REVENUE	2021	2022	2023	2023	
Description	II Amending Budget	Amending Budget	Final Budget	Amending Budget	
	Revenue	Revenue	Revenue	Revenue	Comments
TITLE 1					
1000 EU subsidy	21,600,000	22,051,380	23,595,000	23,595,000	Commission Subsidy
IPA - Instrument for pre-accession assistance		-	pm	845,161	IPA agreement with DG NEAR
TITLE 5					
5200 Bank interest					
5400 Misc. revenue	652			951	Honorarium
Misc. revenue - assigned revenue	1,566			11,754	Recoveries of expenses to be re-used
5900 Other revenue from admin. operations	-	-	18,000		
TITLE 6					
6000 Revenue from services rendered	1,142,707	148,680	200,000	144,860	i.a. Norway's contribution to the Network of Correspondents
dto assigned revenue (Internal)	3,575	53,750	pm	179,450	Includes provision of shared accountancy services to European Labour Authority (ELA) and income from European Commission for Pilot Project on 'Working Time Reduction'
dto assigned revenue (External)		184,190	pm	592,756	Contributions from Switzerland, Norway, Belgium and Slovenia towards European Working Condition Survey
6020 Revenue from sales of publications					
6030 Proceeds from letting	8,500				
Grand Total	22,757,000	22,438,000	23,813,000	25,369,931	

EXPENDITURE	2021	2022	2023	2023	
Description	II Amending Budget	Amending Budget	Final Budget	Amending Budget	
·	Expenditure	Expenditure	Expenditure	Expenditure	Comments
E1					
100 Basic salaries	7,402,122	7,926,948	8,200,000	8.381.575	Actuals paid incl. increase of basic salaries 1.9% from 1.1.2023 an 1 % from 1.7.2023.
Basic salaries - assigned revenue	3,575	53,750	-,,		1 % from 1.7.2023. Provision of shared accountancy services
101 Family allowances	1,101,172	1,106,808	1,145,000		Actuals paid
102 Expatriation allowances	1,008,374	1,038,421	1,078,000		Actuals paid
Expatriation allowances from assigned revenue - Pilot Project (R0)	5,484				·
103 Secretarial allowances	3,611	3,817	4,000	3,987	Actuals paid
120 Further training for staff	91,518	96,029	115,000	104,452	Actual training costs
Further training for staff - assigned revenue				3,450	
121 Contract agents	493,674	553,997	540,000	425,415	Actuals paid to contract agents.Some savings realised by delaying recruitments, incl. increase of basic salaries 1.9% from 1.1.2023 and 1% from 1.7.2023.
Contract agents from assigned revenue - IPA (R0)				11,266	Contract agent for IPA projects
Contract agents from assigned revenue - Pilot Project (R0)	34,275				
130 Insurance against sickness	275,351	295,662	300,000	310,038	as per actuals paid
Insurance against sickness from assigned revenue - IPA (R0)				383	Contract agent for IPA projects
Insurance against sickness from assigned revenue - Pilot Project (R0)	1,165				
131 Insurance against accident	30,973	35,265	36,000	34,711	as per actuals paid
Insurance against accident from assigned revenue - IPA (R0)				43	Contract agent for IPA projects
Insurance against accident from assigned revenue - Pilot Project (R0)	131				
132 Unemployment insurance	94,624	101,743	104,000	106,527	as per actuals paid
Unemployment insurance IPA (R0)				136	Contract agent for IPA projects
Unemployment insurance - Pilot Project (R0)	413				
141 Travel expenses for annual leave	239,257	204,193	200,000	197,210	as per actuals paid
150 Overtime	269	-	1,000		
175 Other services & work sent out	529,704	261,658	320,000	390,609	Actuals paid for service level agreements with the Commission (in PMO - Paymaster's Office), legal cost and temporary staff; incl. once-off payment to PMO
Other services & work sent out - assigned revenue				436	Contract agent for IPA projects
176 Seconded officials from Member States			-	-	
177 Trainee officials (stagiaires)	136,623	124,293	125,000	400.500	as per actuals paid

	Total Title 1	14,395,480	15,337,338	16,053,000	16,217,089	
1430	Representation expenditure	-	-	1,000	-	
1420	Other welfare expenditure	10,829	10,877	15,000	12,248	as per actuals paid
1410	Medical services	18,925	26,906	30,000	21,000	as per actuals paid
1400	Canteen	49,436	79,667	110,000	116,234	higher staff attendance in the office compared to 2022.
	Mission, travel & incidental expenses (C4)	177			7,117	Mission covered by recoveries
1300	Mission, travel & incidental expenses	9,733	52,879	175,000	106,012	Savings compared to budget realised. Increase compared to pandemic years but still significantly below pre-Covid levels.
	Salary weightings from assigned revenue - Pilot Project (R0)	10,444				
	Salary weightings from assigned revenue - IPA (R0)				3,844	Contract agent for IPA projects
1190	Salary weightings	2,698,819	3,283,344	3,383,000	3,522,455	Country coefficient for Ireland decreased from 136.3 to 135.4 for the first half and increased to 139.6 for the second half of 2023
	Temporary daily subsistence allow. from assigned revenue - Pilot Project (R0)	4,285				
1184	Temporary daily subsistence allow.	36,637	29,589	45,000	20,116	dto.
1183	Removal expenses	12,451	17,754	35,000	35,768	dto.
1182	Installation & resettlement allowances	88,187	21,664	56,000	57,859	dto.
	Misc. expend. on staff recruitment from assigned revenue - IPA (R0) Travel expenses	2,581	2,238	15,000		Contract agent for IPA projects as per actuals paid
1180	Misc. expend. on staff recruitment	659	9,837	20,000	2,343	as per actuals paid

