proposal

<sup>(104)</sup> 2024 CWP Annex III priority pending proposal

<sup>(105)</sup> 2024 CWP Annex III priority pending proposal

**Output indicators for Specific objective 4: Stronger cooperation with partner countries** [[link to Narrative Part 1, S04](#)].

<b>General objective: Promoting our European Way of Life</b>			
<b>Specific Objective: Stronger cooperation with partner countries and organisations</b>			
<i>Related to spending programmes: Internal Security Fund /Border Management and Visa Instrument / and Asylum, Migration and Integration Fund</i>			
<b>Main outputs in 2024:</b>			
<b>New policy initiatives</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>Initiatives linked to regulatory simplification and burden reduction</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>Evaluations and fitness checks</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Evaluation of the European Migration Network	Publishing the report	Q2	C5
<b>Public consultations</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>Enforcement actions</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
<b>External communication actions</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
DG HOME website: static web pages and newsroom	Number of visits to the website	At least 18 000 page visits	A2
DG HOME social media accounts (Twitter and YouTube)	Reach and engagement on social media (social media analytics) Number of new followers (Twitter) Number of video views (YouTube)	At least 1.5% engagement rate 1 000 new followers (Twitter) 50 000 views (YouTube)	A2

<b>Other important outputs</b>			
<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Political agreement on the revision of the visa suspension mechanism	Adoption by co-legislators	Q4	B4
7 <sup>th</sup> Visa suspension mechanism report	Adoption by the Commission	Q4	B4
Proposals for implementing decisions on visa measures following the 5 <sup>th</sup> Commission Report on the assessment of the level of cooperation of third countries on readmission	Adoption by the Commission	Q2	B4
Status Agreement with Bosnia and Herzegovina (opening of negotiations)	Signature of the agreement	Q3	B1
Status Agreement with Serbia (opening of negotiations)	Signature of the agreement	Q1	B1
5 <sup>th</sup> Commission Report to the Council on the assessment of the level of cooperation of third countries on readmission	Adoption by the Commission	Q2	C1
Continuation and strengthening of formal and informal comprehensive migration and mobility dialogues (and similar high-level engagements)	Number of dialogues concluded/held with partner countries	15	A3
Grants via the Migration Partnership Facility (MPF) involving partner countries	Number of grants approved (not including legal migration as below)	12	A3
Projects on legal migration financed under the Migration Partnership Facility (MPF) in the context of Talent Partnerships	Number of grants approved	7	C2/A3
Annual Roundtables with all partner countries (Tunisia, Marocco, Egypt, Bangladesh and Pakistan) and mobility schemes in the context of the Talent Partnerships	Roundtable per partner country and a number of mobility schemes under each Talent Partnership	One Roundtable for each partner country (in Q1 or Q2) and at least one mobility scheme per Talent Partnership	C2

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
EU - Switzerland, Iceland, and Norway international agreements on the transfer of PNR data	Launching of negotiations	Q2	D1
EU – Western Balkans countries international agreements on the transfer of PNR data	Adoption by the Commission	Q2	D1
EU – Canada international agreement on the transfer of PNR data	Adoption by the Commission	Q1	D1

## Part 2 – Modernising the administration

### A. Human resource management

**Objective:** DG HOME employs a competent and engaged workforce and contributes to gender equality at all levels of management to effectively deliver on the Commission’s priorities and core business.

#### Main outputs in 2024:

Output	Indicator	Target	Unit
Employ a competent and engaged workforce	DG HOME staff engagement index baseline 2021, 70%	Maintain or increase the baseline	HRC
Internal training regarding HR procedures for staff and dedicated webpage on intranet	Number of training organised	3-4 training session per year	HRC
	Guidelines on HR processes published on DG HOME intranet	Q1 (as soon as the new intranet will be available)	
Mentoring system for newcomers, young talented talents and/or new managers	Mentoring system in place	Q2	HRC
Create opportunities for staff to interact with HOME Senior Management	Number of sessions organised with Senior Management (All you want to know about..., Town Hall, Live debriefs of Management Meetings)	6 – 8 sessions  Live debriefs: weekly	HRC, A2
Staff Survey 2023 follow-up	Preparation of an Action Plan  Communication of implementation progress	Q2  Intranet and newsletter	HRC, A2
Activities to improve the integration/onboarding of newcomers	Number of welcome sessions for newcomers (all staff, BBT, NEPTs) Number of train the trainees sessions Number of “Essentials” Number of welcoming coffee Welcome package updated	4 sessions for all staff 2 sessions for BBT and NEPTs 18 per year  quarterly	HRC
Improve working environment	Update and assess <i>Signalétique</i> (map of the offices and contact person) and indication of office occupation (sliding signs busy/free)	Q3	HRC

