



Report on Budgetary and Financial Management for the European Foundation for the Improvement of Living and Working Conditions

Financial Year 2022

Agency report pursuant to Art.
103 of the Agency's financial
regulation

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REPORT ON THE BUDGETARY AND FINANCIAL MANAGEMENT

Introduction and Legal Basis

Article 103 of the Financial Regulation applicable to the Agency's budget stipulates that "the Agency shall prepare a report on budgetary and financial management for the financial year." Based on the same article, the report "[...] shall give an account, both in absolute terms and expressed as a percentage, at least, of the rate of implementation of the appropriations together with summary information on the transfers of appropriations among the various budget items."

The budgetary accounting reporting procedures are in accordance with the requirements of Eurofound's Financial Regulation (FR) which was adopted on 30 August 2019 by the Management Board.

The establishment and implementation of the budget of Eurofound shall comply with the principles of unity and budget accuracy, annuality, equilibrium, unit of account, universality, specification and sound financial management, which requires effective and efficient internal control and transparency.

This report analyses the appropriations managed by Eurofound in 2022. The nomenclature of appropriations is defined by the Management Board (Article 36 of the Eurofound's Financial Regulation) and is subdivided into three titles.

- Title 1 budget lines relate to staff expenditure such as salaries and allowances for personnel working with Eurofound. It also includes recruitment expenses, staff missions, expenses for the socio-medical infrastructure and representation costs.
- Title 2 budget lines relate to all buildings, equipment and miscellaneous administrative expenditure.
- Title 3 budget lines provide for the implementation of the activities and tasks assigned to Eurofound by its establishing Regulation (EU) No. 2019/127 of the European Parliament and of the Council of 16 January 2019 repealing Council Regulation (EC) No 1365/75.

Assigned revenue budget lines relate to financing of specific items of expenditure. They can be external (R0) or internal assigned revenue (C4, C5). Assigned revenue appropriations are not cancelled if not committed but carried forward to the next financial year.

Eurofound has non-differentiated appropriations for all Titles with C1 Fund Source.

The analysis follows Eurofound's Financial Regulation Article 103 on Annual report on budgetary and financial management.

According to these rules, the comparison of budget and actual amounts shall be presented separately, for each area of activity. The original and final budget amounts explaining all changes approved by the Budgetary Authority and the Management Board to revise the original budget and the actual implemented amounts shall also be explained.

The budget result is calculated on the basis of the annual budgetary balance referred to in Decision 2014/335/EU, Euratom as explained in Article 244 'Budget implementation reports' in the EU Financial Regulation (EU, Euratom) 2018/1046).

Reporting Currency: The currency used is the Euro.

Financial Information Systems The Agency used the following financial software during the financial year:

- ABAC SAP Accounting and Workflow – general accounting and budgetary management systems
- SAP Business Objects – financial reporting software

1 – Overview of the budget

1.1 Initial budget, amending budgets and final budget

1.1.1 Budgetary Procedure in 2022

Draft Estimate

During the meeting that took place on 15 January 2021, the Executive Board of the Management Board reviewed the 2022 Draft Estimate as part of the Programming Document 2022 – final draft. The total budget draft estimate was EUR 22,270,000.

On 31 January 2021, the draft budget was adopted by written procedure.

The adopted draft budget proposal was sent on behalf of the Management Board to the European Commission. The Commission, in their Draft Budget, kept the general subsidy at the requested level.

Initial Adopted budget 2022

After negotiations between the Council and the Parliament and a conciliation process, the EU budget was approved by the Council and by Parliament on 24 November 2021. As part of the total EU budget the budgetary authority approved Eurofound's general subsidy in line with a proposal from the Commission.

On 21 December 2021, the Management Board adopted the final budget 2022 by written procedure. The total initial adopted budget was EUR 22,270,000.

Amending Budget 2022

Article 44 in combination with article 41 of Eurofound's Financial Regulation of 1 July 2019 stipulates that any amendment to the budget shall be the subject of an amending budget. In line with the practice in other EU institutions and bodies, the amendment is usually done at the end of the budgetary year to have a stable forecast for revenue and expenditure. The amending budget follows the same procedure as the initial budget including the publication in the Official Journal within three months of the approval.

Eurofound normally conducts two to three formal forecast reviews during the year. As a result of each forecast exercise Eurofound draws up a new budget scenario. The first amending budget was prepared in the beginning of December 2022. All revenue and expenditure budget lines were adjusted according to the latest forecast as at the end of November 2022 to give a clear and transparent view of

the forecasted budget execution. The changes and transfers of funds between the different budget lines made it possible to achieve a high budget execution.

The figures for Title 1 reflected adjustments announced in 'Eurostat reports on the 2022 intermediate and annual update of remuneration and pensions of EU Officials'. These adjustments were:

- Interim salary increase announced in May 2022 effective as of 1.1.2022 impacted salaries by +2.4 % for the full year
- The additional annual salary update effective 1.7.2022 was 2 %.
- Further salary related movements effective as of 1.7.2022 included retroactive salary indexation of 2.5 % due to the released part of the suspended update in 2020 (suspended because of Covid-related economic downturn)
- The country coefficient for Ireland further increased from 133.6 to 136.9 effective 1.1.2022 for the first half and decreased to 136.3 effective 1.7.2022 for the second half.

Eurofound carried out an 'Efficiency Exercise' during the first quarter of 2022. The purpose of this exercise was to assess all ongoing outsourced work / services / procurement contracts and find out if any savings could be found and/or efficiencies gained, for example by doing some work in-house or sharing services. It was already anticipated that the appropriations in title 1 will be deficient. The evolution of the Irish country co-efficient in previous years was expected to hit Eurofound's budget rather harshly in 2022. Therefore, savings were sought in all areas of budget in order to source funds for substantial increases in Title 1 while the EU subsidy, the main source of Eurofound's income itself was kept unchanged in 2022.

Although overall Title 3 had to be reduced significantly the final amending budget figure is considerably higher than expected mid-year when savings in other budget lines had not yet fully materialised.

In the amending budget, some major changes in comparison to the initial budget were included as follows:

Title 1:

Overall, the final budgeted appropriations (C1) in Title 1 were EUR 529,000 or 4 % higher than initially budgeted. A major factor in this figure was the increases in basic salaries and related allowances as well as in the Irish country coefficient.

Major savings:

- recruitment related expenditure decreased by EUR 124,000 (-60 %).
- mission and travel related expenditure decreased by EUR 97,000 (-65 %). Travelling on missions slowly started to resume during the second half of 2022 after all Covid 19 related travel restrictions were removed.
- Socio-medical expenditure (canteen, medicals) decreased by 99,000 EUR (-46 %). It should be noted that full staff canteen services resumed during the second quarter of 2022.
- 'Work Sent Out' decreased by EUR 39,000 (-13 %). These funds are budgeted for temporary staff and outsourced services such as PMO.

Despite savings in other Title 1 budget lines almost EUR 600,000 still had to be moved into Title 1, mainly from Title 3.

Major increases:

- Additional funds of EUR 403,000 (+14 %) were required to cover the Irish co-efficient at 136.9 (1.1-30.6.2022) and at 136.3 (1.7-31.12.2022).
- Due to the above mentioned adjustments, salaries and allowances actually paid were 538,000 (5 %) higher than originally budgeted.

Title 2

Overall, the final amended budget in Title 2 was in EUR 104,000 or 7 % higher than initially budgeted.

Major savings:

- expenditure on building projects ('fitting out of premises') was EUR 77,000 (-77 %) lower than originally budgeted.
- Further significant savings were made in 'Library' expenses by EUR 47,000 (-59 %).
- Only half of the budgeted funds for 'Telecommunication' were required. This meant a decrease of EUR 19,000 (-50 %).
- None of the budget of EUR 8,000 for 'furniture' was consumed.

Major increases:

- additional funds of EUR 150,000 (+20 %) were required for running current IT infrastructure, rising costs of fixed SLAs with the Commission as well as upgrades in 'Cloud' infrastructure.
- due to the current energy crisis, the additional funds of EUR 49,000 (33 %) were required to cover soaring electricity and gas bills ('Water, gas, electricity, heating').
- additional funds of EUR 39,000 (+14 %) were required for investment in building maintenance services 'facilities management'.
- additional funds of EUR 23,000 (+254 %) were also required for purchases of kitchen equipment and electric car chargers ('Technical Equipment').