EXPENDITURE	2021	2022	2023	2023	
Description	II Amending Budget	Amending Budget	Final Budget	Amending Budget	
	Expenditure	Expenditure	Expenditure	Expenditure	Comments 2023
TITLE 2					
2010 Insurance	38,474	42,604	45,000	47,382	as per actuals paid
2020 Water, gas, electricity,heating	119,000	198,329	220,000	175,942	Increase lower than expected a year ago.
Water, gas, electricity,heating - assigned revenue (C4)				750	Recoveries from staff using on-site electric car chargers
2030 Cleaning and maintenance	488	2,000	3,000	3,000	as per actuals paid
2031 Facilities management	381,286	318,650	280,000	328,867	Additional investments in building maintenance, i.a. to progress with EMAS (EU eco-management and audit scheme).
2040 Fitting out of premises	124,714	23,129	100,000	114,987	as per actuals paid, incl. procurement of solar panels.
2090 Other expenditure	-	25,317	25,000	22,256	actuals paid for beneficial charges to local authorities (as per seat
2100 Rent	23,189	24,514	25,000	27,050	Rent of Brussels office paid, annually indexed
2200 Technical equipment,	13,691	32,260	10,000	4,583	Some saving were requested and realised.
2204 IT Infrastructure	883,820	910,000	800,000	986,782	Increase necessary for regular operations (licences, subscriptions and services); incl. cloud hosting services already for 2024
2210 Furniture	-	-	7,000	4,751	Replacement of office chairs and desks
2230 Vehicles and transportation	300	1,600	12,000	60,821	Full purchase price for company car; partly offset by sale of previous car on 2024 (incl. in Revenue)
2250 Library expenses	79,844	33,404	80,000	71,990	Some savings were realised.
2300 Stationery and office supplies	882	1,000	5,000	1,298	Savings realised.
2310 Other current administrative expenditure	15,000	15,000	15,000	19,386	Actuals paid for treasury services provided by the Commission as well as misc. bank charges.
2400 Postage & delivery charges	6,312	7,604	8,000	5,000	as per actuals paid.
2410 Telecommunication	34,272	19,000	25,000	18,500	as per actuals paid incl. requests for savings during the year.
Total Title 2	1,721,272	1,654,410	1,660,000	1,893,344	

Expenditure	2021	2022	2023	2023	
Description	II Amending Budget	Amending Budget	Final Budget	Amending Budget	
	Expenditure	Expenditure	Revenue	Revenue	Comments
ΓLE 3					
3000 Information management and web	1,559,653	459,872	724,000	738,168	Incl. data visualisation, migration of website to new software version; further website development
3010 Publication and production	113,337	93,321	191,000	133,703	Less publication efforts than planned, e.g no publications related 'Ad-Hoc' activity
3012 Marketing and promotion	296,459	246,223	210,000	261,914	Media costs, incl. social media and e-survey related media costs
Marketing and promotion - from assigned revenue for Pilot Project (C4)				5,000	Provision of photography and filming services
3030 Research and study contracts	2,929,577	4,018,780	4,171,000	3,930,506	All PD 2023 projects implemented. Savings of ca. 220k EUR in relation to 'Ad-Hoc' activity
Research and study contracts - from assigned revenue (IPA)				829,231	Assigned revenue appropriations available for European Working Condition Survey in IPA countries
Research and study contracts- from assigned revenue (Other R0)		184,190	pm	592,756	Assigned revenue appropriations available for European Working Condition Survey in Norway, Switzerland, Belgium and Slovenia (see corresponding Revenue)
Research and study contracts- from assigned revenue for Pilot Project (R0)	943,802				
Research and study contracts- from assigned revenue for Pilot Project (C4)			pm	120,000	Assigned revenue appropriations available for Pilot Project on 'Working Time Reduction'
3040 Events and meetings	235,961	162,843	351,000	179,654	Fewer events and meetings than initially planned.
Events and meetings - from assigned revenue (C4)	1,389.31				
3041 Interpretation	3,940	3,940	5,000	3,940	Interpretation for Board meeting
3042 Management Board	54,387	56,248	85,000	79,048	Actual expected expenditure on MB/EB meetings and participan reimbursement
3050 Translation	501,743	220,835	363,000	385,578	As per output and publication plan 2023. Incl. allocation of additional funds to translation of executive summaries
Total Title 3	6,640,248	5,446,252	6,100,000	7,259,497	
Grand Total	22,757,000	22,438,000	23,813,000	25,369,931	