

# Annual Accounts Financial Year 2019

These accounts have been drawn up by the Accounting Officer on 29/04/2020. The opinion of the Management Board was given on 22/06/2020.

The present annual accounts, together with the opinion of the Management Board, have been sent to the Commission's Accounting Officer, the Court of Auditors, the European Parliament and the Council on 23/06/2020.

The accounts will be published on the Eurofound website:

<http://www.eurofound.europa.eu>

Dublin, 23/06/2020



David Maddocks  
Accounting Officer

## **DECISION NO 28 THE MANAGEMENT BOARD OF THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS**

Having regard to Regulation (EU) 2019/127 of the European Parliament and of the Council of 16 January 2019 establishing the European Foundation for the improvement of living and working conditions (Eurofound), and repealing Council Regulation (EEC) No 1365/75<sup>1</sup>

WHEREAS Article 16, point 4 states that the Accounting Officer shall draw up Eurofound's final accounts and that the Executive Director shall submit them to the Management Board for an opinion,

WHEREAS Article 16, point 5 states that the Management Board shall deliver an opinion on Eurofound's final accounts.

WHEREAS Article 16, point 6 states that the Accounting Officer shall, by 1 July at the latest following each financial year, forward these final accounts to the European Parliament, the Council, the Commission and the Court of Auditors, together with the Management Board's opinion,

HAS ADOPTED

The following opinion on the Final Accounts for the year 2019:

*The Management Board takes note of Eurofound's Final Accounts for the year 2019 as well as the preliminary observation of the Court of Auditors.*

*The Management Board*

- *Appreciates that the Court of Auditors gave full assurance on the reliability of the accounts and the legality and regularity of their underlying transactions,*
- *Acknowledges the preliminary observation of the Court and requests Eurofound to follow up on them.*

*The Management Board gives a positive opinion on the Final Accounts for 2019 and invites the Accounting Officer to forward the accounts and this opinion to the European Parliament, the Council, the Commission and the Court of Auditors.*

*The Management Board looks forward to the final report of the Court of Auditors and the remarks of the European Parliament and the Council during the discharge procedure.*

Done by a written procedure, on 22 June 2020

For the Management Board

The Chairperson

---

<sup>1</sup>. OJ L 30, 31.1.2019, p. 74.

Attachments:

- Final annual accounts 2019
- Preliminary observations by the Court of Auditors on annual accounts 2019



# **Final Annual Accounts for the European Foundation for the Improvement of Living and Working Conditions**

## **Financial Year 2019**

**Dublin, 29 April 2020**

# ACCOUNTS FOR THE YEAR 2019

## TABLE OF CONTENTS

<b>GENERAL INFORMATION ON EUROFOUND</b> .....	<b>3</b>
<b>CERTIFICATION OF THE ACCOUNTS</b> .....	<b>4</b>
<b>LEGAL BASIS FOR THE FINANCIAL RULES AND MAIN ACCOUNTING PRINCIPLES</b> .....	<b>5</b>
<b>STATEMENT OF FINANCIAL PERFORMANCE</b> .....	<b>6</b>
<b>BALANCE SHEETS - ASSETS</b> .....	<b>8</b>
<b>BALANCE SHEET – LIABILITIES</b> .....	<b>8</b>
<b>STATEMENT OF CHANGES IN NET ASSETS</b> .....	<b>9</b>
<b>CASH FLOW</b> .....	<b>9</b>
<b>AUTHORISED POSTS</b> .....	<b>10</b>
<b>ANNEXES TO THE ANNUAL ACCOUNTS 2019</b> .....	<b>11</b>
ACCOUNTING REGULATIONS AND PRINCIPLES .....	12
ANNEXES TO ASSETS .....	13
ANNEXES TO LIABILITIES .....	17
<b>DISCLOSURES</b> .....	<b>18</b>
<b>REPORT ON BUDGETARY AND FINANCIAL MANAGEMENT 2019</b> .....	<b>22</b>
LEGAL BASIS FOR THE BUDGETARY ACCOUNTING PRINCIPLES .....	22
BUDGETARY PROCEDURE 2019 .....	24
HARMONISATION TABLES FOR BUDGET IMPLEMENTATION .....	25
BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2019 .....	32
RECONCILIATION OF THE ACCRUAL BASED RESULT WITH THE BUDGET RESULT .....	33
BUDGETARY IMPLEMENTATION RATES (%) IN 2019.....	34
ANALYSIS OF FINANCIAL MANAGEMENT IN RESPECT OF THE YEAR 2019.....	35
2019 BUDGETARY IMPLEMENTATION – DETAILED BUDGETARY TABLES.....	41
CREDIT OPERATIONS IN 2019.....	52

## ACCOUNTS FOR THE YEAR 2019

---

### GENERAL INFORMATION ON EUROFOUND

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency, whose role is to provide knowledge to assist in the development of better social, employment and work-related policies. Eurofound was established in 1975 by Council Regulation (EEC) No. 1365/75 to contribute to the planning and design of better living and working conditions in Europe. A new Founding Regulation was adopted on 20 December 2018 and took effect on 20 February 2019.

Eurofound provides information, advice and expertise on working conditions and sustainable work, industrial relations, labour market change and quality of life and public services, to support the EU Institutions and bodies, Member States and Social Partners in shaping and implementing social and employment policies, as well as promoting social dialogue on the basis of comparative information, research and analysis.

The current Programming document 2017–2020 describes Eurofound’s planned work over the four-year programming period. Eurofound has chosen six strategic topic areas in which to carry out activities aimed at providing the knowledge to achieve upward convergence of living and working conditions in the European Union. These are:

- Working conditions and sustainable work
- Industrial relations
- Labour market change
- Quality of life and public services
- The digital age: Opportunities and challenges for work and employment
- Monitoring convergence in the European Union

The first four are the core areas where Eurofound has established its expertise over four decades and ensure continuity in the Agency’s work. The final two, on the digital age and convergence in the EU, introduce a new dimension into Eurofound’s activities as they capture cross-cutting challenges and paradigmatic changes that are likely to have a transforming influence on the areas at the centre of Eurofound’s work. Through the framework of these six topics, Eurofound will examine how living and working conditions can be improved through public policies and legislation, intervention of the social partners and practices at workplace level. The multiannual programme 2017–2020 sets out a specific work programme for each year of the programming period.

Eurofound's three regularly repeated pan-European surveys and three observatories contribute to the work in the topic areas.

## CERTIFICATION OF THE ACCOUNTS

I acknowledge my responsibility for the preparation and presentation of the annual accounts of the European Foundation for the Improvement of Living and Working Conditions in accordance with Article 102 of the Framework Financial Regulation ('FFR')<sup>1</sup> and I hereby certify that the annual accounts of the European Foundation for the Improvement of Living and Working Conditions for the year 2019 have been prepared in accordance with Title IX of the FFR and the accounting rules adopted by the Commission's Accounting Officer, as are to be applied by all the institutions and union bodies.

I have obtained from the Authorising Officer, who certified its reliability, all the information necessary for the production of the accounts that show the European Foundation for the Improvement of Living and Working Conditions' assets and liabilities and the budgetary implementation. Based on this information, and on such checks as I deemed necessary to sign off the accounts, I have a reasonable assurance that the accounts present fairly, in all material aspects, the financial position, the results of the operations and the cash-flow of the European Foundation for the Improvement of Living and Working Conditions.

Dublin, 1 April 2020



David Maddocks

Accounting Officer

of the European Foundation for the

Improvement of Living and Working Conditions

<sup>1</sup> COMMISSION DELEGATED REGULATION (EU) 2019/715 of 18 December 2018 on the framework financial regulation for the bodies set up under the TFEU and Euratom Treaty and referred to in Article 70 of Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council.

## **LEGAL BASIS FOR THE FINANCIAL RULES AND MAIN ACCOUNTING PRINCIPLES**

The accounts are kept in accordance with the requirements of Eurofound's Financial Regulations (FR) and its rules of application which were adopted on 30 August 2019 by the Management Board and which apply from 1 July 2019.

More precisely they are kept in accordance with Article 98 of the FR.

According to article 51 of the FR the accounting officer of Eurofound shall apply the rules adopted by the accounting officer of the Commission based on internationally accepted accounting standards for the public sector. Articles 80 to 84 and 87 of Regulation (EU, Euratom) 2018/1046 shall apply. Articles 85 and 86 of Regulation (EU, Euratom) 2018/1046 shall apply *mutatis mutandis*.

### **Reporting Currency**

The currency used in these financial statements is the Euro denoted by the symbol €.



## STATEMENT OF FINANCIAL PERFORMANCE

	2019	2018	Variation
<b>Operating revenue</b>	<b>21,666,284</b>	<b>20,999,626</b>	<b>666,658</b>
European Commission General Subsidy from DG EMPL	20,779,000	20,229,025	549,975
FOME Funds from DG GROW	162,611	554,820	-392,209
Reverse Accrued Income for FOME Project from DG GROW	-49,378	-126,491	77,113
Accrued Income for FOME Project from DG GROW	0	49,378	-49,378
IPA Funds from DG NEAR	140,082	140,300	-218
Reverse Accrued Income for IPA funds from DG NEAR	-140,300	0	-140,300
Accrued Income for IPA funds from DG NEAR	135,191	0	135,191
Norway contribution to 7th EWCS	217,031	52,535	164,496
Belgium contribution to 7th EWCS	160,500	0	160,500
Switzerland contribution to 7th EWCS	116,020	0	116,020
Norway contribution to NEC	68,663	51,638	17,025
Slovenia contribution to 7th EWCS	32,150	0	32,150
Liquidated Damages	28,131	0	28,131
Netherlands contract for research into Minimum Wage	16,112	0	16,112
Realised Exchange Rate Gains	323	241	82
Royalties	110	138	-28
Recovery of overpayment in previous year	38	0	38
Sale of Official Car	0	23,275	-23,275
BAuA contribution to Joint Expert Workshop	0	21,725	-21,725
Bank interest	0	3,042	-3,042
<b>TOTAL OPERATING REVENUE (€)</b>	<b>21,666,284</b>	<b>20,999,626</b>	<b>666,658</b>

	2019	2018	Variation
<b>Administrative expenses</b>	<b>12,823,940</b>	<b>12,521,572</b>	<b>302,368</b>
All Staff expenses	12,618,421	12,289,367	329,054
Fixed asset related expenses	205,519	232,205	-26,686
<b>Other administrative expenses</b>	<b>2,352,222</b>	<b>2,467,141</b>	<b>-114,919</b>
Rent of Land & Buildings	22,920	22,397	523
Maintenance & Security	470,577	624,463	-153,886
Insurance - Building	16,617	29,033	-12,416
Taxes	21,131	21,131	0
Office Supplies	6,494	10,200	-3,706
Legal Expenses	45,944	52,069	-6,125
Communications	62,929	47,797	15,132
Insurance - Others	8,393	11,044	-2,651
Car & Transport expenses	1,235	1,547	-312
Recruitment Costs	93,067	53,867	39,200
Training costs	108,039	68,057	39,982
Missions	285,860	311,064	-25,204
Experts and related expenditure	0	1,005	-1,005
IT Costs	850,186	676,296	173,890
Other external service provider (non-IT)	247,985	509,287	-261,302
Expenses with other Consolidated Entities	100,845	7,884	92,961
Provision for other liabilities and charges	10,000	20,000	-10,000

	<b>2019</b>	<b>2018</b>	<b>Variation</b>
<b>Operational expenses</b>	<b>6,010,476</b>	<b>5,954,000</b>	<b>56,476</b>
Documentation System	595,158	950,263	-355,105
Publications	235,478	203,901	31,577
Marketing & Promotion	126,354	221,407	-95,053
Studies	4,195,418	3,764,831	430,587
Meetings	289,317	376,031	-86,714
Interpretation	22,376	14,380	7,996
Management Board	146,689	128,796	17,893
Translations	398,043	292,603	105,440
Realised Exchange Rate Losses	1,643	1,788	-145
<b>Other Financial Expenses</b>	<b>2,085</b>	<b>198</b>	<b>1,887</b>
<b>TOTAL OPERATING EXPENSES (€)</b>	<b>21,188,723</b>	<b>20,942,911</b>	<b>245,812</b>
<b>ECONOMIC OUTTURN FOR THE YEAR (€)</b>	<b>477,561</b>	<b>56,714</b>	<b>420,847</b>

### Note on Staff expenses

All salary calculations giving the total staff expenses included in the Statement of Financial Performance of Eurofound are externalized to the Office for administration and payment of individual entitlements (also known as the Paymaster's Office-PMO) which is a central office of the European Commission.

The PMO's mission is to manage the financial rights of permanent, temporary and contractual staff working at the Commission, to calculate and to pay their salaries and other financial entitlements. It also provides these services to other EU institutions and agencies. The PMO is also responsible for managing the health insurance fund of the Institutions, together with processing and paying the claims of reimbursement from staff members, as well as managing the pension fund and paying the pensions of retired staff members. The PMO is audited by the European Court of Auditors.

Eurofound is responsible for the communication to the PMO of reliable information allowing the calculation of the staff costs. It is also responsible for checking that this information has been correctly handled in the monthly payroll report used for accounting payroll costs. It is not responsible for the calculation of the payroll costs performed by PMO.

## BALANCE SHEETS - ASSETS

ASSETS	31.12.2019	31.12.2018	Variation
<b>A. NON CURRENT ASSETS</b>			
<b>Intangible assets</b>			
<b>Property, plant and equipment</b>	844,424	1,032,329	-187,905
Land and buildings	452,187	494,020	-41,833
Plant and equipment	13,403	21,956	-8,553
Computer hardware	130,876	208,167	-77,291
Furniture and vehicles	102,040	135,730	-33,690
Other fixtures and fittings	145,918	172,456	-26,538
<b>TOTAL NON CURRENT ASSETS</b>	<b>844,424</b>	<b>1,032,329</b>	<b>-187,905</b>
<b>B. CURRENT ASSETS</b>			
<b>Short-term receivables</b>	282,409	231,326	51,083
Current receivables	2,213	500	1,713
Sundry receivables	36,517	44,646	-8,129
<b>Other</b>	243,679	186,180	57,499
Deferred charges	243,679	186,180	57,499
<b>Cash and cash equivalents</b>	5,376,448	4,152,651	1,223,797
<b>TOTAL CURRENT ASSETS</b>	<b>5,658,857</b>	<b>4,383,977</b>	<b>1,274,880</b>
<b>TOTAL (€)</b>	<b>6,503,281</b>	<b>5,416,306</b>	<b>1,086,975</b>

## BALANCE SHEET – LIABILITIES

LIABILITIES	31.12.2019	31.12.2018	Variation
<b>Net Assets</b>	<b>4,787,147</b>	<b>4,309,586</b>	<b>477,561</b>
Accumulated surplus/deficit	4,309,586	4,252,872	56,714
Economic outturn for the year - profit+/loss-	477,561	56,714	420,847
<b>TOTAL</b>	<b>4,787,147</b>	<b>4,309,586</b>	<b>477,561</b>
<b>CURRENT LIABILITIES</b>	<b>1,716,134</b>	<b>1,106,719</b>	<b>609,414</b>
Provisions for risks and charges	30,000	20,000	10,000
<b>Accounts payable</b>	<b>1,686,134</b>	<b>1,086,719</b>	<b>599,414</b>
Current payables	0	0	0
Sundry payables	345	10,270	-9,925
<b>Other</b>	<b>1,147,492</b>	<b>642,971</b>	<b>504,521</b>
Accrued charges	1,149,235	642,971	506,264
Other passive accruals and deferrals	-1,743	0	-1,743
<b>Accounts payable with consolidated EU entities</b>	<b>538,297</b>	<b>433,478</b>	<b>104,819</b>
Pre-financing received from consolidated EU entities	538,297	433,478	104,819
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,716,134</b>	<b>1,106,719</b>	<b>609,414</b>
<b>TOTAL (€)</b>	<b>6,503,281</b>	<b>5,416,306</b>	<b>1,086,975</b>