Title 3

Overall, the actual general appropriations (C1) in Title 3 were EUR 703,000 or 12 % lower than initially budgeted.

Major savings:

- EUR 400,000 was saved in 'Studies and Research'. There were no spending on activity related to the 'Ad Hoc' projects. Also, due to changes in some project plans further savings in other research projects were also realised. All savings in this budget line were decided to be reallocated to top up

existing research project budgets or frontloading the multiannual European Working Conditions Survey from 2023 programming period.

- EUR 376,000 (-45 %) reduction was achieved in 'Information management and web' expenses.
- actual general meeting expenses were EUR 229,000 (-58 %) lower than budgeted. There were still fewer onsite meetings than originally planned as the pandemic still had an impact.
- final expenditure on translation was EUR 74,000 (25 %) lower than originally budgeted.
- further savings of EUR 44,000 (-32 %) were realised in 'publication and production' expenditure.

Major changes/reallocations:

- the bulk of the savings of ca. EUR 400,000 made in the course of the year in 'Studies and Research contracts' were reallocated to top up existing research project budgets or front-loading the multiannual European Working Conditions Survey from 2023 programming period.
- finally, EUR 120,000 was reallocated to continue to web migration to the new software 'Drupal 9.'

The amending budget with above adjustments was approved on 21 December 2022 by written procedure. The final amended budget of Eurofound was EUR 22,438,000 in 2022.

Table 1: The original, amending budget as well as revenue actually collected in 2022.

2022 Revenue (general appropriations and assigned revenue)			
Type of Revenue	Original Budget	Amending Budget(s)	Actually collected
EU subsidy	22,051,380.00	22,051,380.00	22,051,380.00
Revenue for services rendered / other miscellaneous	218,620.00	386,620.00	297,696.00
Revenue arising from Service Level Agreement			
	22,270,000.00	22,438,000.00	22,349,076.00

Further breakdown is illustrated in the chapter 3. Revenue.

Table 2: Voted expenditure budget 2022, cumulative transfers, amending budget and final budget appropriations (commitment and payment appropriations)

2022 - Expenditure - Commitment appropriations C1, C3, C4 and R0 new - EUR					
	TITLE	Original Budget	Amendments / transfers in amending budget	1 Amending Budget (approved by the Management Board)	Final Appropriations
Budget line	Title 1 - Staff C1 only	14,755,000.00	528,587.82	15,283,587.82	15,283,587.82
Budget line	Title 1 - Staff (C1, C4, R0)	14,755,000.00	582,337.82	15,337,337.82	15,337,337.82
1100	Basic salaries	7,500,000.00	426,947.67	7,926,947.67	7,926,947.67
1100	Basic salaries - C4	-	53,750.00	53,750.00	53,750.00
1101	Family allowances	1,116,000.00	9,192.46	1,106,807.54	1,106,807.54
1102	Expatriation allowances	1,021,000.00	17,420.77	1,038,420.77	1,038,420.77
1102	Expatriation allowances - R0	-	-	-	-
1103	Secretarial allowances	4,000.00	183.28	3,816.72	3,816.72
1120	Further training for staff	140,000.00	43,971.25	96,028.75	96,028.75
1121	Contract agents	500,000.00	53,996.97	553,996.97	553,996.97
1121	Contract agents - R0	-	-	-	-
1130	Insurance against sickness	279,000.00	16,662.35	295,662.35	295,662.35
1130	Insurance against sickness - R0	-	-	-	-
1131	Insurance against accident	32,000.00	3,265.26	35,265.26	35,265.26
1131	Insurance against accident - R0	-	-	-	-
1132	Unemployment insurance	96,000.00	5,742.51	101,742.51	101,742.51
1132	Unemployment insurance - R0	-	-	-	-
1141	Travel expenses for annual leave	190,000.00	14,192.99	204,192.99	204,192.99
1150	Overtime	1,000.00	1,000.00	-	-
1175	Other services & work sent out	300,000.00	38,341.83	261,658.17	261,658.17
1176	Seconded officials from Member States	-	-	-	-
1177	Trainee officials (stagiaires)	125,000.00	707.44	124,292.56	124,292.56
1180	Misc. expend. on staff recruitment	20,000.00	10,162.65	9,837.35	9,837.35
1181	Travel expenses	15,000.00	12,762.12	2,237.88	2,237.88
1182	Installation & resettlement allowances	80,000.00	58,336.28	21,663.72	21,663.72
1183	Removal expenses	50,000.00	32,245.82	17,754.18	17,754.18
1184	Temporary daily subsistence allow.	40,000.00	10,411.39	29,588.61	29,588.61
1184	Temporary daily subsistence - R0	-	-	-	-
1190	Salary weightings	2,880,000.00	403,344.26	3,283,344.26	3,283,344.26
1190	Salary weightings (R0)	-	-	-	-
1300	Mission, travel & incidental expenses	150,000.00	97,120.76	52,879.24	52,879.24
1300	Mission, travel & incidental expenses - C4	-	-	-	-
1400	Restaurants and canteens	170,000.00	90,333.33	79,666.67	79,666.67
1410	Medical services	30,000.00	3,093.56	26,906.44	26,906.44
1420	Other welfare expenditure	15,000.00	4,122.79	10,877.21	10,877.21
1420	Other welfare expenditure C4	-	-	-	-
1430	Entertainment & representation expenditure	1,000.00	1,000.00	-	-
	Title 2 - Administration C1 only	1,550,000.00	104,410.42	1,654,410.42	1,654,410.42
	Title 2 - Administration(C1, C4, R0)	1,550,000.00	104,410.42	1,654,410.42	1,654,410.42
2010	Insurance	39,000.00	3,603.90	42,603.90	42,603.90
2020	Water, gas, electricity, heating	150,000.00	48,328.75	198,328.75	198,328.75
2030	Cleaning and maintenance	2,000.00	0.01	1,999.99	1,999.99
2031	Facilities management	280,000.00	38,650.00	318,650.00	318,650.00
2040	Fitting out of premises	100,000.00	76,871.44	23,128.56	23,128.56
2090	Other expenditure	25,000.00	316.92	25,316.92	25,316.92
2100	Rent	24,000.00	514.05	24,514.05	24,514.05
2200	Technical equipment,	9,000.00	23,259.50	32,259.50	32,259.50
2204	Electronic office equipment	760,000.00	150,000.00	910,000.00	910,000.00
2210	Furniture	8,000.00	8,000.00	-	-
2230	Vehicles and transportation	2,000.00	400.00	1,600.00	1,600.00
2250	Library expenses	80,000.00	46,595.53	33,404.47	33,404.47
2300	Stationery and office supplies	8,000.00	7,000.00	1,000.00	1,000.00
2310	Other current administrative expenditure	15,000.00	-	15,000.00	15,000.00
2400	Postage & delivery charges	10,000.00	2,395.72	7,604.28	7,604.28
2410	Telecommunication	38,000.00	19,000.00	19,000.00	19,000.00

	TITLE	Original Budget	Amendments / transfers in amending budget	1 Amending Budget (approved by the Management Board)
	Title 3 - Operational C1 & C3 only	5,965,000.00	- 702,938.24	5,262,061.76
	Title 3 - Operational (C1,C3,C4,R0)	5,965,000.00	- 518,748.24	5,446,251.76
3000	Information management and web	835,000.00	- 375,127.67	459,872.33
3010	Publication and production	137,000.00	- 43,679.16	93,320.84
3012	Marketing and promotion	220,000.00	26,222.61	246,222.61
3030	Research and study contracts	4,011,000.00	3,798,780.01	4,018,780.01
3030	<i>Research and study - assigned revenue (IPA)</i>			
3030	<i>Research and study - assigned revenue (Other)</i>		184,190.00	184,190.00
3040	Events and meetings	392,000.00	- 229,157.17	162,842.83
3040	<i>Events and meetings C4</i>			
3041	Interpretation	5,000.00	- 1,060.00	3,940.00
3042	Management Board	70,000.00	- 13,751.86	56,248.14
3050	Translation	295,000.00	- 74,165.00	220,835.00
	Total C1 & C3 only	22,270,000.00	- 69,940.00	22,200,060.00
	Total (C1,C3,C4,R0)	22,270,000.00	168,000.00	22,438,000.00

1.1.2 Transfers adopted by the Director

65 credit transfers were executed in order to enable high budget execution and the requirements for the final budget forecast (in 2021: 69 credit transfers were made). Most of the budget transfers relate to the salary adjustments and the increase of the Irish salary country co-efficient from 133.6 to 136.3. The complete list of credit transfers is found in the Annex 1 of this report.