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Training for managers to equip them with tools to manage the big workload (ia prevention of burnout)	Number of sessions held	2 to 3	HRC
Development of the equality work plan	Finalisation of Action Plan	Q2	HRC, A4
<b>Internal communication</b>			
Support HRC in ensuring proper welcome to new colleagues by collaborating on welcome kit, organising a coffee roulette and guided tours of the LX46 building to foster networking among colleagues and sense of belonging to the DG, in addition to practical aspects of finding their way within the building	Number of Guided Tours  Coffee Roulette	8-10  3-4 rounds	A2, HRC
Calendar of recurrent and ad hoc internal training sessions	Continuation of the work done in 2023	Q1 – Q4	A2, HRC, A1
Lunchtime seminars series: step up organising policy-related discussions in an interactive format, including external speakers when possible. To be organised approximately twice a month, featuring “inspirational speakers” as well and trying to diversify the topics treated	Number of sessions	20 sessions	A2

Output	Indicator	Target	Unit
Continued actions to support staff in the flexible working environment through a series of initiatives (lunchtime events, internal newsletter) aimed at providing useful information, keeping staff engaged and informed during the hybrid way of working. Actions to encourage colleagues to embrace the new digital working environment (guided tour of the LX46 building, 'coffee roulette', book swap, corridor/office decorations)	Number of newsletter editions	15	A2
Transition of the HOME intranet to the new EC intranet (DG Ecosystem) and roll out of M365 collaboration platform	Finalisation and implementation	Q1-Q4	A2
Training for management to prevent and avoid burnout	Number of trainings	3	HRC

## B. Sound financial management

**Objective:** The authorising officer by delegation has reasonable assurance that resources have been used in accordance with the principles of sound financial management and that cost-effective controls are in place which give the necessary guarantees concerning the legality and regularity of underlying transactions.

### Main outputs in 2024:

Output	Indicator	Target	Unit
Effective controls: Legal and regular transactions	Estimated risk at payment	remains < 2 % of relevant expenditure	F1
	Estimated risk at closure	remains < 2 % of relevant expenditure	F1
Efficient controls	Budget execution	remains above 95% of commitment and payment appropriations	E5
	Timely payments	remains above 95% of payments (in value) made on time	



Output	Indicator	Target	Unit
Economy of controls	Overall estimated cost of controls	remains < 2% of funds managed	E1

## C. Fraud risk management

**Objective:** The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission Anti-Fraud Strategy (CAFS) <sup>(106)</sup> aimed at the prevention, detection and correction <sup>(107)</sup> of fraud.

### Main outputs in 2024:

Output	Indicator	Target	Unit
Contribute to the strategic monitoring of the Commission's anti-fraud activities through reporting on the follow-up of the recommendations issued by OLAF	% of recommendations issued by OLAF implemented/closed by DG HOME within deadlines	100%	F1
Maintain close cooperation with other DGs and OLAF through participation to relevant FPDnet subgroup(s)	Percentage of relevant FPDnet meetings attended per year	100%	F1
Update of DG HOME Anti-Fraud Strategy	Revision of DG HOME Anti-Fraud Objectives and Action Plan	Q4	F1
Enhance the dissemination of anti-fraud information and provide guidance to DG HOME staff regarding OLAF-related procedures	Number of Anti-fraud related communication actions in DG HOME	3	F1

<sup>(106)</sup> [Communication from the Commission 'Commission Anti-Fraud Strategy Action plan - revision 2023 COM\(2023\) 405 of 11 July 2023](#) –‘the Communication on the 2023 revision’ – and the accompanying document, [SWD\(2023\) 245](#) – ‘the revised Action Plan’.

<sup>(107)</sup> Correction of fraud is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

## D. Digital transformation and information management

**Objective:** DG HOME is using innovative, trusted digital solutions for better policy-shaping, information management and administrative processes to forge a truly digitally transformed, user-focused and data-driven Commission