## STATEMENT OF CHANGES IN NET ASSETS

Net assets 2019	Reserves		Accumulated Surplus / Deficit	Economic result of the year	Net assets (total)
	Fair value reserve	Other reserves			
<b>Balance as of 31 December 2018</b>			<b>2,223,003.87</b>	<b>2,086,582.21</b>	<b>4,309,586.08</b>
Changes in accounting policies 1)					0.00
<b>Balance as of 1 January 2019</b>	<b>0.00</b>	<b>0.00</b>	<b>2,223,003.87</b>	<b>2,086,582.21</b>	<b>4,309,586.08</b>
Other 2)					
Allocation of the Economic Result of Previous Year			-56,714.31	56,714.31	0.00
Economic result of the year				477,561.33	477,561.33
<b>Balance as of 31 December 2019</b>	<b>0.00</b>	<b>0.00</b>	<b>2,166,289.56</b>	<b>2,620,857.85</b>	<b>4,787,147.41</b>

## CASH FLOW

Cash Flows from ordinary activities	2019	2018	Variation
<b>Surplus/(deficit) from ordinary activities</b>	<b>477,561</b>	<b>56,714</b>	<b>420,847</b>
<b>Operating activities</b>			
Adjustments			
Amortization (intangible fixed assets) +	0	0	0
Depreciation (tangible fixed assets) +	203,617	220,471	-16,854
Increase/(decrease) in Provisions for risks and liabilities	10,000	0	10,000
(Increase)/decrease in Short term Pre-financing	0	0	0
(Increase)/decrease in Short term Receivables	-51,083	-19,201	-31,882
Increase/(decrease) in Accounts payable	494,594	-487,875	982,470
Increase/(decrease) in Liabilities related to consolidated EU entities	104,819	-397,273	502,092
Other non-cash movements	1,902	11,734	-9,832
<b>Net cash Flow from operating activities</b>	<b>1,241,411</b>	<b>-615,430</b>	<b>1,856,841</b>
Cash Flows from investing activities			
Increase of tangible and intangible fixed assets (-)	-17,614	-335,152	317,538
Proceeds from tangible and intangible fixed assets (+)	0	0	0
<b>Net cash flow from investing activities</b>	<b>-17,614</b>	<b>-335,152</b>	<b>317,538</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>1,223,797</b>	<b>-950,582</b>	<b>2,174,380</b>
<b>Cash and cash equivalents at the beginning of the period</b>	<b>4,152,651</b>	<b>5,103,233</b>	<b>-950,582</b>
<b>Cash and cash equivalents at the end of the period (€)</b>	<b>5,376,448</b>	<b>4,152,651</b>	<b>1,223,797</b>

## AUTHORISED POSTS

Function group and grade	2019		2018	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16				
AD 15		1		1
AD 14		1		1
AD 13	2	3	2	4
AD 12	1	8	1	7
AD 11	1	5	1	5
AD 10		5		4
AD 9	1	7		5
AD 8		7	1	7
AD 7		6		6
AD 6		2		3
AD 5		1		1
<b>Total AD</b>	<b>5</b>	<b>46</b>	<b>5</b>	<b>44</b>
AST 11		1		1
AST 10		2		1
AST 9		6		5
AST 8	1	7		7
AST 7	2	7	2	8
AST 6	2	1	3	2
AST 5	1	5	1	7
AST 4		2		2
AST 3		2		1
AST 2		1		1
AST 1				1
<b>Total AST</b>	<b>6</b>	<b>34</b>	<b>6</b>	<b>36</b>
<b>Total</b>	<b>11</b>	<b>80</b>	<b>11</b>	<b>80</b>
<b>Grand Total</b>	<b>91</b>		<b>91</b>	

Contract staff posts	2019	2018
FG IV	6	6
FG III	3	3
FG II	2	2
FG I	2	2
<b>Total FG</b>	<b>13</b>	<b>13</b>
Seconded national experts posts	1	1
<b>Total</b>	<b>14</b>	<b>14</b>

**ANNEXES TO THE ANNUAL ACCOUNTS 2019**

## **ACCOUNTS 2019 - ANNEXES TO THE BALANCE SHEET**

### **ACCOUNTING REGULATIONS AND PRINCIPLES**

The Financial Statements of the Authority have been prepared in accordance with:

Financial Regulation of Eurofound;

Implementing rules of the Financial Regulation;

General accounting rules and harmonised chart of accounts adopted by the Commission's accounting officer and communicated on 29th December 2004, amended by the decision communicated on 19<sup>th</sup> October 2006;

Relevant IPSAS rules whenever the accounting rules of Commission were not sufficiently precise.

The Financial Statements have been prepared in accordance with the Generally Accepted Accounting Principles, namely:

- Fair presentation
- Going concern
- Consistency of presentation
- Comparability of information
- Aggregation
- Offsetting
- Accrual basis

The objective of the Financial Statements is to provide information about the financial position, performance and cash flows of an entity that is useful to a wide range of users.

For a Community entity such as Eurofound, there is the additional objective of demonstrating to the budgetary authority, the sound management of the resources entrusted to it.

## ANNEXES TO ASSETS

### NON CURRENT ASSETS

#### Intangible Fixed Assets:

Intangible Fixed Assets are licences for software in use, purchased from third parties. They are set out in the following table (*Euros*)

2019		Internally generated Computer Software	Other Computer Software	Total Computer Software
<b>Gross carrying amounts 01.01.2019</b>	+	<b>0.00</b>	<b>5,526.47</b>	<b>5,526.47</b>
Additions	+	0.00	0.00	<b>0.00</b>
Disposals	-	0.00	-1,800.82	<b>-1,800.82</b>
Transfer between headings	+/-	0.00	0.00	<b>0.00</b>
Other changes (2)	+/-	0.00	0.00	<b>0.00</b>
<b>Gross carrying amounts 31.12.2019</b>		<b>0.00</b>	<b>3,725.65</b>	<b>3,725.65</b>
<b>Accumulated amortization and impairment 01.01.2019</b>	-	<b>0.00</b>	<b>-5,526.47</b>	<b>-5,526.47</b>
Amortization	-	0.00	0.00	<b>0.00</b>
Write-back of amortization	+	0.00	0.00	<b>0.00</b>
Disposals	+	0.00	1,800.82	<b>1,800.82</b>
Impairment (2)	-	0.00	0.00	<b>0.00</b>
Write-back of impairment	+	0.00	0.00	<b>0.00</b>
Transfer between headings	+/-	0.00	0.00	<b>0.00</b>
Other changes (2)	+/-	0.00	0.00	<b>0.00</b>
<b>Accumulated amortization and impairment 31.12.2019</b>		<b>0.00</b>	<b>-3,725.65</b>	<b>-3,725.65</b>
<b>Net carrying amounts 31.12.2019</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

Depreciation rate used conforms to the accounting rules set up by the Accounting Officer of the Commission: **25.0%** (useful life: 4 years). The intangible assets are depreciated monthly on a straight-line basis from the beginning of the month of entry of service. The threshold for asset values is 5,000€ (see note below).



**Property, Plant and Equipment PPE:**

2019		Land	Buildings	Plant and Equipment	Furniture and vehicles	Computer hardware	Other Fixtures and Fittings	Total
<b>Gross carrying amounts 01.01.2019</b>	+		<b>8,030,195.50</b>	<b>70,455.61</b>	<b>734,630.63</b>	<b>1,080,288.02</b>	<b>836,200.65</b>	<b>10,751,770.41</b>
Additions	+						17,613.77	17,613.77
Disposals	-		-5,173.28		-16,838.27	-273,345.20	-12,092.66	-307,449.41
Transfer between headings	+/-							0.00
Other changes (1)	+/-							0.00
<b>Gross carrying amounts 31.12.2019</b>		<b>0.00</b>	<b>8,025,022.22</b>	<b>70,455.61</b>	<b>717,792.36</b>	<b>806,942.82</b>	<b>841,721.76</b>	<b>10,461,934.77</b>
								0.00
<b>Accumulated amortization and impairment 01.01.2019</b>	-		<b>-7,536,175.52</b>	<b>-48,499.94</b>	<b>-598,900.17</b>	<b>-872,121.02</b>	<b>-663,744.65</b>	<b>-9,719,441.30</b>
Depreciation	-		-41,833.00	-8,553.00	-33,690.00	-77,291.00	-44,151.77	-205,518.77
Write-back of depreciation	+							0.00
Disposals	+		5,173.28		16,838.27	273,345.20	12,092.66	307,449.41
Impairment (1)	-							0.00
Write-back of impairment	+							0.00
Transfer between headings	+/-							0.00
Other changes (1)	+/-							0.00
<b>Accumulated amortization and impairment 31.12.2019</b>		<b>0.00</b>	<b>-7,572,835.24</b>	<b>-57,052.94</b>	<b>-615,751.90</b>	<b>-676,066.82</b>	<b>-695,803.76</b>	<b>-9,617,510.66</b>
<b>Net carrying amounts 31.12.2019</b>		<b>0.00</b>	<b>452,186.98</b>	<b>13,402.67</b>	<b>102,040.46</b>	<b>130,876.00</b>	<b>145,918.00</b>	<b>844,424.11</b>

Depreciation rates used to conform to the accounting rules set up by the Accounting Officer of the Commission are the following:

<b>Asset type</b>	<b>Depreciation rate</b>	<b>Depreciation rate used by Eurofound</b>
<b>Intangible assets</b>	<b>9%-33%</b>	<b>25%</b>
<b>Tangible assets</b>		
<b>Land</b>	<b>0%</b>	<b>0%</b>
<b>Buildings</b>	<b>4%-10%</b>	<b>4%; 10%</b>
<b>Plant and equipment</b>	<b>10%-25%</b>	<b>12.5%; 25%</b>
<b>Furniture and vehicles</b>	<b>10%-25%</b>	<b>10%; 12.5%; 25%</b>
<b>Computer hardware</b>	<b>25%-33%</b>	<b>25%</b>
<b>Other fixed assets</b>	<b>10%-33%</b>	<b>12.5%; 25%</b>
<b>Tangible fixed assets under construction</b>	<b>0%</b>	<b>0%</b>

Depreciation is calculated monthly on a straight-line basis from the beginning of the month of entry of service.

From the 1<sup>st</sup> of January 2017, the threshold for asset values was increased from 420€ to 5,000€ in line with that of the European Commission.

This only affects new acquisitions after this date. No retrospective action is to be taken on assets procured before 1<sup>st</sup> January 2017.

## CURRENT ASSETS

CURRENT ASSETS	31.12.2019	31.12.2018	Variation
<b>Current receivables</b>	<b>2,213</b>	<b>500</b>	<b>1,713</b>
Amounts receivable from Member States	1,452	500	952
Receivables from Consolidated Entities	725	0	725
Bank Charges to be allocated	36	0	36
<b>Sundry Receivables</b>	<b>36,517</b>	<b>44,646</b>	<b>-8,129</b>
Receivables from Staff	36,517	44,646	-8,129
<b>Other Short-term receivables</b>	<b>243,679</b>	<b>186,180</b>	<b>57,499</b>
Deferred Charges	243,679	186,180	57,499
<b>Cash and cash equivalents</b>	<b>5,376,448</b>	<b>4,152,651</b>	<b>1,223,797</b>
Allied Irish Bank (AIB) - Dublin	22,923	32,317	-9,395
ING Main Account - Brussels	4,668,844	3,930,334	738,511
ING IPA Funds Account - Brussels	684,681	190,000	494,681
<b>TOTAL CURRENT ASSETS</b>	<b>5,658,857</b>	<b>4,383,977</b>	<b>1,274,880</b>

Current receivables, 2,213.18 EUR in 2019, is comprised of monies owed by the local authority, refund of VAT from the national government, reimbursement of mission expenses due from another EU agency and a small amount of bank charges.

Sundry receivables, 36,516.66 EUR in 2019, refers to amounts owed by staff for overpayment of allowances.

Deferred Charges, 243,678.69 EUR in 2019, are pre-paid expenses such as software licenses, subscriptions and insurance policies which partially cover two financial years. Part of the cost was expensed in 2019 and the remaining (deferred) charge sits in the Balance sheet as a Current Asset.

Cash and cash equivalents, 5,376,447.96 EUR at the end of 2019, are held across three separate bank accounts; the main bank account from which all payments are made, the IPA account which holds cash received from DG NEAR for IPA projects and a local bank account used for online purchases and for payments in cash and by cheque.

## ANNEXES TO LIABILITIES

### CURRENT LIABILITIES

	31.12.2019	31.12.2018	Variation
<b>Current and sundry payables</b>	<b>30,345</b>	<b>30,270</b>	<b>75</b>
Short-term provision	30,000	20,000	10,000
Amounts payable to vendors	0	9,590	-9,590
Other passive accruals and deferrals	345	680	-335
<b>Accrued charges</b>	<b>1,147,491</b>	<b>642,971</b>	<b>504,521</b>
Amounts accrued for goods and services	948,528	470,185	478,343
Provision for untaken holidays by staff	200,707	172,786	27,921
Negative Bank Interest	-1,743	0	-1,743
<b>Accounts payable with consolidated entities</b>	<b>538,297</b>	<b>433,478</b>	<b>104,819</b>
Positive balance to be reimbursed to the Commission	0	141,975	-141,975
Open Pre-financing from DG NEAR	409,727	49,700	360,027
Open Pre-financing from DG GROW	128,570	241,803	-113,233
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,716,134</b>	<b>1,106,719</b>	<b>609,414</b>

A provision of 30,000 EUR is made in anticipation of the outcome of an ongoing court case.

Accrued charges, 1,147,490.94 EUR in 2019, are those amounts of expenditure which are recognised in the accounts in 2019 but will be paid in cash terms the following year. These are for goods and services received in 2019, together with a provision for the cost of annual leave for staff.

From 3 December 2019, ING Bank applies the ECB interest rate. As the rate was negative in 2019, Eurofound owed the amount of 1,743.38 EUR in interest payment to ING at the year-end.

There is a balance of 409,727 EUR open pre-financing from DG NEAR for IPA projects. IPA is the instrument for pre-accession countries and the funding allows for inclusion of those countries in Eurofound's surveys. The balance covers two contracts. The residual balance of 49,918 EUR from contract 377-705 is to be returned to DG NEAR in 2020. The remaining balance of 359,809 EUR from contract 402-940 is available for consumption.

The Future of Manufacturing in Europe (FOME) project concluded in April 2019. After reconciliation of the expenditure, this leaves an open pre-financing balance of 128,570.25 EUR to be returned to DG GROW in 2020.