1.2 Budget Implementation

1.2.1 Consolidated budget implementation

The table 4 below summarises the amended budget revenue and actual revenue collected, as well as the final budget appropriations entered in the financial system ABAC.

Entered final budget appropriations show expenditure on fund sources C1, R0, C4 in current year. Appropriations carried over from previous year(s) include expenditure on R0, C8, C3 and C5 funds sources. The detailed analysis of each appropriations / fund type is given in subsequent chapters.

Table 3: Summary table for Revenue and Expenditure (in thousand EUR)

REVENUE			EXPENDITURE										
Source of revenue	Revenue entered in the final budget for the financial year	Revenue collected	Allocation of expenditure	Final budget appropriations in current year					Appropriations carried forward from previous financial				
				entered	committed	paid	carried forward	cancelled	entered	committed	paid	to be carried forward	cancelled
General Community Subsidy (IC1)	22,051	22,051	Title I Staff	15,284	15,283	15,144	139	-	193		165	-	28
Other revenue - miscellaneous (IC1)			Title II Administration	1,654	1,654	1,327	327	-	422	-	406	-	16
Other revenue - services rendered (IC1)	149	60	Title III Operating activities	5,262	5,262	1,273	3,989	-	2,957	38	2,899	-	59
Internally Assigned revenue (IC4)	54	54	Expenditure from Internally Assigned revenue (C4 and C5)	54	6	6	48		5	5	5	-	-
Externally Assigned revenue (IPA IR1)	184	184	Expenditure from Externally Assigned revenue (IPA R0)						1	0	-	1	
Externally Assigned revenue (PILOT PROJECT IR1)			Expenditure from Externally Assigned revenue (PILOT PROJECT R0)						917	530	339	578	
Externally Assigned revenue (Other for EWCS IR1)	-	-	Expenditure from Externally Assigned revenue (Other for EWCS R0)	184	100	-	184		205	187	187	18	-
TOTAL	22,438	22,349	TOTAL	22,438	22,306	17,750	4,688	-	4,700	760	4,001	597	103

1.2.2 General assessment (C1)

The final amended budget of Eurofound was EUR 22,438,000 in 2022. This amount includes appropriations from C1, C4 and new R0 funds of the current year.

General C1 budget appropriations available for activities authorised in the Programming Document 2022 amounted to EUR 22,200,060.

Final commitments made from C1 appropriations were EUR 22,199,624.

The final budget implementation rate measured by commitments made from C1 budget appropriations is 100 % (in 2021: 100 %) whereas the final execution of payments is 79.9 %. Remaining payments in carry forward commitments (RAL) are to be made in 2023. Only EUR 436 (or 0.002%) of C1 appropriations were cancelled as non-committed.

The actual payment appropriations carried forward (RAL) amounted to EUR 4,455,441 (or 21.1 %) for final C1 appropriation. They were EUR 1,411,027 higher than the original expectation of EUR 3,044,414 (In 2021, EUR 3,571,195 or 16.3 % of C1 appropriations were carried forward). The main increases in carry forward appropriations are explained by commitments which were made during the last quarter as a result of reallocation of savings realised and surplus available in other areas of Eurofound's budget. Ca. EUR 400,000 was reallocated to top up existing research project budgets or front-loading some projects from 2023 programming period (budget line 3030 'Studies'). EUR 120,000 was reassigned to continue the web migration project to the new software version 'Drupal 9' (budget line 3000 'Operational Documentation System'). Furthermore, another ca. EUR 80,000 reallocation was made to essential IT infrastructure upgrades and 'Cloud' services (budget line 2204 'Electronic Office Equipment'). In addition to the aforementioned reallocation decisions, there was also a change in the payment plan related to the

contract for the European Working Conditions Survey; due to a mutual agreement with the contractor it was decided to postpone the submission of some planned deliverables and focus instead on the finalization of the survey questionnaire. This agreement led to an increase of carry forward appropriations by nearly EUR 600,000. Other remaining variance of ca. EUR 200,000 related to the implementation of several projects and service/order deliveries which resulted in postponing payments to 2023.

1.2.3 Consumption of current years appropriations (C1, C4, R0) – EUR - consolidated

The table below shows implementation rates for commitments and payments in all budget lines in absolute terms as a percentage in C1, C4 and R0 fund sources.