### Main outputs in 2024:

Output	Indicator	Target	Unit
<b>Digital Transformation</b> Ensure outputs related to the Information Systems that are streamlined, fit for purpose and running on supported technologies.	Number of new DG HOME IT systems complying with the Solution design guidelines	100%	IRM
<b>Digital Culture</b> Training sessions provided by the M365 Champions	Number of training sessions	25	A2, HRC and JUST H4
<b>Seamless Digital Environment</b> Promote outputs related to a cloud first approach with Information Systems owned by the department.	Number of DG HOME staff migrated to Welcome	100%	IRM
<b>Green, Resilient and Secure Digital Infrastructure</b> Ensure outputs related to the continuous improvement of the department's performance as captured in the risk maturity quadrant (RMQ).	Number of DG HOME IT systems moved to the cloud brokered by DIGIT	75%	IRM
	Status of implementation of the actions identified by the Security Strategy 2023 – 2024 that concern Dg HOME	100%	IRM & LISO
	Adherence of DG HOME to the objective for 100% of CIS having an ITSP less than 2 years old by the end of 2024	100%	IRM & LISO
	Adherence of DG HOME to the objective for 100% attestation of compliance for the 55 IT priority controls for all CIS until the end of 2024	100%	IRM & LISO

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Data Protection	Number of staff attending awareness raising activities on data protection compliance	300 staff total in 2024 and 2025	H4 (DPCs), DPO available activities
List of actions to implement the corporate principles for data governance for DG HOME key data assets	Percentage of implementation of the corporate principles for data governance for DG HOME key data assets	Target by 2024: 70%	C5
Ensure the Secure Zone services beyond 2024	Signature of a new Framework Contract for the maintenance for the Secure Zone	Q4	F2
Secure zone: Classified meetings/briefings for DG HOME and other DGs.  HOME Registry running according to required standards	At least 40 meetings  250	Q4	F2

## E. Sound environmental management

**Objective:** DG HOME takes account of the environmental impact of its day-to-day actions, taking measures to reduce the impact of the administration work, supported by their respective EMAS Correspondents or EMAS Site Coordinators.

### Main outputs in 2024:

#### I Reducing emissions from staff and expert' business travel and reducing CO2 and other atmospheric emissions

Output	Indicator	Target (2019 as baseline)	Unit
Keep yearly overall CO2 emissions from DG HOME's missions <sup>(108)</sup> below Commission average by reducing the number of participants in the same mission, promoting more sustainable travelling options, promoting videoconferencing/ virtual events as an alternative.	Yearly overall CO2 (kg) emissions for all transport types	20% below Commission average for the year 2019 (963.148,79 kg). A higher reduction does not appear to be realistic given the current migratory and security situation.	E5
Gradual increased use (and number of) Videoconference rooms for meetings with stakeholders (avoiding business trips) in the DG,	Number of VC meeting rooms	8 VC meeting rooms	JUST.H.4

#### II. Reducing resource use in buildings and workspace (energy) More efficient use of resources (energy):

Output	Indicator	Target (2019 as baseline, as appropriate)	Unit
Participation in the end of the year energy saving action, by closing down DG's buildings during the Christmas and New Year's holiday period.	Number of buildings participating	100% of DG buildings participating	JUST.H.4

#### III. Organise sustainable events

Output	Indicator	Target (2019 as baseline, as appropriate)	Unit

<sup>(108)</sup> Data provided by PMO/MiPs.

**IV. Circular economy (public procurement (GPP), waste, biodiversity and sustainable food  
V. Staff awareness**

<b>Output</b>	<b>Indicator</b>	<b>Target (2019 as baseline, as appropriate)</b>	<b>Unit</b>
Staff awareness actions by multiplying corporate messages from the relevant Commission services, and by making visible flyers around the building about waste reduction and sorting in the framework of EMAS corporate campaigns and/or staff awareness actions about DG's waste generation in collaboration with OIB/OIL where appropriate.	Number or % of staff informed/participated	100% of staff informed/participate	JUST.H4

**F. Initiatives to improve economy and efficiency of financial and non-financial activities**

**Objective: In due respect of the underlying framework under Union law, DG HOME contributes to the efficient use of all means supporting the implementation of Union policies related to migration and home affairs/internal security..**

**Main outputs in 2024 Enhancing internal coordination on matters related to the functioning of and collaboration the HOME Affairs Agencies (CEPOL, EUAA, EU Drugs Agency, eu-LISA, Europol and Frontex)**

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Streamlining the revision of the single programming documents (SPD) of HOME Agencies .	Timely adoption of the Commission Opinions on the draft SPDs	All Commission Opinions are adopted and notified to the Agencies.	B.1., B.3.,C.3., D.1. D.5., E.1., C5 (monitoring of the progress)
Regular exchange of views at senior management level (both within DG HOME and with the Agencies) on cross-cutting issues	Number of meetings	2	C.5 (with the support of all HOME Units concerned)

<b>Output</b>	<b>Indicator</b>	<b>Target</b>	<b>Unit</b>
Coordination with and alignment of priority settings between DG HOME and the HOME Agencies at all levels	meetings and other forms of consultations	Constructive partnership and better alignment of priorities with corresponding resource allocations	All HOME Units concerned