## DISCLOSURES

<b>Credit risk</b>
--------------------

**Table A: credit quality of financial assets that are neither past due nor impaired**

31 December 2018	Available for sale financial assets (including accrued interest)	Loans (including term deposits >3 months)	Receivables with Member States	All receivables with third parties including accruals & deferrals (excluding receivables with MS and receivables with consol. entities)	Receivables with consolidated entities	Cash equivalent	Current accounts
	F28212	F29002	F40802	F40802	F40802	F52122	F52012
Counterparties <u>with</u> external credit rating:	0.00	0.00	0.00	0.00	0.00	0.00	5,376,447.96
Prime and high grade							5,353,525.31
Upper medium grade							22,922.65
Lower medium grade							
Non-investment grade							
Unassigned					n/a		

The name of the bank
ING Belgium
AIB (Ireland)

**Table B: analysis of the age of financial assets that are not impaired**

	Neither past due nor impaired (1)	Past due but not impaired			Total (1+2+3+4)
		< 1 year (2)	1-5 years (3)	> 5 years (4)	
<b>Available for sale financial assets (including accrued interest)<sup>2</sup></b>					
31 December 2019	0.00				0.00
<b>Loans (including term deposits &gt;3 months)</b>					
31 December 2019	0.00				0.00
<b>Receivables with Member States</b>					
31 December 2019	0.00	952.22		500.00	1,452.22
<b>Receivables with third parties</b>					
31 December 2019	0.00	280,230.97			280,230.97
<b>Receivables with consolidated entities</b>					
31 December 2019	0.00	725.34			725.34

**Market Risk Disclosures**

**Table A: overview of the foreign currencies to which the EU entity is exposed (amounts in EUR to be included in the table)**

	Currency exposure (amounts in EUR to be included in the table)						
	USD EUR equivalent	GBP EUR equivalent	DKK EUR equivalent	SEK EUR equivalent	EUR	Other EUR equivalent	Total EUR
	960	961	962	963	965	964	
<b>31 December 2019</b>							
Monetary assets	0.00	0.00	0.00	0.00	5,658,856.49	0.00	5,658,856.49
Available for sale financial assets							0.00
Loans (including term deposits >3 months)							0.00
Receivables with Member States					1,452.22		1,452.22
All receivables with third parties including accruals & deferrals (excluding receivables with MS and receivables with consolidated entities)					280,230.97		280,230.97
Receivables with consolidated entities					725.34		725.34
Cash and cash equivalent					5,376,447.96		5,376,447.96
Monetary liabilities	0.00	0.00	0.00	0.00	538,642.25	0.00	538,642.25
Payables with third parties					345.00		345.00
Payables with consolidated entities					538,297.25		538,297.25
<b>Net Position</b>	0.00	0.00	0.00	0.00	5,120,214.24	0.00	5,120,214.24

<b>Disclosures - Events after the Reporting Period</b>
--

During the first half of 2020, the coronavirus outbreak has had a huge impact on the EU economy. As a non-adjusting event, the outbreak of the coronavirus does not require any adjustments to the figures reported in these annual accounts. For subsequent reporting periods, COVID-19 may affect the recognition and measurement of some assets and liabilities on the balance sheet and also of some revenue and expenses recognised in the statement of financial performance. Due to various social measures being implemented across the EU, it has been necessary for Eurofound to suspend a number of its operations. Most notably the fieldwork for the 7th European Working Conditions Survey, which is the most expensive research project, is currently on hold. Consequently, there may be a significant delay in expensing the pre-financing received. This, in turn, may result in an increase of cancellations of budget appropriations. However, based on the information available at the date of signature of these annual accounts, the financial effects of the coronavirus outbreak on Eurofound's activities will be significant but cannot be reliably estimated.



## **REPORT ON BUDGETARY AND FINANCIAL MANAGEMENT 2019**

### **LEGAL BASIS FOR THE BUDGETARY ACCOUNTING PRINCIPLES**

Article 93 of the Financial Regulation applicable to the Agency's budget stipulates that "[t]he 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, annuity, 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 2019. The nomenclature of appropriations is defined by the Governing Board (Article 3 of the financial rules) and is subdivided into three titles.

- Title 1: Staff
- Title 2: Administrative expenditure (incl. infrastructure and building)
- Title 3: Operating expenditure

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

R0 funds for Title 1 (Missions) and Title 3 concern expenditure funded by assigned revenue. R0 appropriations are not cancelled if not committed but carried forward to the next financial year.

The analysis follows the European Union's accounting rule 16 on the presentation of budget information in annual accounts. According to this rule, 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 Governing Board to revise the original budget and the actual implemented amounts shall also be explained.

The budgetary outturn account was prepared in accordance with the requirements of Commission Regulation (Article 143, Regulation (EU, Euratom) No. 966/2012: Rules governing the accounts).

## Reporting Currency

The currency used is the Euro.

## Financial Information Systems

The Agency used the following financial software during the financial year:

- ABAC – general accounting and budgetary management system
- Business Objects – financial reporting software

## Terminology

<b>Fund Source</b>	<b>Concept applicable</b>	<b>Financial Rules</b>	<b>Presentation in this report</b>
<b>C1</b>	Initial budget, Amending budget Credit transfers	Art. 2, 6, 9, 10, 11, 12, 13, 33, 69, 70, 71 Art. 20, 34 Art. 27	EU subsidy and other general non- assigned appropriations entered in the budget
<b>C4</b>	Refunds available for re-use in current year's budget, internal assigned revenue	Art. 23.3.a, b, c, d, e, f, g and h	Belongs to (internal) assigned revenue
<b>C5</b>	Refunds carried over as internal assigned revenue	Art. 15	Belongs to (internal) assigned revenue
<b>C8</b>	Automatic carryovers of payment appropriations corresponding to commitments of non- differentiated appropriations	Art. 12.3	Carry over from 2018 to 2019
<b>C3</b>	Non-automatic carryovers of current years commitment appropriations to be used before 31/3	Art.14.3	C3 from 2018 to 2019
<b>R0</b>	Other earmarked revenue for specific purposes	Art. 23.2.a and b	Belongs to assigned (external) revenue arising from member states as well as IPA

## **BUDGETARY PROCEDURE 2019**

### **Draft Estimate**

During the meeting that took place on 19 January 2018, the Bureau of the Governing Board reviewed the 2019 Draft Estimate as part of the single Programming Document 2017-2020 (B 261/5). The total budget draft estimate was 20,979,000 €.

On 30 January 2018, the draft budget was adopted by written procedure (Written procedure 2018-01-GB).

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

### **Adopted budget 2019**

After negotiations between the Council and the Parliament and a conciliation process, the EU budget was approved by the Council and by Parliament on 12 December. 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 2018, the Governing Board adopted the final budget 2019 by written procedure.

### **Amending Budget 2019**

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 3 months of the approval.

All revenue and expenditure budget lines were adjusted according to the latest forecast as at the end of November 2019 to give a clear and transparent view of the forecasted budget execution. The changes and transfers of funds between the different budget lines made possible a high budget execution.

The figures for Title 1 (staff and staff-related expenditure) reflected the recent result of the annual salary calculation done by Eurostat which led to an increase of salaries for all EU staff of 2% from July 2019 on. The country coefficient for Ireland increased by 1.5%.

Some funds became available during the course of 2019 due to savings in Title 1 (staff related expenditure), mainly in basic salary payments, salary weightings and Title 3 general costs of meetings. This surplus was assigned to Title 3 (operational documentation systems and studies and pilot schemes) where it was possible to be consumed on further front loading the European Working Conditions Survey.

The amending budget was approved on 20 December 2019 by written procedure.

## HARMONISATION TABLES FOR BUDGET IMPLEMENTATION

### SUMMARY OF BUDGET IMPLEMENTATION IN 2019 (000€)

(1 000 euro)

REVENUE			EXPENDITURE										
Source of revenue	Revenue entered in the final budget for the financial year	Revenue collected	Allocation of expenditure	Final budget appropriations					Appropriations carried forward from previous financial year(s)				
				entered	committed	paid	carried forward	cancelled	entered	committed	paid	to be carried forward	cancelled
General Community Subsidy (IC1)	20,779	20,779	Title I Staff	13,488	13,487	13,208	279	1	193	0	121	0	72
Other revenue - miscellaneous (IC1)	0	0	Title II Administration	1,624	1,622	1,210	412	1	306	0	295	0	11
Other revenue - services rendered (IC1)	200	212	Title III Operating activities	5,880	5,879	2,568	3,312	0	2,877	0	2,831	0	46
Internally Assigned revenue (IC4)	-	6	Expenditure from Internally Assigned revenue (C4 and C5)	12	6	4	2	0	3	0	0	0	3
Externally Assigned revenue (IPA IR1)	0	495	Expenditure from Externally Assigned revenue (IPA R0)	495	137	97	398	0	0	0	0	0	0
Externally Assigned revenue (Other IR1)	-	532	Expenditure from Externally Assigned revenue (Other R0)	576	356	34	542	0	0	0	0	0	0
<b>TOTAL</b>	<b>20,979</b>	<b>22,024</b>	<b>TOTAL</b>	<b>22,075</b>	<b>21,488</b>	<b>17,121</b>	<b>4,945</b>	<b>2</b>	<b>3,378</b>	<b>0</b>	<b>3,246</b>	<b>0</b>	<b>132</b>

C1 = Appropriations for Current Year

C8= Appropriations Carried over from previous year

C4 = Appropriations for re-use

C3 =Appropriations Carried over by decision of Board

R0 = Appropriations arising from assigned revenue

C5= Carry Over Appropriations for re-use

The above table shows the amended budget revenue and actual revenue collected, as well as the final budget appropriations entered in the financial system.

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 C3, R0, C8, C5 funds sources.

## REVENUE – BUDGET IMPLEMENTATION (000€)

Type of revenue	Revenues in the initial budget 1	Amending budget 2	Revenues in the final budget 3=1+2	Recovery orders (in 2019 + from preceeding years) 4	Collected amounts 5	Amounts still to be collected 6=4-5
General subsidy from the European Commission	20,779	0	20,779	20,779	20,779	0
Financial revenue	0	0	0	0	0	0
Other Miscellanious (C1)	3	-3	0	0	0	0
Other Miscellanious (C4)	<i>pm</i>	13	6	7	6	1
Revenue from services rendered (C1)	197	547	744	744	744	0
<b>TOTAL</b>	<b>20,979</b>	<b>557</b>	<b>21,529</b>	<b>21,530</b>	<b>21,529</b>	<b>1</b>

The table above shows the revenue movements between initial budget, amended budget, recovery orders and final amounts collected in revenue sources IC1 (Commission subsidy), IC4 (miscellaneous revenue to be re-used) and IR1 (assigned revenue). At the end of the year, the amount still to be collected in 2019 stands at about €700. This amount will be recovered in 2020.

Revenue is 557K € (2.6%) higher than originally budgeted for. The actual revenue received against services rendered was higher than estimated.

**SUMMARY OF CHANGES FROM ORIGINAL TO FINAL BUDGET EXPENDITURE (000€)**

Item	Budget Heading	Initial Budget for the year	Amending budget I	Cumulative Transfers	Final budget for the year	Change in appropriations for assigned revenue	Authorised appropriations
		13,740	-231	-231	13,509	0	13,488
	<b>TITLE I: Staff expenditure (C1)</b>	<b>13,740</b>	<b>-231</b>	<b>-231</b>	<b>13,509</b>	<b>0</b>	<b>13,488</b>
		1,520	106	106	1,626	0	1,624
	<b>TITLE II: Administrative expenditure (C1)</b>	<b>1,520</b>	<b>106</b>	<b>106</b>	<b>1,626</b>	<b>0</b>	<b>1,624</b>
		5,719	131	130	5,850	0	5,880
	<b>TITLE III: Operating expenditure (C1)</b>	<b>5,719</b>	<b>131</b>	<b>130</b>	<b>5,850</b>	<b>0</b>	<b>5,880</b>
							0
	<b>Expenditure from assigned revenues (R0)</b>	<b>pm</b>			1,039	<b>0</b>	<b>1,026</b>
	<b>Expenditure from assigned revenues (C4)</b>	<b>pm</b>				<b>0</b>	<b>5</b>
	<b>TOTAL BUDGET</b>	<b>20,979</b>	<b>1,045</b>	<b>0</b>	<b>22,024</b>	<b>0</b>	<b>22,023</b>

Eurofound published an amended budget totalling 22,024K € in December 2019. In ABAC, final appropriations entered for 2019 amounted to 20,990K € in C1 and 12K € in C4 fund sources respectively.

The actual appropriations in Title 1 (staff and staff-related expenditure) were ca. 253K€ (1.8%) lower than initially budgeted. A major factor in this figure was the reduction in the basic salary line due to a number of retirements. The new correction coefficient for Ireland was applied from 1 July 2019 and increased from 117.7 % to 119.2 % (1.5%). Additionally, actual training expenditure resulted in further savings. The annual update of salaries amounting to +2%, took effect from 1 July 2019.

The increase of Title 2 (administration, buildings and infrastructure) by 105K€ (6.6 %) is explained by reallocation of funds to IT infrastructure and the refurbishment of bathroom facilities in the Main Building.

Title 3 (operational expenditure) saw a net increase of ca. 1,170K€ (20%). This funding was received from the lower than expected expenditure in Title 1 and higher than expected revenues from IPA country contributions for the EWCS. These revenues were used to pre-finance the European Working Conditions Survey.

## SUMMARY OF BUDGET IMPLEMENTATION OF CURRENT YEAR'S APPROPRIATIONS (000€)

Budget Heading	Type of credits 1	Authorised Appropriations 2	Commitments 3	Commitments (%) 4=3/2	Payments 5	% paid credits 6=5/2	Automatic carried forward appropriations 7	Carried forward appropriations by decision 8	% Carried forward/final credits 9=(7+8)/2	Cancel-lations 10=2-5-7-8	% cancelled/final credits 11=10/2
	C1	13,488	13,487	100.0%	13,208	97.9%	279		2.1%	0	0.0%
	C4	5	5	100.0%	4	80.0%	1		20.0%	0	0.0%
<b>TITLE I: Staff expenditure</b>		<b>13,493</b>	<b>13,492</b>	<b>100.0%</b>	<b>13,212</b>	<b>97.9%</b>	<b>280</b>		<b>2.1%</b>	<b>0</b>	<b>0.0%</b>
	C1	1,624	1,622	99.9%	1,210	74.5%	412		25.4%	2	0.1%
	C4	0	0	0.0%	0	0.0%	0		0.0%	0	0.0%
<b>TITLE II: Administrative expenditure</b>		<b>1,624</b>	<b>1,622</b>	<b>99.9%</b>	<b>1,210</b>	<b>74.5%</b>	<b>412</b>		<b>25.4%</b>	<b>2</b>	<b>0.1%</b>
	C1	5,880	5,879	100.0%	2,568	43.7%	3,311		56.3%	0	0.0%
	C4	7	1	0.0%	0	0.0%	7		0.0%	0	0.0%
<b>TITLE III: Operating expenditure</b>		<b>5,887</b>	<b>5,880</b>	<b>99.9%</b>	<b>2,568</b>	<b>44%</b>	<b>3,318</b>		<b>56.4%</b>	<b>0</b>	<b>0%</b>
	R0	1,071	494	46.1%	131	12.2%	363		33.9%	0	0.0%
<b>Expenditure from assigned revenues (T1-3)</b>		<b>1,071</b>	<b>494</b>	<b>46.1%</b>	<b>131</b>	<b>12.2%</b>	<b>363</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>TOTAL</b>	<b>22,075</b>	<b>21,488</b>	<b>97.3%</b>	<b>17,121</b>	<b>77.6%</b>	<b>4,373</b>	<b>0</b>	<b>19.8%</b>	<b>81</b>	<b>0.4%</b>

The above table shows a breakdown of current authorised appropriations, commitments, payments, carry forward appropriations and cancellations by fund sources in 2019.

Commitments made from general C1 appropriations amounting to 20,989K € represented budget execution rate of 99.99 % of final appropriations which were 20,496K € in 2018 (2018: 99.66 %). General C1 Appropriations entered in ABAC not used/cancelled amounting to 2.3K € represented ca. 0.01 % of final appropriations (2018: 0.34% or 70K €).

## SUMMARY OF IMPLEMENTATION OF APPROPRIATIONS CARRIED OVER FROM PREVIOUS YEAR

The table below shows consumption of carry over appropriations from 2018 to 2019 as well as cancelled appropriations.

Budget Heading	Type of appropriations carried over 1	Carried over appropriations 2	Commitments 3	Payments 4	Carried-forward appropriations 5	Cancel-lations/reclassified 6=2-4-5
	C8	206	193	121	0	85
	C5	2	0	0	2	0
<b>TITLE I: Staff expenditure</b>		<b>208</b>	<b>193</b>	<b>121</b>	<b>2</b>	<b>85</b>
	C8	306	306	295	0	11
	C5	0	0	0	0	0
<b>TITLE II: Administrative expenditure</b>		<b>306</b>	<b>306</b>	<b>295</b>	<b>0</b>	<b>11</b>
	C8	2,961	2,876	2,831	0	130
	C5	1	0	0	1	0
<b>TITLE III: Operating expenditure</b>		<b>2,962</b>	<b>2,876</b>	<b>2,831</b>	<b>1</b>	<b>130</b>
	R0	1,071	495	182	889	0
<b>Expenditure from assigned revenues</b>	<b>(T1 and T3)</b>	<b>201</b>	<b>0</b>	<b>107</b>	<b>94</b>	<b>0</b>
<b>TOTAL</b>		<b>3,677</b>	<b>3,375</b>	<b>3,354</b>	<b>97</b>	<b>226</b>

General appropriations carried over as C8 and cancelled, amounting to 129K €, represented 3.8 % of 3,375K €. In 2018, 2.6% or 103K € of general carry over appropriations (i.e. C1 in 2018, C8 in 2019) were cancelled.