Table 4: Consumption of current years appropriations (C1, C4, R0) – EUR

	TITLE	Final Appropriations	Actual Commitments	% Committed	Actual Payments	% paid	Carry Forward to 2023	% Carried forward	Cancellation of Appropriations
Budget line	Title 1 - Staff C1 only	15,283,587.82	15,283,152.15	100%	15,144,007.26	99.1%	139,144.89	0.9%	435.67
Budget line	Title 1 - Staff (C1, C4, R0)	15,337,337.82	15,289,202.15	99.7%	15,150,057.26	98.8%	186,844.89	1.2%	435.67
1100	Basic salaries	7,926,947.67	7,926,947.67	100.0%	7,926,947.67	100.0%	-	0.0%	-
1100	Basic salaries - C4	53,750.00	6,050.00	11.3%	6,050.00	100.0%	47,700.00	88.7%	-
1101	Family allowances	1,106,807.54	1,106,807.54	100.0%	1,106,807.54	100.0%	-	0.0%	-
1102	Expatriation allowances	1,038,420.77	1,038,420.77	100.0%	1,038,420.77	100.0%	-	0.0%	-
1102	Expatriation allowances - R0								-
1103	Secretarial allowances	3,816.72	3,816.72	100.0%	3,816.72	100.0%	-	0.0%	-
1120	Further training for staff	96,028.75	96,028.75	100.0%	61,555.00	64.1%	34,473.75	35.9%	-
1121	Contract agents	553,996.97	553,996.97	100.0%	553,996.97	100.0%	-	0.0%	-
1121	Contract agents - R0								-
1130	Insurance against sickness	295,662.35	295,662.35	100.0%	295,662.35	100.0%	-	0.0%	-
1130	Insurance against sickness - R0								-
1131	Insurance against accident	35,265.26	35,265.26	100.0%	35,265.26	100.0%	-	0.0%	-
1131	Insurance against accident - R0								-
1132	Unemployment insurance	101,742.51	101,742.51	100.0%	101,742.51	100.0%	-	0.0%	-
1132	Unemployment insurance - R0								-
1141	Travel expenses for annual leave	204,192.99	204,192.99	100.0%	204,192.99	100.0%	-	0.0%	-
1150	Overtime								-
1175	Other services & work sent out	261,658.17	261,658.17	100.0%	194,953.10	74.5%	66,705.07	25.5%	-
1176	Seconded officials from Member States								-
1177	Trainee officials (stagiaires)	124,292.56	124,292.56	100.0%	124,292.56	100.0%	-	0.0%	-
1180	Misc. expend. on staff recruitment	9,837.35	9,837.35	100.0%	9,437.35	95.9%	400.00	4.1%	-
1181	Travel expenses	2,237.88	2,237.88	100.0%	2,237.88	100.0%	-	0.0%	-
1182	Installation & resettlement allowances	21,663.72	21,663.72	100.0%	21,663.72	100.0%	-	0.0%	-
1183	Removal expenses	17,754.18	17,754.18	100.0%	17,754.18	100.0%	-	0.0%	-
1184	Temporary daily subsistence allow.	29,588.61	29,588.61	100.0%	29,588.61	100.0%	-	0.0%	-
1184	Temporary daily subsistence - R0								-
1190	Salary weightings	3,283,344.26	3,283,344.26	100.0%	3,283,344.26	100.0%	-	0.0%	-
1190	Salary weightings (R0)								-
1300	Mission, travel & incidental expenses	52,879.24	52,443.57	99.2%	46,430.74	88.5%	6,012.83	11.5%	435.67
1300	Mission, travel & incidental expenses - C4								-
1400	Restaurants and canteens	79,666.67	79,666.67	100.0%	70,476.67	88.5%	9,190.00	11.5%	-
1410	Medical services	26,906.44	26,906.44	100.0%	5,045.00	18.8%	21,861.44	81.2%	-
1420	Other welfare expenditure	10,877.21	10,877.21	100.0%	10,375.41	95.4%	501.80	4.6%	-
1420	Other welfare expenditure C4								-
1430	Entertainment & representation expenditure								-
	Title 2 - Administration C1 only	1,654,410.42	1,654,410.42	100.0%	1,326,703.36	80.2%	327,707.06	19.8%	-
	Title 2 - Administration(C1, C4, R0)	1,654,410.42	1,654,410.42	100.0%	1,326,703.36	80.2%	327,707.06	19.8%	-
2010	Insurance	42,603.90	42,603.90	100.0%	42,603.90	100.0%	-	0.0%	-
2020	Water, gas, electricity, heating	198,328.75	198,328.75	100.0%	167,393.72	84.4%	30,935.03	15.6%	-
2030	Cleaning and maintenance	1,999.99	1,999.99	100.0%	1,999.99	100.0%	-	0.0%	-
2031	Facilities management	318,650.00	318,650.00	100.0%	181,565.83	57.0%	137,084.17	43.0%	-
2040	Fitting out of premises	23,128.56	23,128.56	100.0%	20,468.56	88.5%	2,660.00	11.5%	-
2090	Other expenditure	25,316.92	25,316.92		25,316.92		-		-
2100	Rent	24,514.05	24,514.05	100.0%	24,514.05	100.0%	-	0.0%	-
2200	Technical equipment	32,259.50	32,259.50	100.0%	9,134.00	28.3%	23,125.50	71.7%	-
2204	Electronic office equipment	910,000.00	910,000.00	100.0%	777,602.77	85.5%	132,397.23	14.5%	-
2210	Furniture	-	-		-				-
2230	Vehicles and transportation	1,600.00	1,600.00	100.0%	1,525.03	95.3%	74.97	4.7%	-
2250	Library expenses	33,404.47	33,404.47	100.0%	33,386.79	99.9%	17.68	0.1%	-
2300	Stationery and office supplies	1,000.00	1,000.00	100.0%	875.72	87.6%	124.28	12.4%	-
2310	Other current administrative expenditure	15,000.00	15,000.00	100.0%	14,431.57	96.2%	568.43	3.8%	-
2400	Postage & delivery charges	7,604.28	7,604.28	100.0%	7,304.28	96.1%	300.00	3.9%	-
2410	Telecommunication	19,000.00	19,000.00	100.0%	18,580.23	97.8%	419.77	2.2%	-
	Title 3 - Operational C1 & C3 only	5,262,061.76	5,262,061.76	100.0%	1,273,472.29	24.2%	3,988,589.47	75.8%	-
	Title 3 - Operational (C1,C3,C4,R0)	5,446,251.76	5,362,061.76	98.5%	1,273,472.29	23.4%	4,172,779.47	76.6%	-
3000	Information management and web	459,872.33	459,872.33	100.0%	214,942.33	46.7%	244,930.00	53.3%	-
3010	Publication and production	93,320.84	93,320.84	100.0%	83,448.34	89.4%	9,872.50	10.6%	-
3012	Marketing and promotion	246,222.61	246,222.61	100.0%	231,757.58	94.1%	14,465.03	5.9%	-
3030	Research and study contracts	4,018,780.01	4,018,780.01	100.0%	418,069.15	10.4%	3,600,710.86	89.6%	-
3030	Research and study - assigned revenue (IPA)								-
3030	Research and study - assigned revenue (Other)	184,190.00	100,000.00	54.3%	-	0.0%	184,190.00	100.0%	-
3040	Events and meetings	162,842.83	162,842.83	100.0%	126,892.40	77.9%	35,950.43	22.1%	-
3040	Events and meetings C4								-
3041	Interpretation	3,940.00	3,940.00	100.0%	-	0.0%	3,940.00	100.0%	-
3042	Management Board	56,248.14	56,248.14	100.0%	38,259.99	68.0%	17,988.15	32.0%	-
3050	Translation	220,835.00	220,835.00	100.0%	160,102.50	72.5%	60,732.50	27.5%	-
	Total C1 & C3 only	22,200,060.00	22,199,624.33	100.0%	17,744,182.91	79.9%	4,455,441.42	20.1%	435.67
	Total (C1,C3,C4,R0)	22,438,000.00	22,305,674.33	99.4%	17,750,232.91	79.1%	4,687,331.42	20.9%	435.67

1.2.4 Consumption of internal assigned revenue (C4) – EUR

The below table summarises appropriations and consumption of internally assigned revenue in C4 fund source only.

The C4 funds available arise from recovery of staff costs relating to accounting services provided to the European Labour Authority.

Table 5: Consumption of internal assigned revenue appropriations(C4)

	TITLE	New Appropriations in 2022	Committed	Payments	% paid	Cancelled	Carried forward to 2023
	Title 1 - Staff						
1100	Basic salaries	53,750.00	6,050.00	6,050.00	11.3%		47,700.00
	TOTAL:	-	6,050.00	6,050.00	0%		47,700.00

1.2.5 Consumption of external assigned revenue (R0) – EUR

The table 6 below summarises appropriations and consumption of new and old ('carry over') external assigned revenue relating to the current IPA agreements and contributions towards the European Working Conditions Survey in R0 fund source only.

The table 7 summarises the consumption of 'carry over' appropriations originating from the Service Level Agreement on Pilot Project: 'Minimum Wages'.

Table 6: Consumption of new and old ('carry over') appropriations relating to the current IPA agreements and contributions towards the European Working Conditions Survey

	Item	Carry Forward/Over Balance of 2022	New Appropriations in 2022	Commitments in 2022	Appropriations cancelled	Payments in 2022	Carry forward/over to 2023
	IPA 2018 402-940						
3030	Studies and pilot schemes	1,040.97	-		-		1,040.97
	Total	1,040.97	-		-		1,040.97
	Other assigned revenue						
3030	Studies and pilot schemes						
	Belgium participation in 7 th EWCS (2019)	82,500.00	-	78,000.00	-	78,000.00	4,500.00
	Slovenia participation in 7 th EWCS (2019)	17,912.96	-	14,237.04	-	14,237.04	3,675.92
	Norway participation in 7 th EWCS (2019)	72,012.87	-	66,822.64	-	66,822.64	5,190.23
	Switzerland participation in 7 th EWCS (2019)	32,099.87	-	27,600.06	-	27,600.05	4,499.82
	Norway participation in EWCS (2024)		130,690.00	50,000.00		0.00	130,690.00
	Switzerland participation in EWCS (2024)		53,500.00	50,000.00		0.00	53,500.00
	Total	204,525.70	184,190.00	286,659.74	0.00	186,659.73	202,055.97
	GRAND TOTAL	205,566.67	184,190.00	286,659.74	0.00	186,659.73	203,096.94

In the beginning of 2022, cumulative appropriations arising from assigned revenue from previous years amounted to EUR 205,566.67. This figure included a small balance of EUR 1,040.97 still available from the 1st instalment of EUR 495,000 within the IPA grant agreement 2018-402-940 which overall totalled to EUR 550,000. By the end of 2021, EUR 530,160.95 had been consumed on the preparation and implementation of the 7th Working Conditions Survey in IPA countries. Eurofound submitted the final cost claim in the beginning of 2023 to DG NEAR in order to claim the balance payment of EUR 35.161,25 which, once received, it will be made available in the general budget of Eurofound in 2023. The rest of the carry over balances of EUR 204,527.70 originated from contributions from EU member states and other countries also towards the 7th European Working Conditions Survey. Most of these balances were consumed (paid) in 2022.

In 2022, EUR 184,190 new contributions were received from Norway and Switzerland towards the preparation and implementation of the new European Working Conditions Survey. Overall, EUR 100,000 has been committed on specific contracts for EWCS in Norway and Switzerland, but nothing was not yet paid for the work done in 2022.

Table 7: Consumption of old ('carry over') appropriations related to the Service Level Agreement on Pilot Project : 'Minimum Wages'

	Item	Carry Forward/Over Balance of 2022	New Appropriations in 2022	Commitments in 2022	Appropriations cancelled / reclassified in 2022	Payments in 2022	Carry forward/over to 2023
Pilot Project on Minimum Wage							
1100-1190	Salary related costs	90,595.18		90,595.18	-	90,595.18	0.00
	Total	90,595.18		90,595.18		90,595.18	
3010	Publications	8,000.00		5,639.90		5,245.50	2,754.50
3030	Studies and Pilot schemes	807,349.32		424,895.55	-	243,461.17	563,888.15
3050	Translation	11,500.00		9,135.00			11,500.00
	Total	826,849.32		439,670.45	-	248,706.67	578,142.65
GRAND TOTAL		917,444.50		530,265.63	-	339,301.85	578,142.65

At the end of 2020, Eurofound entered into a three-year Service Level Agreement (SLA) with DG EMPL (Directorate-General for Employment, Social Affairs and Inclusion) to carry out a Pilot Project on Minimum Wages. EUR 1,000,000 EUR funding was received and appropriated in R0 fund source. The balance available for payments stands at EUR 578,142.65 at the end of 2022.

1.2.6 Consumption of previous year's carry forward appropriations (C8 and C3) – EUR

The tables below show the consumption of carry forward commitments from 2021. The overall cancellation rate stands at 2.9 % (in 2020: 1.9 %).

The cancellations primarily related to orders and services which suppliers/contractors did not deliver.

Table 8: Consumption of carry forward commitments (C8)

TITLE		Appropriations Carried Forward from 2021	Payments	% paid	Cancelled	% cancelled
Budget line	Title 1 - Staff	193,158	165,078	85%	28,080	14.5%
1120	Further training for staff	14,495	12,240	84.4%	2,255	15.6%
1175	Other services & work sent out	122,492	102,557	83.7%	19,935	16.3%
1300	Mission, travel & incidental expenses	4,559	3,239	71.0%	1,321	29.0%
1400	Restaurants and canteens	34,515	34,485	99.9%	30	0.1%
1410	Medical services	10,310	5,770	56.0%	4,540	44.0%
1420	Other welfare expenditure	6,787	6,787	100.0%	-	0.0%
	Title 2 - Administration	422,085	406,435	96.3%	15,650	3.7%
2020	Water, gas, electricity, heating	22,383	21,446	95.8%	937	4.2%
2031	Facilities management	157,022	151,163	96.3%	5,860	3.7%
2040	Fitting out of premises	11,765	11,765	100.0%	-	0.0%
2200	Technical equipment,	3,060	3,060		-	
2204	Electronic office equipment	204,262	203,875	99.8%	387	0.2%
2250	Library expenses	14,136	14,087	99.6%	50	0.4%
2300	Stationery and office supplies	153	-	0.0%	153	100.0%
2310	Other current administrative expenditure	1,683	106	6.3%	1,577	93.7%
2400	Postage & delivery charges	310	128	41.3%	182	58.7%
2410	Telecommunication	7,310	805	11.0%	6,505	89.0%
	Title 3 - Operational	2,919,647	2,860,849	98.0%	58,798	2.0%
3000	Operational documentation system	825,091	824,260	99.9%	831	0.1%
3010	Publication of results of studies	11,007	10,914	99.2%	93	0.8%
3012	Marketing and promotion	172,297	163,889	95.1%	8,408	4.9%
3030	Studies and pilot schemes	1,709,366	1,662,756	97.3%	46,610	2.7%
3040	General costs of meetings	44,000	44,000	100.0%	-	0.0%
3042	Management Board meetings	9,770	6,970	71.3%	2,800	28.7%
3050	Translation of study reports	148,115	148,059	100.0%	56	0.0%
	Total C8	3,534,889	3,432,362	97.1%	102,528	2.9%

Table 9: Consumption of carry forward commitments (C3)

C3		Appropriations Carried Forward from 2021	Committed	Payments	% paid	Cancelled	% cancelled
	Title 3- Staff						
3030	Studies and pilot schemes	37,700.00	37,700.00	37,700.00	100.0%	-	-
	Studies and pilot schemes	37,700.00	37,700.00	37,700.00	100.0%		

1.2.7 Consumption of previous year's carry over appropriations (C5) – EUR

The below table summarises carry over appropriations and consumption of internally assigned revenue in C5 fund source only.

The C5 funds available arise from recoveries of some meeting expenses as well as recovery of staff costs relating to accounting services provided to the European Labour Authority in 2021.

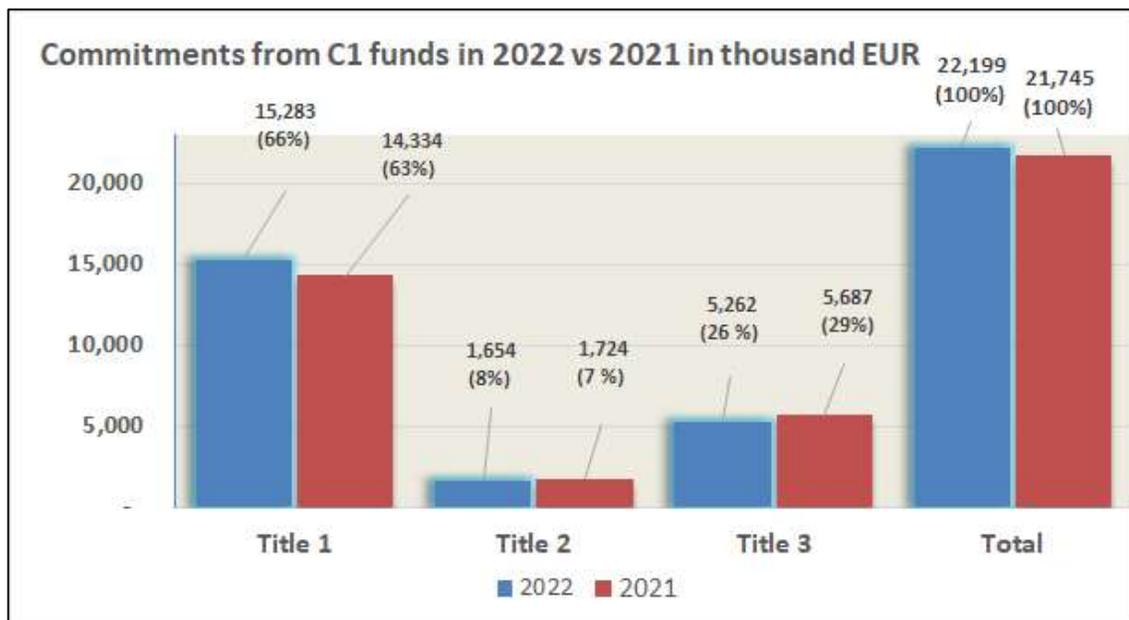
Table 10: Consumption of carry over appropriations (C5)

	TITLE	Appropriations Carried Forward from 2021	Committed	Payments	% paid	Cancelled	% cancelled
	Title 1 - Staff						
1100	Basic Salaries	3,575.00	3,575.00	3,575.00	100%	-	-
	Title 3 - Operational						
3040	General Meetings	1,389.31	1,389.31	-	-	-	-
		4,964.31	4,964.31	3,575.00	100.0%	-	-

1.2.8 Comparison of commitments by titles in 2022 and 2021 (C1 only).

The graph below shows the breakdown of commitments from C1 fund source in 2021 and 2020. Overall, there were EUR 454,000 (or 2.1 %) more available in 2022 general budget appropriations. The increase has primarily been consumed in title 1 to cover the rises in basic salaries and allowances as well as the increase of the Irish country co-efficient.

Graph 1: Comparison of commitments by titles in 2022 and 2021 (C1).