## MONITORING TABLES FOR ASSIGNED REVENUE AND EXPENDITURE

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2019 TO 2020 AS AT 31.12.19							
Art.	Item	Heading	Carryover balance of 2018	Commitments in 2019	Appropriations Cancelled / re-classified	Payments 2019	Carry Overs to 2020
		<b>IPA 2016 377-705</b>					
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2016	95,287.00	53,747.23	0.00	52,969.10	42,317.90
<b>GRAND TOTALS</b>			<b>95,287.00</b>	<b>53,747.23</b>	<b>0.00</b>	<b>52,969.10</b>	<b>42,317.90</b>
STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2018 TO 2019 AS AT 31.12.18							
Art.	Item	Heading	Opening Balance 2019	New Commitments in 2019	Appropriations Cancelled	Payments 2019	Carry Overs to 2020
		<b>IPA 2018 402 - 940</b>					
303	3030	IPA Contract - Preparation of the 7th EWCS	495,000.00	137,491.00	0.00	94,633.40	400,366.60
<b>GRAND TOTALS</b>			<b>495,000.00</b>	<b>137,491.00</b>	<b>0.00</b>	<b>94,633.40</b>	<b>400,366.60</b>
Art.	Item	Heading	Opening Balance 2019	Commitments in 2019	Appropriations Cancelled / re-classified	Payments 2019	Carry Overs to 2020
		<b>Other Assigned revenue</b>					
0	0	IPA - IPA Countries CH BE SI NO	576,370.10	356,481.10	0.00	34,010.90	542,359.20
<b>GRAND TOTALS</b>			<b>576,370.10</b>	<b>356,481.10</b>	<b>0.00</b>	<b>34,010.90</b>	<b>542,359.20</b>
			Carryover balance of 2018	New Commitments in 2019	Appropriations Cancelled	Payments 2019	Carry Overs to 2020
<b>Cumulative for use of appropriations in 2019:</b>			<b>1,166,657.10</b>	<b>547,719.33</b>	<b>0.00</b>	<b>181,613.40</b>	<b>985,043.70</b>

The table above shows the cumulative appropriations available, commitments, payments and balances for all assigned revenue

IPA 2018 402/940: In 2019, Eurofound received 495K € for carrying out the 7<sup>th</sup> EWCS in IPA countries. The appropriations committed in 2019 totalled 137K€ with the majority of payments being made. 400K€ was carried to 2020 for use in the completion of the project.

Eurofound received circa 576K € in contributions from Norway, Slovenia, Belgium and Switzerland to extend the survey of the 7<sup>th</sup> EWCS.

**FOME FOR INFO ONLY (not included above):**

2018: The Future of Manufacturing in Europe (funded by the delegation agreement with the DG Environment)	BALANCE total carryovers on 31/12/16 / New appropriations in 2017	New commitments 2018	New payments in 2018	Cancelled / re-classified 2018	Carry Over Balance 2018
Funds received upon signatures of two Transfers of Funds agreements	846,775	380,778	507,820	47,000	338,955
	-47,000			47,000	-47,000
<b>Total projects 2015-2019 in 2018</b>	<b>799,775</b>	<b>380,778</b>	<b>507,820</b>	<b>47,000</b>	<b>291,955</b>
<hr/>					
2019: The Future of Manufacturing in Europe (funded by the delegation agreement with the DG Environment)	BALANCE total carryovers on 31/12/16 / New appropriations in 2017	New commitments 2019	New payments in 2019	Cancelled / re-classified 2019	Carry Over Balance 2020
Funds received upon signatures of two Transfers of Funds agreements	291,955	0	138,611	1,350	153,344
	-24,000			24,000	-24,000
<b>Total projects 2015-2019 in 2019</b>	<b>267,955</b>	<b>0</b>	<b>138,611</b>	<b>1,350</b>	<b>129,344</b>
<hr/>					
SUMMARY TABLE - CUMULATIVE 2015-2017	Total appropriations received 2015-2019	Cumulative commitments 2019	Cumulative payments 2019	Cancelled / re-classified 2016/19	Final Balance to be returned
The Future of Manufacturing in Europe (funded by the delegation agreement with the DG Environment)	1,800,000	1,577,858	1,575,656	95,774	128,570

## BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2019

		2019	2018
<b>REVENUE</b>			
Balancing Commission subsidy	+	20,779,000.00	20,371,000.00
Other subsidy from Commission (Phare, IPA, Delegation agreement, ...)	+	495,000.00	190,000.00
		525,701.00	48,168.80
		12,950.00	3,041.97
Fee income	+	109.93	138.04
Other income	+	108,775.00	151,173.00
		<b>21,921,535.93</b>	<b>20,763,521.81</b>
<b>EXPENDITURE</b>			
<i>Title I: Staff</i>			
Payments	-	13,213,343.76	12,957,178.15
Appropriations carried over to the following year	-	279,596.05	226,070.69
<i>Title II: Administrative Expenses</i>			
Payments	-	1,209,954.84	1,207,690.53
Appropriations carried over to the following year	-	412,402.60	306,216.64
<i>Title III: Operating Expenditure</i>			
Payments	-	2,749,994.05	2,979,662.41
Appropriations carried over to the following year	-	4,732,644.40	3,056,270.22
		<b>22,597,935.70</b>	<b>20,733,088.64</b>
		<b>OUTTURN FOR THE FINANCIAL YEAR (a-b)</b>	<b>30,433.17</b>
		<b>-676,399.77</b>	
Cancellation of unused payment appropriations carried over from previous year	+	226,703.95	103,315.96
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	115,534.02	9,773.12
Exchange differences for the year (gain +/-loss -)	+/-	-1,326.66	-1,547.62
		<b>BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR</b>	<b>141,974.63</b>
		<b>-335,488.46</b>	
Balance year N-1	+/-	141,974.63	
Positive balance from year N-1 reimbursed in year N to the Commission	-	141,974.63	
<b>Result used for determining amounts in general accounting</b>		<b>-51,539.20</b>	<b>141,974.63</b>
<b>Commission subsidy - agency registers accrued revenue and Commission accrued expense</b>		<b>20,779,000.00</b>	
<b>Pre-financing remaining open to be reimbursed by agency to Commission in year N+1</b>		<b>0.00</b>	

Balance of the budget outturn account for the financial year 2019 shows a budget deficit of 51,539.20 €

## RECONCILIATION OF THE ACCRUAL BASED RESULT WITH THE BUDGET RESULT

	sign +/-	amount
<b>Economic result (+ for surplus and - for deficit) of the consolidation reporting package</b>	<b>+/-</b>	<b>477,561.33</b>
<b><i>Adjustment for accrual items (items not in the budgetary result but included in the economic result)</i></b>		
<b>A</b> Adjustments for Accrual Cut-off (reversal 31.12.N-1)	-	-642,971.45
<b>B</b> Adjustments for Accrual Cut-off (cut- off 31.12.N)	+	1,149,234.32
<b>C</b> Amount from liaison account with Commission booked in the economic revenue	-	0.00
<b>D</b> Unpaid invoices at year end but booked in charges (class 6)	+	0.00
<b>E</b> Depreciation of intangible and tangible assets (1)	+	205,518.77
<b>F</b> Provisions (1)	+	10,000.00
<b>G</b> Value reductions (1)	+	0.00
<b>H</b> Recovery Orders issued in 2019 in class 7 and not yet cashed	-	0.00
<b>la</b> Prefinancing given in previous year and cleared in the year	+	0.00
<b>lb</b> Prefinancing received in previous year and cleared in the year	-	0.00
<b>J</b> Payments made from carry over of payment appropriations	+	3,246,319.58
<b>K</b> Other *)	+/-	3,219.00
<b><i>Adjustment for budgetary items (item included in the budgetary result but not in the economic result)</i></b>		
<b>M</b> Asset acquisitions (less unpaid amounts)	-	-17,613.77
<b>N</b> New pre-financing paid in the year 2019 and remaining open as at 31.12.2019	-	0.00
<b>O</b> New pre-financing received in the year 2019 and remaining open as at 31.12.2019	+	359,809.00
<b>P</b> Budgetary recovery orders issued before 2019 and cashed in the year	+	0.00
<b>Q</b> Budgetary recovery orders issued in 2019 on balance sheet accounts (not 7 or 6 accounts) and cashed	+	0.00
<b>R</b> Capital payments on financial leasing (they are budgetary payments but not in the economic result)	-	0.00
<b>S</b> Payment appropriations carried over to 2019	-	-3,588,557.55
<b>T</b> Cancellation of unused carried over payment appropriations from previous year	+	226,703.95
<b>U</b> Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	115,534.02
<b>V</b> Payments for pensions (they are budgetary payments but booked against provisions)	-	0.00
<b>W</b> Paiements for stocks of leave and supplementary hours (they are budgetary payments but booked against provisions)	-	0.00
<b>X</b> Other **)	+/-	-1,596,261.27
total		-51,504.07
<b>Budgetary result (+ for surplus) (2) including amount of exchange rate differences</b>		<b>-51,539.20</b>
<b>Amount of exchange rate differences (3) included in the budgetary result</b>		<b>-1,319.58</b>
Delta not explained		35.13

\*) Current Receivables from Member States plus negative bank interest and charges; \*\*) Adjustment for R0 Payment Appropriations

## BUDGETARY IMPLEMENTATION RATES (%) IN 2019<sup>1</sup>

New Appropriations in 2019	TOTAL	Title 1 - Staff Expenditure	Title 2 - Administrative Expenditure	Title 3 - Operational Expenditure
<b>Final Appropriations (C1, R0, C4)</b>	<b>20,710,000</b>	13,493,557	1,623,557	7,483,115
<i>thereof C1</i>	<b>20,990,965</b>	13,487,779	1,623,557	5,879,629
<i>thereof R0</i>	<b>1,597,039</b>	778		1,596,261
<i>thereof C4</i>	<b>12,225</b>	5,000	-	7,225
<b>Utilisation of new Appropriations (C1, R0, C3, C4)</b>	<b>20,994,410</b>	<b>13,492,940</b>	<b>1,622,357</b>	<b>6,373,863</b>
<i>thereof commitments (C1)</i>	<b>20,988,672</b>	13,487,162	1,622,357	5,879,153
<i>thereof carried over as C3 - not yet committed</i>	-	-		
<i>thereof commitments (R0)</i>	-	778	-	493,972
<i>thereof commitments (C4)</i>	<b>5,738</b>	5,000	-	738
<i>Appropriations to be cancelled</i>	<b>70,491</b>	31,798	2,904	35,789
<b>Implementation rate of general appropriations (= Commitments from C1 and C3 appropriations)</b>	<b>100.0%</b>	<b>100.0%</b>	<b>99.9%</b>	<b>100.0%</b>
<i>Implementation rate of all appropriations (= Commitments from C1, C3, R0, C4 appropriations)</i>	<b>101.4%</b>	100.0%	99.9%	85.2%
<i>Percentage of appropriations C1 to be cancelled</i>	<b>0.3%</b>	0.2%	0.2%	0.5%
<i>Appropriations carried over- not yet committed in 2019 (C4 &amp; R0)</i>	<b>7.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.8%</b>
Carry Over Appropriations from 2018 to 2019	TOTAL	Title 1 - Staff Expenditure	Title 2 - Administrative Expenditure	Title 3 - Operational Expenditure
<b>Carried over C3, C8, C5, R0 from 2018</b>	<b>4,544,728</b>	196,106	305,903	4,042,718
<b>C8 and C3</b>				
Carry Overs of Payment Appropriations C3 from 2018	<b>0</b>			0
Carry Overs of Payment Appropriations C8 from 2018	<b>3,375,410</b>	192,979	305,903	2,876,528
Payments from Carry Overs C8 and C3	<b>3,246,320</b>	120,872	294,817	2,830,631
<i>Leaving to be cancelled an amount of</i>	<b>129,091</b>	72,107	11,087	45,897
<i>Percentage utilised</i>	<b>96.2%</b>	62.6%	96.4%	98.4%
<i>Percentage cancelled</i>	<b>3.8%</b>	37.4%	3.6%	1.6%
<b>C5 - Assigned Revenue</b>				
Carry Overs of Payment Appropriations C5 from 2016 *)	<b>2,660</b>	2,660		
Commitments from Carry Overs C5	<b>0</b>	0		
Payments from Carry Overs C5	<b>0</b>	0		
To be Carried forward to 2020	<b>0</b>	-		0
Leaving to be cancelled an amount of	<b>0</b>			
<i>Percentage utilised (paid in 2019)</i>	<b>0.0%</b>	0.0%	0.0%	0.0%
<i>Percentage cancelled / re-classified</i>	<b>0.0%</b>			
<b>R0 - Assigned Revenue - IPA and other R0</b>				
Carry Over from Appropriations R0	<b>1,166,657</b>	467		1,166,190
Payments from Carry overs R0	<b>181,613</b>	467		181,146
To be Carried forward to 2020	<b>985,044</b>		-	985,044
Cancelled/ Reclassified in 2019	<b>0</b>			-
<i>Percentage utilised (paid in 2019)</i>	<b>15.6%</b>	100%		15.5%
<i>Percentage cancelled / re-classified</i>	<b>0.0%</b>	0.0%		0.0%
<b>Summary of utilisation C8, C3, C5, R0 (Carry Over from 2018)</b>				
<i>Percentage for total utilisation in 2019(paid)</i>	<b>75.4%</b>	<b>61.9%</b>	<b>96.4%</b>	<b>74.5%</b>
<i>Percentage to carried forward to 2020</i>	<b>21.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>24.4%</b>
<i>Percentage to be cancelled</i>	<b>2.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>

<sup>1</sup> Appropriations in current year: C1 = EU subsidy and other general non-assigned appropriations entered in the budget, C3 = carry overs of current years commitment appropriations to be used before 31/3, R0 = external assigned revenue collected, C4 = internal assigned revenue collected

Appropriations carried over from 2019: C3 = carry overs commitment appropriations to be used before 31/3, C8 = automatic carryover of C1 (or C4) payment appropriations, C5 = carry overs of internal assigned revenue, R0 = carry overs of payment and commitment appropriations for assigned revenue from previous year

## ANALYSIS OF FINANCIAL MANAGEMENT IN RESPECT OF THE YEAR 2019

### **General Appraisal regarding implementation of the 2019 Budget**

Final authorised revenue and appropriations in the amending budget 2019 were 22,024,000 €. Original budget 2019 was 20,979,000 €. The overall increase is 1,045,000 € or 5 %. The actual revenue received against services rendered was higher than estimated and assigned revenue from the IPA and 7<sup>th</sup> EWCS projects was higher than forecast resulting in an upward adjustment of the amending budget.

The new appropriations entered in the financial system ABAC for the financial year 2019 amounting to 22,024,000 € represented an increase of 6.3 % by comparison with budgetary appropriations of 20,710,000 € for the financial year 2018. The general subsidy received from the Commission in the amount of 20,779,000 € was in increase of 408K € or 2% from 2018.

**Of the total of 20,990,965 € general commitment appropriations (C1) arising from the EU subsidy 20,779,000 € and general non-assigned appropriations of 95,493 € Eurofound achieved a commitment rate of 20,988,672 € or 99.9 % (compared to 20,496,636 € or 99.66 % in 2018).**

#### **BUDGET IMPLEMENTATION RATE (C1 Appropriations)**

<b>Title</b>	<b>Credit Available Com Amount</b>	<b>Commitment Accepted Amount (Euro)</b>	<b>Budget not implemented (Euro)</b>	<b>Budget implementation rate (%)</b>
	(1)	(2)	(3) = (1) - (2)	(4)=100%-(3)/(1)
<b>Title 1</b>	13,487,779	13,487,162	617	100.00
<b>Title 2</b>	1,623,557	1,622,357	1,200	99.93
<b>Title 3</b>	5,879,629	5,879,153	476	99.99
<b>Total</b>	<b>20,990,965</b>	<b>20,988,672</b>	<b>2,293</b>	<b>99.99</b>

C1 appropriations entered in ABAC and not used amounting to 2,293 € represented ca. 0.01 % of final appropriations of 20,988,672 € in 2019 (2018: 0.34 %).

All new commitments (C1, R0, C4) entered for the financial year 2019 amounting to 21,489,160 € represent a budget utilisation rate of 100.0 % in commitment terms (2018: 100 %) of the all entered appropriations.

**The carry forward appropriations arising from the EU subsidy and other general appropriations (C1) amounted to 4,002,730 € or 19.1 % of commitments implemented and is ca 15.3% higher than in 2018. (2018: 3,473,024 € or 16.9 % of commitments implemented in ABAC and 1.4 % more than in 2017)**

The total appropriations carried forward (as C8, C5, R0) to 2020 amounted to 4,951,172 € or 22 % of appropriations available and is ca. 38% higher than in 2018. (2018: 3,572,202 € or 17.1 % of appropriations available and is ca. 17.6 % more than in 2017).

**Of the total of 3,375,410 € appropriations (C8 and C3) carried forward from 2018 Eurofound achieved a utilisation rate of 96.2 % in payment terms leaving 129,091 € or 3.8 % to be cancelled. In 2018, cancelled carry forward appropriations amounted to 103,266€ (2.6%), therefore 97.4% of them were utilised.**

### **Analysis of the utilisation of the general appropriations (C1) in 2019 and principal variances as compared with the financial year 2018**

The overall level of commitments arising from general C1 appropriations was 445,269 € or 2.2% higher than in 2018.

#### **COMMITMENTS FROM CURRENT YEAR'S GENERAL APPROPRIATIONS (C1)**

<b>Title</b>	<b>2019</b>	<b>2018</b>	<b>Absolute</b>	<b>Variance %</b>
<b>Title 1- Staff</b>	13,487,162	13,148,214	338,947	2.6
<b>Title 2- Administrative</b>	1,622,357	1,513,853	108,504	7.2
<b>Title 3 – Operational</b>	5,879,153	5,834,187	44,966	0.8
<b>Total C1</b>	<b>20,988,672</b>	<b>20,543,403</b>	<b>445,269</b>	<b>2.2</b>

With regard to the commitments made from all new appropriations in fund sources (general C1 and external R0 / C4), there was 1,071,370€ in external R0 revenue in 2019 with resulting commitments of 547,719€. This explains the overall commitment level being 856K € higher in 2019 compared with 2018.

#### **COMMITMENTS FROM CURRENT YEAR'S NEW APPROPRIATIONS (C1, R0, C4) – for info only**

<b>Title</b>	<b>2019 €</b>	<b>2018 €</b>	<b>Absolute</b>	<b>Variance %</b>
<b>Title 1- Staff</b>	<b>13,492,940</b>	13,162,858	330,082	2.5%
<b>Title 2- Administrative</b>	<b>1,622,357</b>	1,513,853	108,504	7.2%
<b>Title 3 – Operational</b>	<b>6,373,863</b>	5,956,279	417,584	7.0%
<b>Total C1, RO, C4</b>	<b>21,489,160</b>	<b>20,632,990</b>	<b>856,170</b>	<b>4.1%</b>

### **Title 1 – Staff Expenditure:**

The utilisation of Title 1 appropriations on the basis of commitments amounted to 100 % compared with the same 99.76 % in the preceding financial year.

By comparison with the financial year 2018 the final appropriations (C1) committed in 2019 increased by 2.6 % or 338,947 €. The increase is mainly due to the need to cover staff members' regular salary payments in 2019. The annual update of 2019 salaries amounted to an increase of 2.0 % with effect from 1 July 2019. The new correction coefficient for Ireland was also applied from 1 July 2019 and decreased from 117.7% to 119.2 % (+1.5%).

### **Title 2 – Administration:**

The utilisation of Title 2 appropriations on the basis of commitments amounted to 99.99 % comparable with 99.8 % in the preceding financial year.

In comparison to the financial year 2018, the final appropriations (C1) utilised increased by 7.2 % or 108,504 € in 2019. In 2019 decisions to reallocate additional funds to projects in the areas of facilities and buildings (budget line 2040 "Fitting Out Premises" and 2210 "Furniture" as well as IT infrastructure (budget line 2204 "Electronic Office Equipment" created increases in Title 2 spending. These projects included the refurbishment of bathroom facilities in the Main Building and replacement of outdated furniture and renovations in the Brussels Liaison Office.

### **Title 3 – Operational Expenditure:**

The utilisation of Title 3 appropriations on the basis of commitments stood at 100 % in 2019 compared with 99.39% in the preceding financial year.

In comparison to the financial year 2018, the final appropriations (C1) committed increased by 44,966 € or 0.08 %.

The majority of activities with lower than budgeted expenditure is explained by savings in meetings and events in budget line '3040 "general meetings" 465K€. The final expenditure in the amending budget was ca. 150K € less than originally budgeted in this budget line. A further 20K was not used in budget line '3050' "translation of study reports" while budget line '3042' "Governing Board Meetings" achieved savings of ca. 55K€.

Some of the savings in Title 3 were reallocated within Title 3. For example, about 100K € was reassigned to the preparation of the 4<sup>th</sup> European Workings Conditions Survey in budget line '3030' and a further 130K € web application development in budget line '3000'.

### **Analysis of the carry forward appropriations in 2019 and principal variances as compared with the financial year 2018**

The carry forward appropriations were 4,002,731 €. General C1 payment appropriations carried forward as C8 appropriations increased by 529,707 € or 15.3 % compared to 2018.



If the assigned revenue (C4, C5, R0) is included, carry forward appropriations arising from all new appropriations in 2019 increased by 23 % or 948,442 €.

**CARRY FORWARD FROM GENERAL APPROPRIATIONS C1 2019**

<b>C1 (general appropriations)</b>	<b>Carried forward €</b>			
<b>Title</b>	<b>2019</b>	<b>2018</b>	<b>Absolute EUR</b>	<b>Variance %</b>
<b>Title 1- Staff</b>	278,818	205,555	73,263	35.6
<b>Title 2- Administrative</b>	412,403	306,163	106,240	34.7
<b>Title 3 - Operational</b>	3,311,510	2,961,306	350,205	11.8
<b>Total C1</b>	<b>4,002,731</b>	<b>3,473,024</b>	<b>529,707</b>	<b>15.3</b>

*CARRY FORWARD FROM ALL NEW APPROPRIATIONS C1 C4, R0 in 2019 - for info only*

<b>New appropriations of C4, R0 funds (for info only)</b>	<b>Carried forward €</b>			
<b>Title</b>	<b>2019</b>	<b>2018</b>	<b>Absolute EUR</b>	<b>Variance %</b>
<b>Title 1- Staff</b>	-	893	- 893	-100.0%
<b>Title 2- Administrative</b>	-	-	-	n/a
<b>Title 3 - Operational</b>	6,486	1,767	4,720	267.1%
<b>Total assigned revenue</b>	6,486	2,660	3,826	143.8%

<b>TOTAL (for info only)</b>	4,009,217.05	3,475,683.76	533,533.29	15.4%
------------------------------	--------------	--------------	------------	-------

**BUDGET EXECUTION / CARRY FORWARD RATE (C1) 2019/2018**

<b>Title</b>	<b>Commitment Accepted Amount (Euro)</b>	<b>Payment Request Accepted Amount (Euro)</b>	<b>RAL carried over to 2020</b>	<b>Budget execution rate 2019 (%)</b>	<b>RAL carried over to 2020</b>	<b>Budget execution rate 2019 – for info (%)</b>	<b>RAL carried over to 2020 – for info</b>
	<b>-1</b>	<b>-2</b>	<b>(3) = (1)-(2)</b>	<b>(4) = (2)/(1)</b>	<b>(%)</b>	<b>(6)</b>	<b>for info</b>
<b>Title 1</b>	13,487,162	13,208,344	278,818	97.9%	2.1%	97.9%	2.1%
<b>Title 2</b>	1,622,357	1,209,955	412,403	74.6%	25.4%	74.6%	25.4%
<b>Title 3</b>	5,879,153	2,567,642	3,311,510	43.7%	56.3%	43.7%	56.3%
<b>Total</b>	<b>20,988,672</b>	<b>16,985,941</b>	<b>4,002,731</b>	<b>80.9%</b>	<b>19.1%</b>	<b>80.9%</b>	<b>19.1%</b>

In 2019, the budget execution rate of 80.9 % measured by payments/commitments was 2.2 % lower than in 2018. Overall, 19.1 % of all payment appropriations were carried forward to 2020 (in 2019: 19.1%)

**Title 1 – Staff Expenditure:**

The majority of the carry forward appropriations of 278,817 € are for budget line ‘1175’ “other services and work sent out” ca. 133K€. Catering services rendered in 2019 running into 2020 (in budget line 1400 “Restaurants and Canteens”) accounted for 30K€ of the carried funds and 28K€ was carried in Budget Line ‘1410’ “medical services”.

The carry forward appropriations in Title 1 were 278,817€ or 127 % higher than in 2018 and represents 2.1% of all payment appropriations available Title 1 (in 2018: 1.1%).

In Title 1, the actual carry forward appropriations to 2020 were 278,817 € (or 54 %) more than planned. In the beginning of 2019, it was estimated that 153,000 € of Title 1 payment appropriations would be carried forward and consumed in 2020. The higher than planned carry forward figure of 278,817 € is due to some unpaid invoices relating to budget line ‘1175’ “Temporary Staff and other services and work sent out” mainly due to increased sub contracted staff cover long term absences. Another substantial amount of ‘unplanned’ carry forward appropriations arises from invoices for training services delivered in 2019, but not yet received invoices in budget line 1120 “Training”.

**Title 2 – Administration & Facilities:**

96,158 €, of the carry forward appropriations of 412,403 € relate to the orders for upgrading the current IT infrastructure (equipment and laptops) which were not yet delivered or installed in 2019 (budget line 2204 “ICT Equipment”). Secondly, 79,325 € are upgrades of facilities and buildings (budget line 2031 “Facilities management”). Additionally, Eurofound placed orders for the refurbishment of bathroom facilities (budget line 2040 “fitting out of premises”) very close to the year-end and which remained undelivered and unpaid until 2019. Other carry

forward appropriations include payments to be made in 2019 for utilities (budget line 2200 “Water, Gas, Electricity, Heating”).

The actual ‘unplanned’ carry forward appropriations of ca.153,000 € mainly arise from not yet received invoices/not correct invoices for facilities management services in budget line 2031 “Facilities Management” and late ordering of ICT and technical equipment and upgrading bathroom facilities budget line 2040.

In 2019, the carry forward appropriations in Title 2 were 412,403 € or 34.7 % higher than in 2018 and represents 25 % of all payment appropriations available (in 2018: 42.8 %).

### **Title 3 – Operational expenditure**

In Title 3, carry forward appropriations of 3,311,510€ primarily relate to budget line 3030 “Studies and pilot schemes related to living and working conditions” (2,920,209 carried forward) where they will cover multi-annual projects implemented according to planned schedules (for example, Network of Correspondents and the European Working Conditions Survey).

In 2019, the actual carry forward appropriations were 20.9 % or 573,845 € higher than originally planned at 2,737,665 €. The actual ‘unplanned’ carry forward appropriations mainly arise from unsuccessful or delayed procurement as well as unsatisfactory deliverables in 2019. The remaining unplanned carry forward is due to frontloading the European Working Conditions Survey with some budget 2019 surplus funds available.

The carry forward appropriations in Title 3 were 434,982 € or 13.1 % higher than in 2018 and represent 56.3% of all payment appropriations available (in 2018: 50.8 %).

### **COMPARATIVE TABLE OF ‘PLANNED’ AND ‘UNPLANNED’ CARRY FORWARD APPROPRIATIONS IN 2019**

<b>C1</b>	<b>Carried forward to 2020</b>			
<b>Title</b>	<b>2019 – Planned €</b>	<b>2019 – Actual €</b>	<b>Unplanned € (if negative)</b>	<b>Unplanned % (if negative)</b>
<b>Title 1- Staff</b>	153,000	278,817.92	125,818	<b>82%</b>
<b>Title 2- Administrative</b>	249,000	412,403	163,403	<b>66%</b>
<b>Title 3 – Operational</b>	2,737,665	3,311,510	573,845	<b>21%</b>
<b>Total C1</b>	<b>3,139,665</b>	<b>4,002,731</b>	<b>863,066</b>	<b>27%</b>

## 2019 BUDGETARY IMPLEMENTATION – Detailed Budgetary Tables

### Statement of Revenue for the Financial Year 2019

<b>STATEMENT OF REVENUE FOR THE FINANCIAL YEAR 2019</b>							
<b>Art.</b>	<b>Item</b>	<b>Heading</b>	<b>Estimates entered in the Budget</b>	<b>Entitlements established during financial year 2019</b>	<b>Amounts collected in 2019 and from preceeding year</b>	<b>Amounts outstanding in respect of financial year 2019</b>	<b>Amounts outstanding from preceeding year</b>
		TITLE 1: EUROPEAN UNION SUBSIDY					
100		CHAPTER 10 - EUROPEAN UNION SUBSIDY - TOTAL	20,779,000.00	20,779,000.00	20,779,000.00	0.00	0.00
		CHAPTER 10 - IPA SUBSIDY - TOTAL	495,000.00	495,000.00	495,000.00	0.00	0.00
		<b>TITLE 1 - TOTAL</b>	<b>21,274,000.00</b>	<b>21,274,000.00</b>	<b>21,274,000.00</b>	<b>0.00</b>	<b>0.00</b>
		TITLE 5: MISCELLANEOUS REVENUE					
500		CHAPTER 50 - PROCEEDS OF THE SALE OF MOVABLE AND IMMOVABLE PROPERTY - TOTAL	0.00	0.00	0.00	0.00	0.00
520		CHAPTER 52 - REVENUE FROM INVESTMENTS OR LOANS, BANK INTEREST AND OTHER ITEMS - TOTAL	0.00	0.00	0.00	0.00	0.00
540		CHAPTER 54 - MISCELLANEOUS REVENUE AVAILABLE FOR RE-USE - TOTAL	5,778.00	5,778.00	6,503.62	-725.62	0.00
590		CHAPTER 59 - OTHER REVENUE FROM ADMINISTRATIVE OPERATIONS - TOTAL	110.00	0.00	109.93	-109.93	0.00
		<b>TITLE 5: TOTAL</b>	<b>5,888.00</b>	<b>5,778.00</b>	<b>6,613.55</b>	<b>-835.55</b>	<b>0.00</b>
		TITLE 6: REVENUE FROM SERVICES RENDERED AGAINST PAYMENT					
		CHAPTER 60					
600	(IR1)		525,701.00	525,701.00	525,701.00	0.00	0.00
	(IC4)		6,446.00	6,446.38	6,446.38		
	(IC1)		211,965.00	108,775	108,775	0.00	0.00
601		REVENUE FROM CO-FINANCING AGREEMENTS	t.e.	0.00	0.00	0.00	0.00
602		REVENUE FROM SALES OF PUBLICATIONS	t.e.	0.00	0.00	0.00	0.00
603		PROCEEDS THE LEETING AND HIRING IMMOVABLE PROPERTY	0.00	0.00	0.00	0.00	0.00
		<b>TITLE 6: TOTAL</b>	<b>744,112.00</b>	<b>640,922.38</b>	<b>640,922.38</b>	<b>0.00</b>	<b>0.00</b>
		<b>GRAND TOTAL for 2019</b>	<b>22,024,000.00</b>	<b>21,920,700.38</b>	<b>21,921,535.93</b>	<b>-835.55</b>	<b>0.00</b>