1.2.9 Budget outturn result (EUR)

Calculation of the Budget Outturn: The revenue entered in the accounts is the amount actually received during the course of the year. For the purposes of calculating the budget outturn for the year, expenditure comprises payments made against the year's appropriations plus any of the appropriations for that year that are carried over to the following year. Payments made against the year's

appropriations means payments that are made by the accounting officer by 31 December of the financial year.

The following are added to or deducted from the resulting figure:

- the net balance of cancellations of payment appropriations carried over from previous years and any payments which, because of fluctuations in the euro rate, exceed non-differentiated appropriations carried over from the previous year; and
- the balance of exchange-rate gains and losses recorded during the year.

Payment appropriations carried over include automatic carryovers and carryovers by decision.

The cancellation of unused payment appropriations carried over from the previous year shows the cancellations of appropriations carried over automatically and by decision. It also includes the decrease in assigned revenue appropriations carried over to the next year in comparison with 2021.

Table 11: Budget Outturn results in 2022

BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2022		
	2022	2021
REVENUE		
Commission subsidy (for the operating budget -Titles 1,2 and 3 - of the agency)	+ 22,051,380.00	21,600,000.00
Other subsidy from Commission (Phare, IPA, Delegation agreement, ...)	+ 0.00	0.00
Misc. Revenue	+ 0.00	652.00
Misc. Revenue - assigned	+ 0.00	2,816.27
Other revenue from admin. operations	+ 0.00	0.00
Revenue from services rendered - general	+ 59,756.00	72,817.00
Revenue from services rendered - assigned	+ 237,940.00	1,003,575.00
Rental Income	+ 0.00	8,500.00
TOTAL REVENUE (a)	22,349,076.00	22,688,360.27
EXPENDITURE		
<i>Title I: Staff</i>		
Payments	- 15,244,227.44	14,199,552
Appropriations carried over to the following year	- 186,844.89	196,733
<i>Title II: Administrative Expenses</i>		
Payments	- 1,326,703.36	1,302,237
Appropriations carried over to the following year	- 327,707.06	422,085
<i>Title III: Operating Expenditure</i>		
Payments	- 1,710,228.00	3,385,773
Appropriations carried over to the following year	- 4,769,829.06	4,081,647
TOTAL EXPENDITURE (b)	23,565,539.81	23,588,027
OUTTURN FOR THE FINANCIAL YEAR (a-b)	-1,216,463.81	-899,667
Cancellation of unused payment appropriations carried over from previous year	+ 102,527.55	81,233
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+ 1,127,975.48	836,351
Exchange differences for the year (gain +/loss -)	+/- -10.91	-5
BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR	14,028.31	17,912.00
Balance year N-1	+/- 17,912.00	273,570.37
Positive balance from year N-1 reimbursed in year N to the Commission	- -17,912.00	-273,570.37
Result used for determining amounts in general accounting	14,028.31	17,912.00
Commission subsidy - agency registers accrued revenue and Commission accrued expense	22,037,351.69	
Pre-financing remaining open to be reimbursed by agency to Commission in year N+1	14,028.31	

The balance of the budget outturn account for the financial year 2022 shows a budget surplus of EUR 14,028.31 EUR which will be returned to the Commission in 2023.

2. Multi-annual overview

Eurofound does not manage multi-annual commitments and payments for its operational expenditure.

3. Revenue

3.1 Nature of Revenue

The table below shows the revenue entered in the amending budget, recovery orders established, revenue actually cashed as well as the amounts outstanding at the end of year 2022.

As in previous years, the Commission subsidy is the main source of general revenue (99 %).

Table 12: Nature of revenue in Eurofound's budget in EUR

Budget Item	Type of revenue	Revenue in Amending Budget	Entitlements established	Revenue received	Outstanding at the end of the year
1000 - IC1	Commission subsidy - general	22,051,380	22,051,380	22,051,380	0
1000 - IR1	Other subsidy from Commission (IPA...)	0	0	0	0
5400 - IC1	Miscellaneous revenue - general	0	0	0	0
5400 - IC4	Miscellaneous Revenue - assigned	0	500	0	500
6000 - IC1	Services Rendered - general	148,680	59,756	59,756	0
6000 - IR1	Services Rendered - External Assigned revenue	184,190	184,190	184,190	0
6000 - IC4	Services Rendered - Internal Assigned revenue	53,750	53,750	53,750	0
6030 - IC1	Rental Income - general	0	0	0	0
	Total:	22,438,000	22,349,576	22,349,076	500

The Commission subsidy as well as miscellaneous and general revenue from services rendered (IC1) totalling to EUR 22,200,060 constitute the general C1 final appropriations in ABAC.

Cashed recoveries of expenses for the shared accounting services for EUR 53,750 in budget item IC4 are appropriated in ABAC in C4 funds as internal assigned revenue.

Both Switzerland and Norway will be participating in the next Eurofound's European Working Conditions Survey. Switzerland paid EUR 53,300 and Norway EUR 130,690 to Eurofound as external assigned revenue in 2022. These funds are available in Eurofound's R0 appropriations arising from fund source IR1 – 6000 'Services Rendered'.

3.2 Recovery orders

During the financial year, seven budgetary recovery orders were issued. All of them were cashed.

Of the recovery orders issued

- one related to the 2022 European Union subsidy (1000 - C1)
- six related to services rendered:
 - One of them was related to Norway's contribution to the Eurofound Network of Correspondents (6000 – 1C1 – general revenue)
 - three were for Switzerland's and Norway's contribution towards the European Working Conditions Survey (6000 – IR1 – external assigned revenue)
 - Two related to the shared services arrangement between Eurofound and the European Labour Authority (6000 – IC4 internal assigned revenue)

One aged recovery order continued to be carried over from 2022 to 2023.

3.3 Participation of other countries and member states in the Agency's work

Altogether EUR 184,190 new assigned revenue was received from countries participating in the next European Working Conditions Survey. Norway contributed EUR 130,690 and Switzerland EUR 53,500 respectively.

Norway, Switzerland, Slovenia and Belgium also contributed to the 7th European Working Conditions Survey in previous years. The overall project came to an end in December 2021. Last payments from the related commitments were still made in 2022, but no new revenue was received.

Also, as in previous years, Norway's government contributed to the running cost of the Network of Eurofound's Correspondents (NEC) work by EUR 59,756. These funds were accounted for as general revenue (IC1).

3.4 Implementation of internal assigned revenue

In 2021, Eurofound received EUR 1,389.31 from recoveries of meeting expenses as internal assigned revenue (IC4). The funds were not consumed in 2021 but carried over to 2022 as C5 appropriations. They were committed and used against meeting related costs in 2022. In addition, Eurofound received EUR 3,575 for shared accounting services provided to the European Labour Authority (ELA) in 2020 and up to September 2021 (6000 – IC4). These funds were received late in 2021 and consumed in 2022 in C5 appropriations for salaries.

In 2022, the cumulative amount of recoveries for the provision of shared accounting services provided to ELA during the last quarter of 2021 and up to September 2022 amounted to EUR 53,750 in C4 appropriations. Out of this amount 6,050 EUR was consumed on 2022 salaries and the balance of EUR 47,700 was carried over to C5 appropriations in 2023.

3.5 Implementation of external assigned revenue

The implementation of external assigned revenue is shown in chapter 1.2.5 '*Consumption of current and previous year's carry over appropriations relating to externally assigned revenue (R0) – EUR*'

4. Glossary on terms, abbreviations and acronyms used in the report

Fund Source	Concept/term applicable	Financial Rules	Presentation in this report
C1	Initial budget, Amending budget Credit transfers	Art. 6, 8, 9, 10,11, 33, 72, 73, 74, 75, 76, Art. 17, 34 Art. 27	EU subsidy and other general non-assigned appropriations entered in the budget
C4	Refunds available for re- use in current year's budget, internal assigned revenue	Art. 20.3.a, b, c, d, e, and f	Belongs to (internal) assigned revenue
C5	Refunds carried over as internal assigned revenue	Art. 12.4a	Belongs to (internal) assigned revenue
C8	Automatic carryovers of payment appropriations corresponding to commitments of non- differentiated appropriations	Art. 12.2 and 12.6	Carry over from 2020 to 2021
C3	Non-automatic carryovers of current years commitment carried over by decision appropriations to be used before 31/3	Art.12.2 and 13	C3 from 2020 to 2021
R0	Other earmarked revenue for specific purposes	Art. 20.1, 20.2, 20.4, 20.6 and 20.7	Belongs to assigned (external) revenue arising from member states as well as IPA

Term	Definition
ABAC	This is the name given to the Commission's accounting system, which since 2005 has been enriched by accrual accounting rules. Apart from the cash-based budget accounts, the Commission produces accrual-based accounts which recognise revenue when earned, rather than when collected. Expenses are recognised when incurred rather than when paid. This contrasts with cash basis budgetary accounting that recognises transactions and other events only when cash is received or paid.
Accounting	The act of recording and reporting financial transactions, including the creation of the transaction, its recognition, processing, and summarisation in the financial statements.