## Statement of Expenditure for the Financial Year 2019– Current Appropriations C1, C4 & R0 (Title 1)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2019											
Art.	Item	Heading	Initial Budget	Cumulative Transfers = Variance between Initial and Amending Budget	Amending Budget v1	Transfers made between Amending Budget and Final Appropriations ABAC	Final Appropriations in ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
		<b>TITLE 1: STAFF</b>									
		<i>CHAPTER 11 - STAFF IN ACTIVE EMPLOYMENT</i>									
110		Staff holding a post provided for in the list of posts									
	1100	Basic salaries	7,500,000.00	(188,327.11)	7,311,672.89	0.00	7,311,672.89	7,311,672.89	7,311,672.89	0.00	0.00
							0.00			0.00	0.00
	1101	Family allowances	1,115,000.00	71,411.35	1,186,411.35	-72.27	1,186,339.08	1,186,339.08	1,186,339.08	0.00	0.00
	1102	Expatriation allowances	1,025,000.00	(6,484.70)	1,018,515.30	0.00	1,018,515.30	1,018,515.30	1,018,515.30	0.00	0.00
	1103	Secretarial allowances	13,000.00	(10,117.85)	2,882.15	0.00	2,882.15	2,882.15	2,882.15	0.00	0.00
		<i>Article 110 Total</i>	<i>9,653,000.00</i>	<i>(133,518.31)</i>	<i>9,519,481.69</i>	<i>-72.27</i>	<i>9,519,409.42</i>	<i>9,519,409.42</i>	<i>9,519,409.42</i>	<i>0.00</i>	<i>0.00</i>
112	1120	Further training, language courses, retraining and information for staff	160,000.00	(45,105.60)	114,894.40	0.00	114,894.40	114,894.40	86,487.55	28,406.85	0.00
	1121	Contract Agents	450,000.00	(26,722.57)	423,277.43	0.00	423,277.43	423,277.43	423,277.43	0.00	0.00
		<i>Article 112 Total</i>	<i>610,000.00</i>	<i>(71,828.17)</i>	<i>538,171.83</i>	<i>0.00</i>	<i>538,171.83</i>	<i>538,171.83</i>	<i>509,764.98</i>	<i>28,406.85</i>	<i>0.00</i>
113		Employer's social security contributions									
	1130	Insurance against sickness	285,000.00	(8,554.24)	276,445.76	0.00	276,445.76	276,445.76	276,445.76	0.00	0.00
	1131	Insurance against accidents and occupational disease	37,000.00	(5,977.08)	31,022.92	0.00	31,022.92	31,022.92	31,022.92	0.00	0.00
	1132	Unemployment Insurance	95,000.00	(1,559.85)	93,440.15	0.00	93,440.15	93,440.15	93,440.15	0.00	0.00
		<i>Article 113 Total</i>	<i>417,000.00</i>	<i>(16,091.17)</i>	<i>400,908.83</i>	<i>0.00</i>	<i>400,908.83</i>	<i>400,908.83</i>	<i>400,908.83</i>	<i>0.00</i>	<i>0.00</i>
114		Miscellaneous allowances and grants									
	1141	Travel expenses for annual leave	180,000.00	(6,339.95)	173,660.05	0.00	173,660.05	173,660.05	173,660.05	0.00	0.00
		<i>Article 114 Total</i>	<i>180,000.00</i>	<i>(6,339.95)</i>	<i>173,660.05</i>	<i>0.00</i>	<i>173,660.05</i>	<i>173,660.05</i>	<i>173,660.05</i>	<i>0.00</i>	<i>0.00</i>
115	1150	Overtime	1,000.00	(183.36)	816.64	0.00	816.64	816.64	816.64	0.00	0.00

**Statement of Expenditure for the Financial Year 2019– Current Appropriations C1, C4 & R0 (Title 1) – continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2019											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
117		Supplementary services									
	1175	Temporary staff and other services and work sent out for translation and typing	295,000.00	119,562.02	414,562.02	0.00	414,562.02	414,562.02	281,546.59	133,015.43	0.00
					0.00		0.00	0.00	0.00	0.00	0.00
	1176	Officials seconded from Member State bodies	65,000.00	(959.71)	64,040.29		64,040.29	64,040.29	64,040.29	0.00	0.00
	1177	Trainee officials (stagiaires)	120,000.00	2,239.74	122,239.74	0.00	122,239.74	122,239.74	122,239.74	0.00	0.00
		<i>Article 117 Total</i>	<i>480,000.00</i>	<i>120,842.05</i>	<i>600,842.05</i>	<i>816.64</i>	<i>601,658.69</i>	<i>601,658.69</i>	<i>468,643.26</i>	<i>133,015.43</i>	<i>0.00</i>
118		Allowances and expenses on entering and leaving the service and on transfer									
	1180	Miscellaneous expenditure on recruitment	100,000.00	(3,959.09)	96,040.91	0.00	96,040.91	96,040.91	51,988.71	44,052.20	0.00
	1181	Travel expenses (including members of the family)	10,000.00	(7,789.51)	2,210.49	0.00	2,210.49	2,210.49	2,210.49	0.00	0.00
	1182	Installation, resettlement and transfer allowances	40,000.00	(4,191.24)	35,808.76	-7,372.76	28,436.00	28,436.00	28,436.00	0.00	0.00
	1183	Removal expenses	35,000.00	(16,467.88)	18,532.12	0.00	18,532.12	18,532.12	18,532.12	0.00	0.00
	1184	Temporary daily subsistence allowances	30,000.00	(12,395.12)	17,604.88	0.00	17,604.88	17,604.88	17,604.88	0.00	0.00
		<i>Article 118 Total</i>	<i>215,000.00</i>	<i>(44,802.84)</i>	<i>170,197.16</i>	<i>-7,372.76</i>	<i>162,824.40</i>	<i>162,824.40</i>	<i>118,772.20</i>	<i>44,052.20</i>	<i>0.00</i>
119	1190	Salary weightings	1,650,000.00	(80,954.32)	1,569,045.68	0.00	1,569,045.68	1,569,045.68	1,569,045.68	0.00	0.00
		<i>CHAPTER 11 - TOTAL</i>	<i>13,206,000.00</i>	<i>(232,876.07)</i>	<i>12,973,123.93</i>	<i>-7,445.03</i>	<i>12,965,678.90</i>	<i>12,965,678.90</i>	<i>12,760,204.42</i>	<i>205,474.48</i>	<i>0.00</i>
		<i>CHAPTER 13 - MISSIONS AND DUTY TRAVEL</i>									
130	1300	Mission expenses, travel expenses and other incidental expenditure	300,000.00	(4,434.03)	295,565.97	-9,662.55	285,903.42	285,903.42	274,148.84	11,754.58	0.00
130	1300	Mission expenses, travel expenses and other incidental expenditure - C4		5,000.00	5,000.00	0.00	5,000.00	5,000.00	4,209.01	(4,209.01)	0.00
		<i>CHAPTER 13 - TOTAL</i>	<i>300,000.00</i>	<i>565.97</i>	<i>300,565.97</i>	<i>(9,662.55)</i>	<i>290,903.42</i>	<i>290,903.42</i>	<i>278,357.85</i>	<i>7,545.57</i>	<i>0.00</i>
		<i>CHAPTER 13 - TOTAL (I/C4excluded)</i>	<i>300,000.00</i>	<i>(4,434.03)</i>	<i>295,565.97</i>	<i>-9,662.55</i>	<i>285,903.42</i>	<i>285,903.42</i>	<i>274,148.84</i>	<i>11,754.58</i>	<i>0.00</i>

**Statement of Expenditure for the Financial Year 2019– Current Appropriations C1, C4 & R0 (Title 1) –continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2018											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
		<i>CHAPTER 14 : SOCIOMEDICAL INFRASTRUCTURE</i>									
140	1400	Restaurants and canteens	165,000.00	22,123.00	187,123.00	0.35	187,123.35	187,123.35	170,235.42	16,887.93	0.00
141	1410	Medical service	16,000.00	9,938.00	25,938.00	0.00	25,938.00	25,938.00	1,498.00	24,440.00	0.00
142	1420	Other welfare expenditure	11,500.00	663.00	12,163.00	-0.49	12,162.51	12,162.51	12,001.93	160.58	0.00
		<i>Other welfare expenditure C4</i>									
143	1430	Entertainment and representation expenses	1,000.00	-	1,000.00	-359.15	640.85	640.85	640.85	0.00	0.00
		<i>CHAPTER 14 - TOTAL</i>	<i>193,500.00</i>	<i>32,724.00</i>	<i>226,224.00</i>		<i>225,864.71</i>	<i>225,864.71</i>	<i>184,376.20</i>	<i>41,488.51</i>	<i>0.00</i>
		<i>CHAPTER 18 : IMBALANCE</i>									
180	1800	Imbalance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		<i>CHAPTER 18 - TOTAL</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
		<b>TITLE 1 TOTAL (Assigned Revenue Included)</b>	<b>13,400,000.00</b>	<b>-211,875.00</b>	<b>13,188,125.00</b>	<b>16,215.76</b>	<b>13,204,340.76</b>	<b>13,152,804.95</b>	<b>12,947,249.82</b>	<b>201,346.12</b>	<b>51,535.81</b>
		<b>TITLE 1 TOTAL (C1 only)</b>	<b>13,400,000.00</b>	<b>-221,875.00</b>	<b>13,178,125.00</b>	<b>20,240.01</b>	<b>13,197,133.47</b>	<b>13,148,595.94</b>	<b>12,943,040.81</b>	<b>205,555.13</b>	<b>33,029.92</b>

## Statement of Expenditure for the Financial Year 2019- Current Appropriations C1, C4 & R0 (Title 2)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2018											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
		<b>TITLE 2: BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>									
		<i>CHAPTER 20 - RENTAL OF BUILDINGS AND ASSOCIATED COSTS</i>									
201	2010	Insurance	33,000.00	- 62.00	32,938.00	-0.04	32,937.96	32,937.96	32,937.96	0.00	0.00
		Insurance refund C4					53.87			0.00	53.87
202	2020	Water, gas, electricity and heating	116,000.00	10,405.00	126,405.00	-3,325.00	123,080.00	123,080.00	110,169.83	12,910.17	0.00
203	2030	Cleaning and maintenance	5,000.00	- 3,000.00	2,000.00	- 885.00	1,115.00	1,115.00	1,115.00	0.00	0.00
	2031	Facilities Managt	285,000.00	45,934.00	330,934.00	-3,150.74	327,783.26	327,783.26	244,386.80	83,396.46	0.00
204	2040	Fitting-out of premises	200,000.00	- 143,436.00	56,564.00	-828.36	55,735.64	54,070.64	28,098.00	25,972.64	1,665.00
205	2050	Security and surveillance of buildings									
209	2090	Other expenditure on buildings	25,000.00	- 3,869.00	21,131.00	0.17	21,131.17	21,131.17	21,131.17	0.00	0.00
		<i>CHAPTER 20 - TOTAL</i>	<i>664,000.00</i>	<i>- 94,028.00</i>	<i>569,972.00</i>	<i>- 8,188.97</i>	<i>561,836.90</i>	<i>560,118.03</i>	<i>437,838.76</i>	<i>122,279.27</i>	<i>1,718.87</i>
		<i>CHAPTER 21 - RENT</i>									
	2100	Rent	23,000.00	- 603.00	22,397.00	0.06	22,397.06	22,397.06	22,397.06	0.00	0.00
		<i>CHAPTER 21 - TOTAL</i>	<i>23,000.00</i>	<i>- 603.00</i>	<i>22,397.00</i>	<i>0.06</i>	<i>22,397.06</i>	<i>22,397.06</i>	<i>22,397.06</i>	<i>0.00</i>	<i>0.00</i>
		<i>CHAPTER 22 - MOVABLE PROPERTY AND ASSOCIATED COSTS</i>									
220		Technical installations and electronic office equipment									
	2200	New purchases of technical equipment and installations	8,000.00	17,334.00	25,334.00	-9,999.60	15,334.40	15,334.40	1,044.40	14,290.00	0.00
	2204	Electronic office equipment	635,000.00	97,400.00	732,400.00	30,844.04	763,244.04	763,244.04	601,648.45	161,595.59	-
		<i>Electronic office equipment C4</i>								<i>0.00</i>	<i>0.00</i>
		<i>Article 220 - Total</i>	<i>643,000.00</i>	<i>114,734.00</i>	<i>757,734.00</i>	<i>20,844.44</i>	<i>778,578.44</i>	<i>778,578.44</i>	<i>602,692.85</i>	<i>175,885.59</i>	<i>0.00</i>
221	2210	Furniture	8,000.00	-	8,000.00	-366.37	7,633.63	7,633.63	3,480.13	4,153.50	0.00
		<i>Article 221 - Total</i>	<i>8,000.00</i>	<i>-</i>	<i>8,000.00</i>	<i>-366.37</i>	<i>7,633.63</i>	<i>7,633.63</i>	<i>3,480.13</i>	<i>4,153.50</i>	<i>0.00</i>
223		Vehicles									
	2230	Vehicles	2,000.00	0.00	2,000.00	-402.99	1,597.01	1,592.33	1,592.33	0.00	4.68
		<i>Article 223 - Total</i>	<i>2,000.00</i>	<i>-</i>	<i>2,000.00</i>	<i>-402.99</i>	<i>1,597.01</i>	<i>1,592.33</i>	<i>1,592.33</i>	<i>0.00</i>	<i>4.68</i>
225		Documentation and library expenditure									
	2250	Library funds, purchase of books	80,000.00	-	80,000.00	-1.69	79,998.31	79,998.31	79,391.93	606.38	-
		<i>Article 225 - Total</i>	<i>80,000.00</i>	<i>-</i>	<i>80,000.00</i>	<i>-1.69</i>	<i>79,998.31</i>	<i>79,998.31</i>	<i>79,391.93</i>	<i>606.38</i>	<i>-</i>
		<i>CHAPTER 22 - TOTAL</i>	<i>733,000.00</i>	<i>114,734.00</i>	<i>847,734.00</i>	<i>20,073.39</i>	<i>867,807.39</i>	<i>867,802.71</i>	<i>687,157.24</i>	<i>180,645.47</i>	<i>4.68</i>



**Statement of Expenditure for the Financial Year 2019- Current Appropriations C1, C4 & R0 (Title 2 continues)**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2019											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
		<i>CHAPTER 23 - CURRENT ADMINISTRATIVE EXPENDITURE</i>									
230	2300	Stationery and office supplies	15,000.00	(7,189.87)	7,810.13	0.00	7,810.13	7,810.13	6,233.93	1,576.20	0.00
232	2310	Other Current Admin expenditure	3,000.00	1,350.00	4,350.00	-	4,350.00	4,350.00	776.22	3,573.78	0.00
235	2350		-	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00
			-	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00
			-	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		<i>Article 239 - Total</i>	<i>0.00</i>	<i>-</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
		<i>CHAPTER 23 - TOTAL</i>	<i>18,000.00</i>	<i>(5,839.87)</i>	<i>12,160.13</i>	<i>-</i>	<i>12,160.13</i>	<i>12,160.13</i>	<i>7,010.15</i>	<i>5,149.98</i>	<i>0.00</i>
		<i>CHAPTER 24 - POSTAL AND TELECOMMUNICATIONS CHARGES</i>									
240	2400	Postage and delivery charges	23,000.00	600.00	23,600.00	0.00	23,600.00	23,600.00	22,185.85	1,414.15	0.00
241	2410	Telephone, telegraph, telex, radio, television	36,000.00	5,227.30	41,227.30	(3,172.48)	38,054.82	38,054.82	37,254.62	800.20	0.00
		<i>CHAPTER 24 - TOTAL</i>	<i>59,000.00</i>	<i>5,827.30</i>	<i>64,827.30</i>	<i>(3,172.48)</i>	<i>61,654.82</i>	<i>61,654.82</i>	<i>59,440.47</i>	<i>2,214.35</i>	<i>0.00</i>
				-							
		<b>TITLE 2 TOTAL (All Assigned Revenue Included)</b>	<b>1,520,000.00</b>	<b>105,638.10</b>	<b>1,625,638.10</b>	<b>-2,080.66</b>	<b>1,623,557.44</b>	<b>1,622,357.44</b>	<b>1,209,954.84</b>	<b>412,402.60</b>	<b>1,200.00</b>
		<b>TITLE 2 TOTAL (C1 only)</b>	<b>1,520,000.00</b>	<b>105,638.10</b>	<b>1,625,638.10</b>	<b>-2,080.66</b>	<b>1,623,557.44</b>	<b>1,622,357.44</b>	<b>1,209,954.84</b>	<b>412,402.60</b>	<b>1,200.00</b>