Administrative appropriations	Administrative appropriations cover the running costs of the Institutions and entities (staff, buildings, office equipment).
Adjustment	Amending budget or transfer of funds from one budget item to another.
Adopted budget	Draft budget becomes the adopted budget as soon as it is approved by the Budgetary Authority. Cf. Budget.
Agencies	EU bodies having a distinct legal personality, and to whom budget implementing powers may be delegated under strict conditions. They are subject to a distinct discharge from the discharge authority.
Amending budget	Decision adopted during the budget year to amend (increase, decrease, transfer) aspects of the adopted budget of that year.
Annuality	The budgetary principle according to which expenditure and revenue is programmed and authorised for one year, starting on 1 January and ending on 31 December.
Appropriations	Budget funding. The budget forecasts both commitments (legal pledges to provide finance, provided that certain conditions are fulfilled) and payments (cash or bank transfers to the beneficiaries). Appropriations for commitments and payments often differ – differentiated appropriations – because multiannual programmes and projects are usually fully committed in the year they are decided and are paid over the years as the implementation of the programme and project progresses. Non-differentiated appropriations apply to administrative expenditure, for agricultural market support and direct payments and commitment appropriations equal payment appropriations.
Assigned revenue External/Internal	Dedicated revenue received to finance specific items of expenditure. Main sources of external assigned revenue are financial contributions from third countries to programmes financed by the Union. Main sources of internal assigned revenue is revenue from third parties in respect of goods, services or work supplied at their request; (c) revenue arising from the repayment of amounts wrongly paid and revenue from the sale of publications and films, including those on an electronic medium. The complete list of items constituting assigned revenue is given in the Financial Regulation Art. 21(2).
Authorising Officer (AO)	The AO is responsible in each institution for authorising revenue and expenditure operations in accordance with the principles of sound financial management and for ensuring that the requirements of legality and regularity are complied with.
Budget	Annual financial plan, drawn up according to budgetary principles, that provides forecasts and authorises, for each financial year, an estimate of future costs and revenue and expenditures and their detailed description and justification, the latter included in budgetary remarks.
Budget result	The difference between income received and amounts paid, including adjustments for carry-overs, cancellations and

	exchange rate differences. The resulting amount will have to be reimbursed to the funding authority as provided in the Financial Regulation for Agencies.
Budget implementation	Consumption of the budget through expenditure and revenue operations.
Budget item / Budget line / Budget position	As far as the budget structure is concerned, revenue and expenditure are shown in the budget in accordance with a binding nomenclature which reflects the nature and purpose of each item, as imposed by the budgetary authority. The individual headings (title, chapter, article or item) provide a formal description of the nomenclature.
Budgetary authority	Institutions with decisional powers on budgetary matters: the European Parliament and the Council of Ministers.
Budgetary commitment	A budgetary commitment is a reservation of appropriations to cover for subsequent expenses.
Cancellation of appropriations	Unused appropriations that may no longer be used.
Carryover of appropriations	Exception to the principle of annuality in so far as appropriations that could not be used in a given budget year may, under strict conditions, be exceptionally carried over for use during the following year.
Commitment appropriations	Commitment appropriations cover the total cost of legal obligations (contracts, grant agreements/decisions) that could be signed in the current financial year. Art. 7 FR: Commitment appropriations cover the total cost in the current financial year of legal obligations (contracts, grant agreements/decisions) entered into for operations extending over more than one year.
De-commitment	Cancellation of a reservation of appropriations.
Differentiated appropriations	Differentiated appropriations are used to finance multiannual operations; they cover, for the current financial year, the total cost of the legal obligations entered into for operations whose implementation extends over more than one financial year. Art. 7 FR: Differentiated appropriations are entered for multiannual operations. They consist of commitment appropriations and payment appropriations.
Earmarked revenue	Revenue earmarked for a specific purpose, such as income from foundations, subsidies, gifts and bequests, including the earmarked revenue specific to each institution. (Cf. Assigned revenue)
Economic result	Impact on the balance sheet of expenditure and revenue based on accrual accounting rules.
Entitlements established	Entitlements are recovery orders that the European Union must establish for collecting income.
Exchange rate difference	The difference resulting from currency exchange rates applied to the transactions concerning countries outside the euro area, or from the revaluation of assets and liabilities in foreign currency at the closure.
Expenditure	Term used to describe spending the budget from all types of funds sources.

Financial regulation (FR)	Adopted through the ordinary legislative procedure after consulting the European Court of Auditors, this regulation lays down the rules for the establishment and implementation of the general budget of the European Union. (OJ L 193/30.07.2018, p. 1)
Funds Source	Type of appropriations (e.g.: C1, C2, etc.)
Grants	Direct financial contributions, by way of donation, from the budget in order to finance either an action intended to help achieve an objective part of an EU policy or the functioning of a body which pursues an aim of general European interest or has an objective forming part of an EU policy.
Implementation	Cf. Budget implementation
Income	Cf. Revenue
Joint Undertakings (JUs)	A legal EU-body established under the TFEU. The term can be used to describe any collaborative structure proposed for the "efficient execution of Union research, technological development and demonstration programmes".
Lapsing appropriations	Unused appropriations to be cancelled at the end of the financial year. Lapsing means the cancellation of all or part of the authorisation to make expenditures and/or incur liabilities which is represented by an appropriation.
Legal base (basic act)	The legal base or basis is, as a general rule, a law based on an article in the Treaty giving competence to the Community for a specific policy area and setting out the conditions for fulfilling that competence including budget implementation. Certain Treaty articles authorise the Commission to undertake certain actions, which imply spending, without there being a further legal act.
Legal commitment	A legal commitment establishes a legal obligation towards third parties.
Non-differentiated appropriations	Non-differentiated appropriations are for operations of an annual nature. (Art. 9 FR). In the EU-Budget non-differentiated appropriations apply to administrative expenditure, for agricultural market support and direct payments.
Operational appropriations	Operational appropriations finance the different policies, mainly in the form of grants or procurement.
Outstanding commitment	Legal commitments having not fully given rise to liquidation by payments. Cf. RAL.
Outturn	Cf. Budget result
Payment	A payment is a cash disbursement to honour legal obligations.
Payment appropriations	Payment appropriations cover expenditure due in the current year, arising from legal commitments entered in the current year and/or earlier years (Art. 7 FR).
RAL	Sum of outstanding commitments. Outstanding commitments (or RAL, from the French 'reste à liquider') are defined as the amount of appropriations committed that have not yet been paid. They stem directly from the existence of multiannual

	programmes and the dissociation between commitment and payment appropriations. (Cf. Outstanding commitments).
Recovery	The recovery order is the procedure by which the Authorising officer (AO) registers an entitlement by the Commission in order to retrieve the amount which is due. The entitlement is the right that the Commission has to claim the sum which is due by a debtor, usually a beneficiary.
Result	Cf. Outturn
Revenue	Term used to describe income from all sources financing the budget.
Rules of application	Detailed rules for the implementation of the financial regulation. They are set out in a Commission regulation adopted after consulting all institutions and cannot alter the financial regulation upon which they depend.
Surplus	Positive difference between revenue and expenditure (see Budget result) which has to be returned to the funding authority as provided in the Financial Regulation.
Transfer (credit transfer /operation)	Transfers between budget lines imply the relocation of appropriations from one budget line to another, in the course of the financial year, and thereby they constitute an exception to the budgetary principle of specification. They are, however, expressly authorised by the Treaty on the Functioning of the European Union under the conditions laid down in the Financial Regulation. The FR identifies different types of transfers depending on whether they are between or within budget titles, chapters, articles or headings and require different levels of authorization.