## Statement of Expenditure for the Financial Year 2019– Current Appropriations C1, C4 & R0 (Title 3)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2019											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations cancelled
		<b>TITLE 3 : OPERATING EXPENDITURE</b>									
		<i>CHAPTER 30 - OPERATING EXPENDITURE</i>									
300	3000	Establishment of operational documentation	500,000.00	134,860.00	634,860.00	-6,850.30	628,009.70	628,009.70	531,318.20	96,691.50	0.00
301		Dissemination of information									
	3010	Publication of results of studies	225,000.00	14,485.12	239,485.12	-1,213.40	238,271.72	237,795.62	206,152.57	31,643.05	476.10
	3010	<i>Publication of results of studies</i>		740.00	740.00		740.00	0.00	0.00	740.00	740.00
	3012	Marketing and promotional activities	212,000.00	1,772.50	213,772.50	-25,714.22	188,058.28	188,058.28	108,689.31	79,368.97	0.00
		<i>Article 301 - Total</i>	437,000.00	16,997.62	453,997.62	-26,927.62	427,070.00	425,853.90	314,841.88	111,752.02	1,216.10
		<i>Article 301 - Total (Iassigned revenue excluded)</i>		16,257.62	453,257.62	-26,927.62	426,330.00	425,853.90	314,841.88	111,012.02	476.10
303	3030	Studies and pilot schemes relating to living and working conditions	3,647,000.00	192,955.16	3,839,955.16	198,774.00	4,038,729.16	4,038,729.16	1,118,519.69	2,920,209.47	0.00
	3030	Studies and pilot schemes relating to living and working conditions (R0) - Assigned Revenue	<i>pm</i>	544,221.93	544,221.93	32,148.17	576,370.10	356,481.10	34,010.90	542,359.20	219,889.00
	3030	Other studies and pilot schemes relating to living and working conditions (R0) - IPA	<i>pm</i>	495,000.00	495,000.00	0.00	495,000.00	137,491.00	96,933.40	398,066.60	357,509.00
	3030	Other studies and pilot schemes relating to living and working conditions (C4)	<i>pm</i>	0.00	0.00	6,446.38	6,446.38	700.00	0.00	5,746.38	5,746.38
		<i>Article 303 - Total</i>	3,647,000.00	1,232,177.09	4,879,177.09	237,368.55	5,116,545.64	4,532,701.26	1,249,463.99	3,860,635.27	577,398.00
		<i>Article 303 - Total (R0 IPA / Assigned Revenue excluded)</i>	<i>pm</i>	192,955.16	3,839,955.16	198,774.00	4,038,729.16	4,038,729.16	1,118,519.69	2,920,209.47	0.00

**Statement of Expenditure for the Financial Year 2019 – Current Appropriations C1, C4 & R0 (Title 3) and totals – continues**

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2019											
Art.	Item	Heading	Initial Budget	Variance between Initial and Amending Budget	Amending Budget v1	Transfers made	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations to be cancelled
304		Expenditure for meetings (Administrative Board, Committee of Experts, seminars, colloquia, co-ordination meetings, etc.) & interpretation costs thereof									
	3040	General costs of meetings	465,000.00	(153,244.88)	311,755.12	-12,543.58	299,211.54	299,211.54	240,438.00	58,773.54	0.00
	3040	<i>General costs of meetings - C4 recovery</i>	<i>pm</i>	<i>38.17</i>	<i>38.17</i>	<i>0.11</i>	<i>38.28</i>	<i>38.28</i>	<i>0.00</i>	<i>38.28</i>	<i>0.00</i>
	3041	Interpretation costs	10,000.00	14,676.00	24,676.00	0.00	24,676.00	24,676.00	15,376.00	0.00	0.00
	3042	Meetings of the Administrative Board	210,000.00	(55,800.00)	154,200.00	-17,714.38	136,485.62	136,485.62	121,564.00	14,921.62	0.00
		<i>Meetings of the Administrative Board - C4 recovery</i>		<i>-</i>	<i>0.00</i>		<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>
		<i>Article 304 - Total</i>	<i>685,000.00</i>	<i>-194,330.71</i>	<i>490,669.29</i>	<i>-30,257.85</i>	<i>460,411.44</i>	<i>460,411.44</i>	<i>377,378.00</i>	<i>73,733.44</i>	<i>0.00</i>
		<i>Article 304 - Total (R0 IPA / Assigned Revenue excluded)</i>	<i>685,000.00</i>	<i>(194,368.88)</i>	<i>490,631.12</i>	<i>-30,257.96</i>	<i>460,373.16</i>	<i>103,930.34</i>	<i>343,367.10</i>	<i>73,695.16</i>	<i>0.00</i>
305	3050	Translation of study reports and working documents for seminars, co-ordination meetings, colloquia, etc.	450,000.00	-19,472.00	430,528.00	-104,341.40	326,186.60	326,186.60	225,584.60	100,602.00	0.00
		<i>Article 305 - Total</i>			<i>430,528.00</i>	<i>-104,341.40</i>	<i>326,186.60</i>	<i>326,186.60</i>	<i>225,584.60</i>	<i>100,602.00</i>	<i>0.00</i>
		<i>Article 305 - Total (R0 IPA / Assigned Revenue excluded)</i>	<i>450,000.00</i>	<i>(19,472.00)</i>	<i>430,528.00</i>	<i>-104,341.40</i>	<i>326,186.60</i>	<i>326,186.60</i>	<i>225,584.60</i>	<i>100,602.00</i>	<i>0.00</i>
<b>TITLE 3 TOTAL ( all assigned revenue included)</b>			<b>5,719,000.00</b>	<b>1,170,232.00</b>	<b>6,889,232.00</b>	<b>68,991.38</b>	<b>6,958,223.38</b>	<b>6,373,162.90</b>	<b>2,698,586.67</b>	<b>3,312,288.43</b>	<b>476.10</b>
<b>TITLE 3 TOTAL (C1 only, assigned revenue excluded)</b>			<b>5,719,000.00</b>	<b>130,231.90</b>	<b>5,849,231.90</b>	<b>30,396.72</b>	<b>5,879,628.62</b>	<b>5,879,152.52</b>	<b>2,567,642.37</b>	<b>3,311,510.15</b>	<b>476.10</b>
<b>GRAND TOTALS (C1 Only-Assigned Revenue excl.)</b>			<b>20,979,000.00</b>	<b>1,045,000.00</b>	<b>20,978,999.90</b>		<b>20,990,965.00</b>	<b>20,988,671.64</b>	<b>16,985,940.97</b>	<b>4,002,730.67</b>	<b>2,293.36</b>
<i>Reversal for Assigned Revenue C4</i>					<i>5,778.17</i>	<i>-12,224.66</i>	<i>12,224.66</i>	<i>5,738.28</i>	<i>4,209.01</i>	<i>8,015.65</i>	<i>0.00</i>
<i>Reversal for Assigned Revenue R0</i>					<i>1,039,221.93</i>	<i>-1,071,370.10</i>	<i>1,071,370.10</i>	<i>493,972.10</i>	<i>130,944.30</i>	<i>940,425.80</i>	<i>577,398.00</i>
<b>GRAND TOTALS (C1 + Assigned Revenue R0 and C4)</b>			<b>20,979,000.00</b>	<b>1,045,000.00</b>	<b>22,024,000.00</b>		<b>22,074,559.76</b>	<b>21,488,382.02</b>	<b>17,121,094.28</b>	<b>4,951,172.12</b>	<b>2,293.36</b>

## Statement of Expenditure for the Financial Year 2019 (C4)

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2019 - Fund Source C4							
Art.	Item	Heading	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations cancelled
		<b>TITLE 1: STAFF</b>					
110	1100	Basic Salaries	0.00	0.00	0.00	0.00	0.00
117	1175	WorkSent Out	0.00	0.00	0.00	0.00	0.00
130	1300	Mission expenses, travel expenses and other incidental expenditure	5,000.00	5,000.00	4,209.01	0.00	790.99
		<b>TITLE 1 TOTAL</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>4,209.01</b>	<b>0.00</b>	<b>790.99</b>
STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2018 - Fund Source C4							
Art.	Item	Heading	Final Appropriations ABAC	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations cancelled
		<b>TITLE 2: BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>					
220	2204	Electronic Office Equipment	0.00	0.00	0.00	0.00	0.00
		<b>TITLE 2 TOTAL</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2018- Fund Source C4							
Art.	Item	Heading	Final Appropriations	Final Commitments	Payments	Appropriations carried over (ART.10,3/4)	Appropriations cancelled
		<b>TITLE 3: OERATIONAL EXPENDITURE</b>					
301	3010	Publication of results of studies	740.00	0.00	0.00	740.00	0.00
303	3030	Studies and Pilot Schemes	6,446.38	700.00	0.00	5,746.38	700.00
304	3040	General costs of meetings	38.28	0.00	0.00	0.00	38.28
		<b>TITLE 3 TOTAL</b>	<b>7,224.66</b>	<b>700.00</b>	<b>0.00</b>	<b>6,486.38</b>	<b>738.28</b>
		<b>GRAND TOTALS</b>	<b>12,224.66</b>	<b>5,700.00</b>	<b>4,209.01</b>	<b>6,486.38</b>	<b>1,529.27</b>

## Statement of Expenditure for the Financial Year 2019 (C5)

STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (C5) FROM 2018 TO 2019 AS AT 31.12.19							
Art	Item	Heading	Appropriations carried over from 2018 to 2019 (not committed)	Commitments	Payments	Carry-Overs to 2020	Appropriations Cancelled
		<b>TITLE 1: Staff</b>					
118	1180	Miscellaneous Expenditure on Staff Recruitment	893.49	0.00	0.00		893.49
130	1300	Missions, travel & Incidental expenses	1,766.74	-	-		1,766.74
		<b>TITLE 1 TOTAL</b>	<b>2,660.23</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,660.23</b>
		<b>GRAND TOTALS</b>	<b>2,660.23</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,660.23</b>

## Utilisation of Carry Forward Appropriations from 2018 to 2019 – C8

	Heading	Appropriations carried over automatically under Article 10,3/4	Payments	Appropriations Cancelled 2020
	<b>TITLE 1 - STAFF</b>			
1120	Further training, language courses, retraining and information for staff	25,511.58	13,606.67	11,904.91
1175	Temporary staff and other services and work sent out for translation and typing	112,618.15	83,620.20	28,997.95
1180	Miscellaneous Expenditure on Staff Recruitment	541.39	0.00	541.39
1181	Travel Expenses	4,432.82	0.00	4,432.82
1300	Mission expenses, travel expenses and other incidental expenditure	8,386.37	8,386.37	0.00
1400	Restaurants and canteens	16,887.93	13,046.40	3,841.53
1410	Medical Service	24,440.00	2,212.00	22,228.00
1420	Other Welfare Expenditure	160.58	0.00	160.58
	<b>TITLE 1 TOTAL</b>	<b>192,978.82</b>	<b>120,871.64</b>	<b>72,107.18</b>
	<b>TITLE 2 - BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</b>			
2020	Water, gas, electricity and heating	12,910.17	10,539.99	2,370.18
2031	Facilities management	83,396.46	75,753.80	7,642.66
2040	Fitting-out of premises	25,972.64	25,972.64	0.00
2200	Technical Equipment	14,290.00	14,290.00	0.00
2204	Electronic office equipment	161,450.05	161,450.05	0.00
2210	Furniture	4,153.50	4,153.50	0.00
2250	Library expenses, purchase of books	605.15	605.15	0.00
2300	Stationery and office supplies	1,183.77	110.00	1,073.77
2310	Other Current Administrative Expenditure	100.31	100.31	0.00
2410	Telephone, telegraph, telex, radio, television	1,841.06	1,841.06	0.00
	<b>TITLE 2 TOTAL</b>	<b>305,903.11</b>	<b>294,816.50</b>	<b>11,086.61</b>
	<b>TITLE 3 - OPERATING EXPENDITURE</b>			
3000	Establishment of operational documentation	63,840.00	63,840.00	0.00
3010	Publication of results of studies	10,822.75	10,822.75	0.00
3012	Marketing and promotional activities	15,644.49	15,644.49	0.00
3030	Studies and pilot schemes relating to living and working conditions	2,544,080.24	2,516,041.26	28,038.98
3040	General costs of meetings	23,955.84	19,700.19	4,255.65
3040	Interpretation	7,000.00	7,000.00	0.00
3042	Administrative Board meetings	38,726.97	25,124.75	13,602.22
3050	Translation of study reports	172,458.00	172,458.00	0.00
	<b>TITLE 3 TOTAL</b>	<b>2,876,528.29</b>	<b>2,830,631.44</b>	<b>45,896.85</b>
	<b>GRAND TOTALS</b>	<b>3,375,410.22</b>	<b>3,246,319.58</b>	<b>129,090.64</b>

**Statement of Expenditure for the Financial Year 2019 (R0 – Utilisation of Appropriations carried over from 2018 and newly entered appropriations in 2019)**

Art.	Item	Heading	Carryover balance of 2018	Commitments in 2019	Appropriations Cancelled / re-classified	Payments 2019	Carry Overs to 2020
		<b>IPA 2016 377-705</b>					
303	3030	Studies and pilot schemes relating to living and working conditions - IPA 2016	95,287.00	53,747.23	0.00	52,969.10	42,317.90
<b>GRAND TOTALS</b>			<b>95,287.00</b>	<b>53,747.23</b>	<b>0.00</b>	<b>52,969.10</b>	<b>42,317.90</b>
<b>STATEMENT OF USE OF APPROPRIATIONS CARRIED OVER (ASSIGNED REVENUE R0) FROM 2018 TO 2019 AS AT 31.12.18</b>							
Art.	Item	Heading	Opening Balance 2019	New Commitments in 2019	Appropriations Cancelled	Payments 2019	Carry Overs to 2020
		<b>IPA 2018 402 - 940</b>					
303	3030	IPA Contract - Preparation of the 7th EWCS	495,000.00	137,491.00	0.00	94,633.40	400,366.60
<b>GRAND TOTALS</b>			<b>495,000.00</b>	<b>137,491.00</b>	<b>0.00</b>	<b>94,633.40</b>	<b>400,366.60</b>
Art.	Item	Heading	Opening Balance 2019	Commitments in 2019	Appropriations Cancelled / re-classified	Payments 2019	Carry Overs to 2020
		<b>Other Assigned revenue</b>					
0	0	IPA - IPA Countries CH BE SI NO	576,370.10	356,481.10	0.00	34,010.90	542,359.20
<b>GRAND TOTALS</b>			<b>576,370.10</b>	<b>356,481.10</b>	<b>0.00</b>	<b>34,010.90</b>	<b>542,359.20</b>
			Carryover balance of 2018	New Commitments in 2019	Appropriations Cancelled	Payments 2019	Carry Overs to 2020
<b>Cumulative for use of appropriations in 2019:</b>			<b>1,166,657.10</b>	<b>547,719.33</b>	<b>0.00</b>	<b>181,613.40</b>	<b>985,043.70</b>

## **CREDIT OPERATIONS IN 2019**

During the financial year 2019 a number of budgetary transfers took place in order to reallocate resources from areas where budgetary savings were identified towards areas of scarce resources. This enabled the achievement of the year's objectives, retained flexibility in budget management and allowed for reacting to change in different budget lines once the approved budget was published.

There were 76 budgetary transfers made within and between titles before the amending budget was adopted in December 2019. The cumulative amount of transfers amounted to 1,168,018 €. The net impact by title was as follows: Title 1: -231K, Title 2: +106K € and Title 3: +130K€ (C1 appropriations).