ANNEX 1: Complete listing of Credit Transfers in 2022

CREDIT TRANSFERS IN THE ORIGINAL BUDGET 2022 - 1/2						
Date	Purpose of Credit Operation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
01/03/2022	BLO rent 2022	2090	Other administrative expenditure	2100	Rent	514
31/05/2022	Mid year forecast for staff annual travel allowances	1300	Missions	1141	Annual Travel Allowances	5,000
24/06/2022	2022 Mid year forecast for staff annual travel allowances - adjustment for July and Aug pay run	1300	Missions	1141	Annual Travel Allowances	3,000
03/08/2022	Mid year forecast for increased utility costs	3000	Operational Documentation System	2020	Water, gas, electricity and heating	73,000
03/08/2022	Mid year forecast for IT related expenditure	3000	Operational Documentation System	2204	Electronic Office Equipment	150,000
10/08/2022	August forecast for renewal of Eurofound's insurance policy - adjustment	2250	Library	2010	Insurance	2,632
19/08/2022	August forecast for renewal of Eurofound's insurance policy - adjustment	1300	Missions	2010	Insurance	2,000
26/08/2022	Adjustment for annual travel allowances in September payroll	1300	Missions	1141	Annual Travel Allowances	1,000
23/09/2022	Provisional September forecast for contract agents	1300	Missions	1121	Contract Agents	60,000
20/10/2022	October forecast for facilities management ad-hoc services	2040	Fitting Out Premises	2031	Facilities Management	20,000
20/10/2022	Dun Laoghaire County Council Beneficial Rates 2022	2040	Fitting Out Premises	2090	Other administrative expenditure	831
20/10/2022	October forecast for facilities management ad-hoc services - 2nd adjustments	2040	Fitting Out Premises	2031	Facilities Management	20,000
21/10/2022	October forecast for campaigns, social media, promotions incl.	3040	General meetings	3012	Marketing and promotion	55,000
26/10/2022	Salary weightings in November salary run	3040	General meetings	1190	Salary Weightings	120,000
26/10/2022	Insurance against accidents in November salary run	3040	General meetings	1131	Insurance against accident	3,000
29/11/2022	December forecast for salary weightings	1430	Representation	1190	Salary weightings	1,000
29/11/2022	December forecast for salary weightings	1400	Restaurants and canteens	1190	Salary weightings	90,333
29/11/2022	December forecast for salary weightings	1182	Temporary Daily substance allowances	1190	Salary weightings	58,336
29/11/2022	December forecast for salary weightings	1184	Temporary Daily substance allowances	1190	Salary weightings	10,411
29/11/2022	December forecast for salary weightings	1181	Travel allowances	1190	Salary weightings	12,762
29/11/2022	December forecast for salary weightings	1180	Recruitment	1190	Salary weightings	10,163
29/11/2022	December forecast for salary weightings	1183	Removal expenses	1190	Salary weightings	32,246
29/11/2022	December forecast for salary weightings	1121	Contract agents	1190	Salary weightings	6,003
29/11/2022	December forecast for salary weightings	1101	Family allowances	1190	Salary weightings	9,282
29/11/2022	December forecast for salary weightings	1103	Secretarial Allowances	1190	Salary weightings	183
29/11/2022	December forecast for salary weightings	1150	Overtime	1190	Salary weightings	1,000
29/11/2022	December forecast for salary weightings	1175	Worksented out	1190	Salary weightings	35,582
29/11/2022	December forecast for salary weightings	1300	Missions	1190	Salary weightings	15,543
29/11/2022	December forecast for annual travel allowances - December payroll adjustment	1120	Training	1141	Annual Travel Allowances	5,193
29/11/2022	December forecast for Social Contributions	1120	Training	1131	Sickness Insurance	343
29/11/2022	December forecast for Social Contributions	1120	Training	1132	Unemployment Insurances	5,670
29/11/2022	December forecast for Expatriot allowances	1120	Training	1102	Expatriot Allowances	17,421

CREDIT TRANSFERS IN THE ORIGINAL BUDGET 2022 - 2/2						
Date	Purpose of Credit Operation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
29/11/2022	December forecast for Expatriot allowances	1120	Training	1102	Expatriat Allowances	12,572
29/11/2022	December forecast for Expatriot allowances	1300	Missions	1102	Expatriat Allowances	4,848
29/11/2022	December forecast for Basic Salaries	3010	Publication of study results	1100	Basic salaries	43,385
29/11/2022	December forecast for Basic Salaries	3050	Translation	1100	Basic salaries	81,308
29/11/2022	December forecast for Basic Salaries	3040	General meetings	1100	Basic salaries	21,896
29/11/2022	December forecast for Basic Salaries	2040	Fitting Out Premises	1100	Basic salaries	20,089
29/11/2022	December forecast for Basic Salaries	2250	Library	1100	Basic salaries	33,368
29/11/2022	December forecast for Basic Salaries	2210	Furniture	1100	Basic salaries	8,000
29/11/2022	December forecast for Basic Salaries	2410	Telecommunication	1100	Basic salaries	13,500
29/11/2022	December forecast for Basic Salaries	2300	Stationary	1100	Basic salaries	4,000
29/11/2022	December forecast for Basic Salaries	3030	Studies	1100	Basic salaries	156,555
29/11/2022	December forecast for Basic Salaries	3000	Operational Documentation System	1100	Basic salaries	40,347
02/12/2022	Purcuse of new cooker in the kitchen and electric car chargers	2040	Utilities	2200	Technical Equipment	20,420
05/12/2022	December forecast for Sickness Insurances	1102	Expatriation allowances	1130	Sickness Insurance	16,509
07/12/2022	Aged pension balances	1300	Missions	1130	Sickness Insurance	22.68
07/12/2022	Aged pension balances	1300	Missions	1100	Basic salaries	4,500.62
08/12/2022	Aged pension balances	1102	Expatriation allowances	1132	Unemployment Insurances	72.40
08/12/2022	Aged pension balances	1102	Expatriation allowances	1190	Salary Weightings	499.20
08/12/2022	Aged pension balances	1102	Expatriation allowances	1101	Family allowances	90.00
08/12/2022	Aged pension balances	1102	Expatriation allowances	1131	Accident Insurance	22.68
08/12/2022	Aged pension balances	1102	Expatriation allowances	1130	Sickness Insurance	130.36
08/12/2022	Electric car charges - revised quote	2250	Library	2200	Technical Equipment	600.00
12/12/2022	December forecast for translations	3012	Marketing and promotions	3050	Translations	7,143
12/12/2022	New freezer in the main kitchen	2230	Vehicles	2200	Technical Equipment	400
12/12/2022	New freezer in the main kitchen	2231	Facillities Management	2200	Technical Equipment	1,350
12/12/2022	New freezer in the main kitchen	2250	Library	2200	Technical Equipment	490
13/12/2022	Additional funds to frontload the European Working Conditions Survey 2024	3000	Operational Documentation System	3030	Research and study contracts	111,781
13/12/2022	Additional funds to frontload the European Working Conditions Survey 2024	3010	Publication of study results	3030	Research and study contracts	295
13/12/2022	Additional funds to frontload European Working Conditions Survey 2024	3012	Marketing and promotions	3030	Research and study contracts	21,635
13/12/2022	Additional funds to frontload European Working Conditions Survey 2025	3041	Interpretation	3030	Research and study contracts	1,060
13/12/2022	Additional funds to frontload European Working Conditions Survey 2026	3042	Management Board	3030	Research and study contracts	13,752
13/12/2022	Additional funds to frontload European Working Conditions Survey 2027	3040	General meetings	3030	Research and study contracts	19,839
14/12/2022	December Social Contributions	1131	Insurance against accident	1132	Unemployment insurance	1
					TOTAL EUR:	1,487,927