The cumulative net amounts of transfers after the adoption of amending budget were 22K € in title 1, +16K € in Title 2 and + 188K € in Title 3.

According to Article 29.4 of Eurofound's Financial Regulation, the Management Board has to be informed about all budget transfers made by the Executive Director. These transfers are regularly reported to the Executive Board as part of the Executive Director's progress report. In 2019, the budget transfers were reported in September and November 2019.

All changes in the budget structure raised the need for a budget amendment during the remainder of 2019. The budget amendment required approval by the Management Board. Eurofound published an amended budget totalling 22,024,000 € in December 2019.

## List of Credit Operations in the original budget 2019

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
12/02/2019	efd.11215	Transfer to cover Activity 13 Library and archiving expenses	3030	Studies and Pilot Schemes	3000	Operational documentation system	114,860
29/03/2019	efd.11279	TRANSFER TO COVER €200 in BL 1430 HR for JME for representation expenses	1103	Secretarial Allowances	1430	Entertainment and representation expenditure	200
29/03/2019	efd.11294	APPROVED TRANSFER TO COVER SOCIAL DISABILITY REQUIREMENTS	1120	Further training of staff	1420	Other welfare expenditure	13,000
22/05/2019	efd.11328	Transfer to PMO and DGHR charges	1400	Restraunts and canteens	1175	Other services and work sent out	30,000
20/06/2019	efd.11365	GLOBAL TO GLOBAL TRANSFER TO COVER NEW VODAFONE CONTRACT	2204	Electronic Office Equipment	2410	Telecommunications	6,000
16/07/2019	efd.11385	Budget transfer to cover ICT expenses approved by JME	2040	Fitting out of Premises	2204	Electronic Office Equipment	76,000
16/07/2019	efd.11385	Budget transfer to cover ICT expenses approved by JME	2040	Fitting out of Premises	2400	Postage and delivery charges	2,500
17/07/2019	efd.11392	Budget transfer to cover interpretation for management board meeting	3042	Governing Board Meeting	3041	Interpretation costs	6,500
24/07/2019	efd.11397	Transfer to cover Orange recruitment costs	1100	Basic Salaries	1175	Other services and work sent out	50,000
26/07/2019	efd.11399	Transfer to cover IC approved commitments according to forecast	3030	Studies and Pilot Schemes	3010	Publication of results of studies	68,770
31/07/2019	efd.11406	Transfer to cover IC approved commitments according to forecast	3030	Studies and Pilot Schemes	3010	Publication of results of studies	5,000
31/07/2019	efd.11406	Transfer to cover IC approved commitments according to forecast	3030	Studies and Pilot Schemes	3012	Marketing and Promotion	15,454
09/10/2019	efd.11482	Transfer from title 1 to 3 to cover 7 EWCS in line with approved midyear forecast	1100	Basic Salaries	3030	Studies and Pilot Schemes	130,232
29/10/2019	efd.11503	Transfer between budget line 2020 and 2031 to cover general facilities expenditure	2020	Water, gas, electricity, heating	2031	Facilities management	8,523
07/11/2019	efd.11528	Transfer between BL to cover Temporary workers salaries	1100	Basic Salaries	1175	Other services and work sent out	18,000
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2100	Rent	2204	Electronic Office Equipment	3
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2010	Insurance	2204	Electronic Office Equipment	2,092
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2020	Water, gas, electricity, heating	2204	Electronic Office Equipment	477
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2090	Other Expenditure	2204	Electronic Office Equipment	3,869
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2200	Technical Equipment	2204	Electronic Office Equipment	2,000
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2230	Vehicles and Transportation	2204	Electronic Office Equipment	300
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2300	Stationary and Office Supplies	2204	Electronic Office Equipment	1,500
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2250	Library Expenses	2204	Electronic Office Equipment	8,500
07/11/2019	efd.11537	Transfer to cover ICT expenses approved in October Forecast	2400	Postage and delivery charges	2204	Electronic Office Equipment	2,800
08/11/2019	efd.11539	Transfer to cover Postage and delivery charges	2300	Stationary and Office Supplies	2400	Postage and delivery charges	750
08/11/2019	efd.11539	Transfer to cover Postage and delivery charges	2310	Other Current administrative expenditure	2400	Postage and delivery charges	150
13/11/2019	efd.11551	Transfer to cover extra interpretation costs	3042	Governing Board Meeting	3041	Interpretation costs	7,500
13/11/2019	efd.11554	Transfer to cover extra interpretation costs	3042	Governing Board Meeting	3041	Interpretation costs	1,800
15/11/2019	efd.11560	Transfer to cover EF audit by Mazars which is cover in approved forecast	1120	Further training of staff	1175	Other services and work sent out	10,000
15/11/2019	efd.11564	TRANSFER TO COVER ADVERTISEMENT OF DIRECTOR POST	1120	Further training of staff	1180	Miscx expend. On staff recruitment	13,041
28/11/2019	efd.11585	Transfer from title 1 to title 2 for blo furniture in line with approved forecast	1190	Salary weightings	2210	Furniture	20,692
03/12/2019	efd.11603	Credit movements in line with final forecasts to cover salary payments for December	1180	Misc Expend on staff recruitment	1100	Basic Salaries	9,905
03/12/2019	efd.11605	Credit movements in line with final forecasts to cover salary payments for December	1190	Salary weightings	1101	Family Allowances	60,262
03/12/2019	efd.11605	Credit movements in line with final forecasts to cover salary payments for December	1180	Misc Expend on staff recruitment	1101	Family Allowances	7,095
03/12/2019	efd.11605	Credit movements in line with final forecasts to cover salary payments for December	1141	Travel expenses for annual leave	1101	Family Allowances	4,000
03/12/2019	efd.11605	Credit movements in line with final forecasts to cover salary payments for December	1120	Further training of staff	1101	Family Allowances	54
04/12/2019	efd.11611	Credit transfer to cover extra web development for ICT as approved in final forecast	3040	General Cost of Meetings	3000	Operational documentation system	40,000
04/12/2019	efd.11616	Transfer in line with final forecast 2019 to cover Trainee Salaries	1102	Expatriation allowancw	1177	Trainee Officials	1,864
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3000	Operational documentation system	3030	Studies and Pilot Schemes	20,000
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3010	Publication of results of studies	3030	Studies and Pilot Schemes	30,000
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3012	Marketing and promotion	3030	Studies and Pilot Schemes	13,681
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3040	General costs of meetings	3030	Studies and Pilot Schemes	76,487
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3041	Interpretation costs	3030	Studies and Pilot Schemes	1,124
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3042	Governing Board Meeting	3030	Studies and Pilot Schemes	40,000



## List of credit transfers in the original budget 2019– continued

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
05/12/2019	efd.11628	Credit transfers in line with final approved forecasts to cover expenditure in Activity 11 7th EWCS	3050	Translation of study reports	3030	Studies and Pilot Schemes	19,472
06/12/2019	efd.11635	Credit transfer to cover regularisation of salary commitments	1102	Expatriation allowancew	1182	Installation and resettlement allowance	4,621
06/12/2019	efd.11635	Credit transfer to cover regularisation of salary commitments	1103	Secretarial Allowances	1182	Installation and resettlement allowance	9,918
06/12/2019	efd.11635	Credit transfer to cover regularisation of salary commitments	1132	Unemployment Insurance	1182	Installation and resettlement allowance	1,560
06/12/2019	efd.11635	Credit transfer to cover regularisation of salary commitments	1150	Overtime	1182	Installation and resettlement allowance	183
06/12/2019	efd.11635	Credit transfer to cover regularisation of salary commitments	1176	Seconded officials from Member States	1182	Installation and resettlement allowance	960
06/12/2019	efd.11643	Global transfer to cover legal expenses	1141	Travel expenses for annual leave	1175	Other services and work sent out	2,340
06/12/2019	efd.11643	Global transfer to cover legal expenses	1181	Travel expenses	1175	Other services and work sent out	7,790
06/12/2019	efd.11643	Global transfer to cover legal expenses	1182	Installation and resettlement allowances	1175	Other services and work sent out	1,433
10/12/2019	efd.11652	Transfer to cover negative bank interest	2020	Water, gas, electricity, heating	2310	Other current administrative expenditure	1,500
10/12/2019	efd.11654	Transfer of surplus funds to cover building contract as approved in final forecast	2020	Water, gas, electricity, heating	2040	Fitting out of premises	2,005
10/12/2019	efd.11654	Transfer of surplus funds to cover building contract as approved in final forecast	2030	Cleaning and maintenance	2040	Fitting out of premises	1,000
10/12/2019	efd.11654	Transfer of surplus funds to cover building contract as approved in final forecast	2100	Rent	2040	Fitting out of premises	1,078
10/12/2019	efd.11654	Transfer of surplus funds to cover building contract as approved in final forecast	2204	Electronic Office Equipment	2040	Fitting out of premises	6,000
10/12/2019	efd.11654	Transfer of surplus funds to cover building contract as approved in final forecast	2250	Library Expenses	2040	Fitting out of premises	5,453
10/12/2019	efd.11659	Transfer to cover student grants	1120	Further training of staff	1177	Trainee Officials	376
10/12/2019	efd.11662	Transfer to cover approved amounts for 7th EWCS	3040	General costs of meetings	3030	Studies and Pilot Schemes	36,758
10/12/2019	efd.11665	Transfer of surplus funds to cover building contract as approved in final forecast	2200	Technical Equipment	2040	Fitting out of premises	7,207
10/12/2019	efd.11665	Transfer of surplus funds to cover building contract as approved in final forecast	2250	Library Expenses	2040	Fitting out of premises	3,148
10/12/2019	efd.11665	Transfer of surplus funds to cover building contract as approved in final forecast	2300	Stationary and Office Supplies	2040	Fitting out of premises	4,940
10/12/2019	efd.11665	Transfer of surplus funds to cover building contract as approved in final forecast	2410	Telecommunications	2040	Fitting out of premises	773
10/12/2019	efd.11667	Transfer to cover approved amounts for 7th EWCS	3010	Publication of results of studies	3030	Studies and Pilot Schemes	29,284
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1120	Further training of staff	2040	Fitting out of premises	8,635
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1121	Contract Agents	2040	Fitting out of premises	26,723
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1130	Insurance against sickness	2040	Fitting out of premises	8,554
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1131	Insurance against accident	2040	Fitting out of premises	5,977
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1183	Removal expenses	2040	Fitting out of premises	16,468
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1184	Temporary daily subsistence allowance	2040	Fitting out of premises	12,395
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1420	Other welfare expenditure	2040	Fitting out of premises	6,044
11/12/2019	efd.11675	Transfer of surplus funds to cover building contract as approved in final forecast	1430	Entertainment & representative expenditure	2040	Fitting out of premises	150
12/12/2019	efd.11683	Transfer of surplus funds to cover medical expenses	1300	Missions	1410	Medical Services	4,434
12/12/2019	efd.11683	Transfer of surplus funds to cover medical expenses	1420	Other welfare expenditure	1410	Medical Services	5,856
						<b>TOTAL EUR:</b>	<b>1,168,018</b>
						<b>COUNT OF CREDIT TRANSFERS:</b>	<b>76</b>

## Credit Transfers in the amending Budget 2019

Date	Credit Operation No	Explanation	From Budget Line	BL Description (From)	To Budget Line	BL Description (To)	Amount
12/12/2019	efd.11689	Transfers of surplus funds not required for 2019 to cover web development project	3050	Translation of study reports	3000	Operational documentation system	1,860.00
13/12/2019	efd.11696	Transfer of surplus funds in line with approved forecasts to cover 7th EWCS	3042	Governing Board	3030	Studies and pilot schemes	17,714.38
13/12/2019	efd.11699	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3012	Marketing and Promotion	3030	Studies and pilot schemes	4,603.70
16/12/2019	efd.11733	Transfer of surplus funds in line with approved forecast 2019 for medical services	1101	Family allowances	1410	Medical Services	72.27
16/12/2019	efd.11733	Transfer of surplus funds in line with approved forecast 2019 for medical services	1182	Installation and resettlement	1410	Medical Services	684.35
16/12/2019	efd.11733	Transfer of surplus funds in line with approved forecast 2019 for medical services	1420	Other welfare expenditure	1410	Medical Services	803.38
16/12/2019	efd.11736	Transfer to cover purchase of height adjustable desks	2030	Cleaning and Maintenance	2210	Furniture	2,500.00
16/12/2019	efd.11736	Transfer to cover purchase of height adjustable desks	2040	Fitting out premises	2210	Furniture	139.24
16/12/2019	efd.11738	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3040	General cost of meetings	3030	Studies and pilot schemes	9,523.43
16/12/2019	efd.11744	Transfer to cover 7th EWCS as per approved forecast	3000	Operational documentation system	3030	Studies and pilot schemes	8,710.30
16/12/2019	efd.11745	Transfer to cover 7th EWCS as per approved forecast	3012	Marketing and Promotion	3030	Studies and pilot schemes	830.52
16/12/2019	efd.11747	Transfer to cover top up of Catering commitment	1182	Installation and resettlement	1400	Restraunts and canteens	20,000.00
17/12/2019	efd.11759	Transfer to cover purchase of height adjustable desks	2230	Vehicles and transportation	2210	Furniture	481.32
17/12/2019	efd.11761	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3040	General cost of meetings	3030	Studies and pilot schemes	1,982.90
17/12/2019	efd.11769	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3050	Translation of study reports	3030	Studies and pilot schemes	94,247.40
17/12/2019	efd.11788	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	1182	Installation and resettlement	3030	Studies and pilot schemes	6,688.41
17/12/2019	efd.11788	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	1300	Mission, travel & incidental expenses	3030	Studies and pilot schemes	2,111.73
17/12/2019	efd.11788	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	2204	Electronic Office Equipment	3030	Studies and pilot schemes	4,700.00
17/12/2019	efd.11788	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	2210	Furniture	3030	Studies and pilot schemes	5,144.66
17/12/2019	efd.11788	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	2250	Library expenses	3030	Studies and pilot schemes	1,093.66
18/12/2019	efd.11798	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3012	Marketing and Promotion	3030	Studies and pilot schemes	20,280.00
18/12/2019	efd.11798	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3040	General cost of meetings	3030	Studies and pilot schemes	1,037.35
19/12/2019	efd.11803	Transfer to cover the purchase of ICT equipment	2410	Telecommunications	2204	Electronic Office Equipment	3,172.48
19/12/2019	efd.11803	Transfer to cover the purchase of ICT equipment	1300	Mission, travel & incidental expenses	2204	Electronic Office Equipment	915.89
19/12/2019	efd.11803	Transfer to cover the purchase of ICT equipment	2010	Insurance	2204	Electronic Office Equipment	77.51
19/12/2019	efd.11805	Transfer to cover the purchase of height adjustable desks	1300	Mission, travel & incidental expenses	2210	Furniture	2,307.50
19/12/2019	efd.11809	Transfer of surplus funds in line with approved forecast to cover 7th EWCS	3050	Translation of study reports	3030	Studies and pilot schemes	8,140.46
19/12/2019	efd.11814	Transfer to cover the purchase of ICT equipment	3050	Translation of study reports	2204	Electronic Office Equipment	93.44
19/12/2019	efd.11814	Transfer to cover the purchase of ICT equipment	3010	Publication of results of studies	2204	Electronic Office Equipment	963.75
19/12/2019	efd.118164	Transfer to cover the purchase of ICT equipment	1300	Mission, travel & incidental expenses	2204	Electronic Office Equipment	4,828.73
20/12/2019	efd.11819	Transfer to cover mission payment	2204	Electronic Office Equipment	1300	Mission, travel & incidental expenses	320.00
20/12/2019	efd.11819	Transfer to cover mission payment	3010	Publication of results of studies	1300	Mission, travel & incidental expenses	181.30
23/12/2019	efd.11830	Transfer to cover BLO payments for upgrades	3010	Publication of results of studies	2040	Fitting out of Premises	68.35
						<b>TOTAL EUR:</b>	<b>226,278</b>
						<b>COUNT OF CREDIT TRANSFERS AFTER</b>	<b>33</b>